

## Congratulations 2004 Graduates!

\_\_\_\_\_ (2003). Factors contributing to differences in multi source performance rating: The role of self-monitoring, rating source and dimension. Advisor: Ayman

\_\_\_\_\_ (2004). What factors influence judicial rulings about the difference between adverse impact and reverse discrimination? Advisor: Morris

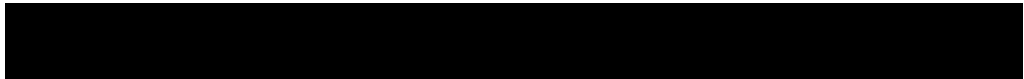
Adam Ackerson  
Jaime Kuo

Sofiya Velgach

Heather Leffler  
Lori Nita

## Publications & Presentations

Antani, A\*, & Ayman, R. (April- 2004). *The Relationship of Ethnicity with Social Support and Work-Family Conflict*. Paper presented at



*October*





## Faculty Activities



Dr. Roya Ayman presented with her students at four National conferences: SIOP, Academy of Management, Gallup Leadership summit and the international conferences in Beijing, China.

In addition to having three chapters published last year, Ayman was invited to Istanbul, Turkey, as a member of an international research team working on work family conflict.

Roya is on the editorial board of *Applied Psychology: An International Review* and *International Journal of Management*.

At both the SIOP and the Academy of Management conferences, Dr. Ayman was selected as the reviewer for two divisions: Gender and Diversity in Organizations and Organizational Behavior.

Dr. Ayman also was a reviewer for *Sex Roles, Group & Organizational Management: An International Journal*, *Journal of Personality and Social Psychology*, and *Human Resource Management Journal*.

This past summer, Roya was involved in designing a cross-cultural training program for Hewitt and Associates. She has also been working with IIT's Leadership Academy as an advisor and assessor.



### Dr. Dan Lezotte

Over the past year Dr. Lezotte continued the implementation of the Institute of Psychology's Certificate in Compensation Management. The first certificate is expected to be granted in the spring of 2005.

Dr. Lezotte also served as a reviewer for the upcoming issue of the *Human Resource Management Journal*, dedicated to SIOP articles and authors.

In June of this year, Dr. Lezotte completed a three-year term as the Chairman of the Board of Heartland Housing Inc. – a not-for-profit organization that develops housing and job training for the poor and disadvantaged.

He continues to be a member of the HH Board of Directors and the Board of Directors of Heartland Alliance, HH's parent organization.

Dr. Lezotte was also involved, along with Dr. Raju, in designing a national certification exam for the printing/graphics reproduction industry that will be used in high schools across the nation.

Finally, he continues his research and consulting in the area of organizational climate and its impact on organizational effectiveness.



### Dr. Scott Morris

Scott Morris is involved in a number of research projects investigating gender bias in selection decisions, the validity of individualized assessments, and methods for improving the accuracy of meta-analysis.

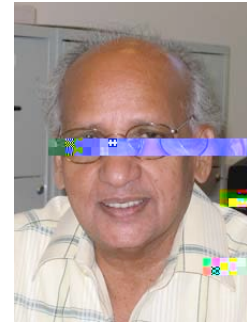
He is on the editorial board of *Organizational Behavior* and *Human Decision Processes*.

## Dr. Nambury Raju

Dr. Raju's research has focused on meta-analysis, validity generalization, utility of organizational interventions, differential item functioning (item bias), and measurement equivalence of 360-degree feedback assessments.

He is currently serving on the editorial boards of *nine* different publications, including *Journal of Applied Psychology*, *Journal of Educational Measurement*, *Personnel Psychology*, *Organizational Research Methods*, and *Psychological Bulletin*.

Raju has reviewed proposals for the SIOP, AERA/NCME, and APA conventions. He serves as a member of the Technical Advisory Committee of the Department of Testing and Assessment for both the state of Georgia and Montana.



