

ILLINOIS INSTITUTE OF TECHNOLOGY

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

AUGUST TO AUGUST 2003

Volume 15, Issue 1

CONGRATULATIONS TO OUR 2003 GRADUATES!

We are proud to recognize the achievements of our recent graduates and wish them luck in their future endeavors.

Ph.D.

Mark Frame, Ph.D. (2003). Executive level multi-source performance ratings: A study of agreement, gender, and predictions of outcomes. Advisor: Ayman

Norberto Valbuena, Ph.D (2003). An Empirical Comparison of Measurement Equivalence Methods Based on Confirmatory Factor Analysis (With Mean and Covariance Structures Analysis) and Item Response Theory. Advisor: Raju

M.S.

Amy Antani (2003). The effects of ethnicity on social support and the experience of work-family conflict. Advisor: Ayman

Maneesh Sharma (2003). The relationships of self-monitoring, transformational leadership, and objective performance. Advisor: Ayman

M.S. in Personnel Human Resource
Development

Lindsey (Thora) Bey
Brandon Fleener
Alethea Moraes
Aditi Nayak
Diya Patel
David Sowinsk

As always it is a great pleasure to report the achievements of our faculty and students who have been busy year round contributing to enhance the field of I/O Psychology. This list is complete as far as we know. We apologize to those whose work has not been mentioned.

* Indicates IIT students

Aiello, A., Garman, A., and Morris, S. B. (2003). Patient satisfaction with nursing care: A multilevel analysis. Quality

Poster presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Boslet*, S., & Ayman, R. (2003, April). **Mentoring and gender's relationship to job satisfaction and organizational stress.** Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Clemans, W.V., Lunneborg, C.E., & Raju, N.S. (in press). Professor Paul Horst's legacy: A differential prediction model for effective guidance in course selection. *Educational Measurement: Issues & Practice*

Edwards, J.E., Scott, J.C., & Raju, N.S. (Eds.). (2003). *The Human Resources Program-Evaluation Handbook*. Thousand Oaks, CA: Sage Pub.

Ellis, B.B., & Raju, N.S. (2004). Test and item bias: What they are, what they aren't, and how to detect them. In J. Wall and G.R. Waltz (Eds.), *Measuring up: Assessment issues for teachers, counselors, and administrators..* (pp. 89-98). Greensboro, NC: ERIC Counseling and Student Services Clearinghouse.

Falcone, A.J., & Raju, N.S. (2003). Standard setting. In J.E. Edwards, J.C. Scott, J.C., & N.S. Raju (Eds.), *The Human Resources Program-Evaluation Handbook* (pp. 89-108). Thousand Oaks, CA: Sage Pub.

Feinzimer*, B. & Frame*, M. (2003, March). **The relationship between transactional/transformational leadership and affective commitment: A multilevel analysis**Poster presented at the 24th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.

Fortmann*, K.A., Feinzimer*, B.A., Moraes*, A., Thompson*, C., Glover*, B., & Frame*, M. (2003, March). **The effects of transformational and transactional leadership on affective organizational commitment**Poster

presented at the 24th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Akron, OH.

Fromen*, A., & Raju, N.S. (2003, April). **Telecommuters and non-telecommuters: Assessing the measurement equivalence on an employee survey.** In A.W. Meade (Chair), *Applications of IRT to measurement in organizations*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Georzig*, A., & Ayman, R. (2003, July). **Gender differences in preference of scientific fields: Self-to-prototype match as a mediator**Poster session presented at the European Congress of Psychology, Vienna, Austria.

Korabik, K., Lero, D., & Ayman, R. (in press). A micro-macro level approach to cross-cultural work-family research. *International Journal of Cross-cultural Management*

Korabik, K., Lero, D., & Ayman, R. (2003, April). **A micro-macro approach to cross-cultural work-family research** A paper presented at the European Academy of Management. Milan, Italy.

Laube*, S., & Ayman, R. (2003, July). **A multi-level investigation of satisfaction within teams: The role of personality diversity in self-monitoring for two communication conditions**Paper presented at the European Congress of Psychology, Vienna, Austria.

Lezotte, D. V. (2003). **Using organizational and employee assessment as a strategic tool: Measuring the link between employee capability and business results.**Presentation at the Bank Administration Institute's Executive Roundtable, Chicago, IL.

Lezotte, D.V., Fortmann*, K.A., Raju,

improvement. In B.S. Plake and J.C. Impara (Eds.), *The fourteenth mental measurement yearbook* (pp. 532-533). Lincoln, NE: Buros Institute of Mental Measurements of the University of Nebraska.

Raju, N.S., & Brand, P.A. (2003). Assessing the statistical significance of correlations corrected for unreliability and range restriction. *Applied Psychological Measurement*, 27, 62-71.

Raju, N.S. & Drasgow, F. (2003). Maximum likelihood estimation in validity generalization. In K. R. Murphy (Ed.), *Validity generalization: A Critical review* 263-285. Mahwah, NJ: Erlbaum.

Raju, N.S., Drasgow, F., & Blitz*, D.L. (2003, April). Maximum likelihood estimation in validity generalization with examples. In M.T. Brannick (Chair), *Advances in meta-analysis* paper presented at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Robie, C., & Raju, N.S. (2003). Glossary: Definitions of technical and statistical terms commonly used in HR program evaluations. In J.E. Edwards, J.C. Scott, J.C., & N.S. Raju (Eds.), *The human resources program-evaluation handbook* (pp. 537-550). Thousand Oaks, CA: Sage Pub.

Roch, S., & Ayman, R. (2003, April). Effect of rater audience, identifiability, and intrinsic motivation on ratings. Poster session presented at the 18th annual conference of the Society for Industrial and Organizational psychology, Orlando, Florida.

Sarkar-Barney, S. (2003). Effects of mentor-mentee communication and information networks on productivity. *Academy Advance Newsletter*, 11

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Melanie Anderson- Lundberg is working at Löneanalyser and Hewitt/ Löneanalyser, and was recently profiled as the American Woman in Business of the month in Sweden. She has recently been developing a web-enabled employee satisfaction survey and been working on several global compensation projects for multi-national companies.

Michael Burke has been promoted to Freeman Chair of Doctoral Studies in Research at Tulane University.

Garth Davidson is working at Solo Cup Company as a Human Resources Analyst. He is conducting HR research.

Ken Elliott has formed a data-mining consulting practice after a 12- year career working with SPSS. His company, Kenning Research focuses on providing advanced analytical services to develop predictive and descriptive models of 'people data'.

Brandon Fleener is working at Pearl Solutions.

Mark Frame is a Visiting Assistant Professor at University of Texas at Arlington, TX.

Isis Garcia is the new manager of the Workplace Excellence Division for the Chicagoland Chamber of Commerce.

Linette Heatherly is the Director of Training and Development for The Pallas Group, LLC in Chicago.

Helen Michniewicz is an Organizational Development Specialist with Square D Company/Schneider Electric.

Jennifer Runkle is a Manager of Organizational Development at Ingersoll-Rand in St. Louis, MO.

John Scott edited a book with Drs. Raju and Edwards entitled The human resources program-evaluation handbook

Robert Thomas is a Human Resource Manager at Sysmex America, Inc in Mundelein, IL.

Ken Zlatoper is a research analyst within the department of psychiatry at UIC. His research is a longitudinal study linking sexual harassment and general workplace aggression with a variety of "well-being" outcomes, and focuses on alcohol/drug usage.

The hard work and dedication of the faculty members gives the I/O program its credibility. Following is a look at our faculty's activities and accomplishments over the past year.

Dr. Roya Ayman just completed her 20th year last year at IIT and is starting her fourth term as the director of the I/O program. She presented with her students at SIOP, European Academy of Management, and European congress of Psychology. Her paper with Anke Georzig received the best poster award at the European congress of Psychology, Vienna, Austria. Roya has also finished several chapters, some coauthored with students. Dr. Ayman was also invited to talk in Luxembourg on the topic of women and leadership: Challenges and

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and Psychological Measurement, Applied Psychological Measurement, Journal of Applied Measurement, Psychological Bulletin, International Journal of Selection and Assessment Organizational Research Methods, and Personnel Psychology. He has also reviewed manuscripts for the following journals: Multivariate Behavioral Research, Psychological Method, Applied Measurement in Education, American Psychologist, and British Journal of Mathematical and Statistical Psychology.

Nam is also a member of the Research Advisory Committee (The Ball Measuo307 St5 Tc.8sBall

Jeanie Yoon graduated from Pacific Union College in Angwin, CA.

Located on the first floor in the Life Sciences Building, the Center for Research and Service has become a key contributor to the Institute of Psychology. Courtney Van Overberghe and Sofiya Velgach interviewed Bruce Fisher, Director of the Center for Research and Service, about the Center's purpose, projects, and impact on the Institute of Psychology.

The Center's employees are acutely aware of the Institute's needs and constantly work toward creating a positive impact. As director of the Center, Bruce Fisher develops and implements strategic planning for the Center and manages financial performance. He also works to expand the Center's business and manage current clients. Bruce selects and develops the student workers at the Center.

The Center provides consulting services to clients, primarily in strategic measurement relating to human resource programs and practices. This includes individual test validation, assessment centers, 360-degree feedback systems, organizational surveys and job analysis. It also provides services within training and development. Bruce also mentioned that there is a stro.4 J -0.0a2