Dr. Annette Towler has blazed quite a trail prior to joining IIT as an Associate Professor. Dr. Towler previously spent three years as an Assistant Professor at the University of Colorado-Denver.

She is involved in a number of research



## IIT Center for Research and Service

They say that you can't get a job until you gain experience. In the same breath, they'll tell you how you can't gain experience until you have a job. Such is the circular logic that many graduate students encounter when they begin their job hunt.

IIT's Center for Research and Service defies this stereotypical experience. At IIT, students have the opportunity to gain real work experience, apply what they learn in the classroom, and work along some of the most influential minds in the field.



*Center for Research and Service Staff. From Left: Bruce*



## IOOB Student Conference

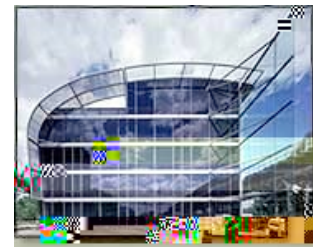
IOOB is a graduate student conference held annually by students for students. The 2004 conference was held at The University of Tulsa, OK, with the theme "Moving the Box."

Speakers such as Drs. Angelo De Nisi, Nancy Tippins, Eduardo Salas, and Robert Hogan raised issues about stepping outside the traditional I/O paradigm to bring in new ideas and push the field in new directions.

There were posters and presentations from students as well as interactive workshops from faculty and professionals. It was a great opportunity to meet our fellow students from other schools.

There were many fun activities planned for us upon arrival, including outings and games. It was a great environment to get comments from peers on our hard work. IOOB is a great place to get feedback on projects, papers, ideas, and works in progress. The atmosphere was not stressful, and awards were given for outstanding papers.

Next year, IOOB will be at The Florida Institute of Technology in February 2005. Check out the website, IOOB.org, in the coming months for more details and submission deadlines. Let's make sure that enough students attend to



## SIOP Conference & IIT Reception

Each November, Dr. Roya Ayman opens her home for a gathering of the IIT I/O community. The event provides an informal environment that enables students, faculty, and alumni to learn more about each other – both professionally and personally.

This annual event has become an invaluable social outlet. First year students get the opportunity to question their more seasoned classmates. Students and faculty relate their research experiences, and alumni networks provide potential leads to future job opportunities.

This event allows you to really appreciate the IIT academic experience. People come from all walks of life with one very important thing in common – their shared experience at IIT.

Are you a first-year student looking to get informed about your future years at IIT? An advanced student interested in meeting this year's new class? Alumni looking to see how the program or campus has changed? An employer looking to find that one IIT student to fill your internship position? Did I mention the food? It's got something for everyone!

This year's event is slated for November 13! We will see you there!



graduated  
from the Illinois Institute of





Illinois Institute of  
Technology  
Industrial /  
Organizational  
Psychology

## From The Director's Desk.....

I would like to thank all alumni and advanced students who have assisted our current students in getting internships or doing projects with them to gain applied experience. The strength and success of our program has always depends the wonderful support from our Alumni.

At this point, I would also like to thank those who either hosted or presented at our internship meetings at IIT. Our sincere thanks goes to Bob Thomas from Sysmex, Dr. David Pegorsch from United Airlines, and Daniel Russell from Aon consulting.

At SIOP in Chicago last year, we had a great bash. We are extremely grateful to Ellen Mitchell, the director of the institute of Psychology, for her continuous care and support of this very special event.

As program director, I am most pleased to inform you that IIT was ranked as 6th among I/O Ph.D. programs in North America (see TIP, July 2004). Congratulations to all !

We have modified our Compensation Management Certificate program and we hope to attract more participants. Four eight-week courses are offered every year from Fall through Spring. Students in the program can take these as electives and alumni can take them to further specialize. By completing these courses, you will earn a certificate in compensation management.

By now, you may know that we have good and bad news to report regarding our faculty. The bad news is that Dr. Shreya Sakar-Barney has left IIT. She was a great colleague, and more importantly a great motivator for student involvement in research. We will miss her.