

### Ph.D.

Angela Sternberg,  
Defended Spring 2011. Advisor: Ayman.

### M.S.

Kim Burris,

Avi Fleischer,  
Defended Summer 2011. Advisor: Mead.

Elisabeth Howard,  
. Defended Fall

2010. Advisor: Morris.

Mary Hunt,  
De-

Defended Spring 2011. Advisor: Aymen.

Gargi Sawhney,  
. Defended

Spring 2011. Co-advisor: Morris.

Jeremy Watson,  
Defended Spring 2011.

Advisor: Mead.

Izabela Widlak,  
. Defended Spring

2011. Advisor: Ayman.

### M.S. in Personnel and Human Resource Development

Boyer, Peggy N. (Spring 2011)  
Burdalak, Marybeth (Spring 2011)  
Cairo, Katrina B. (Spring 2011)  
Devereaux, Mathew W. (Spring 2011)  
Jang, Younghee (Spring 2011)  
Miao, Si (Spring 2011)  
Williams, Bradford J. (Spring 2011)  
Zhao, Lei (Fall 2010)

## Honors & Awards

**Teaching Awards**—Kemp Ellington was awarded the IIT College of Psychology Junior Faculty Teaching Award for 2010-2011 for his excellence in teaching in the IIT Psychology department. He also won the IIT Bauer Family Award for Excellence in Undergraduate Teaching. Scott Morris was recognized for his outstanding teaching with the College of Psychology Excellence in Teaching Award.

**Pounian Award**—Jialin Huang, M.S., received the Charles "Arch" Pounian Award. Jialin is working on her Ph.D in I/O Psychology. She is interested in psychometrics, methodologies, statistics and culture differences. She has been involved in several projects in terms of measurement equivalence (ME), Differential Item Functioning (DIF), structural equation modeling (SEM), emotional intelligence (EQ) and personality testing. In 2009, she received her masters degree in Developmental and Educational Psychology from South China Normal University, Guangzhou, China. Currently, she is working at Wonderlic Inc. as a research scientist.

## Publications & Presentations

### Publications

Ayman, R. & Adams, S. (2011). Contingencies, Context, situation, and leadership. In D.V. Da

Publications & Presentations (Continued)

IIT students not only obtain academic knowledge but also hands-on practical experience by working with organizations and with our very own alumni.

**Shujaat Ahmed** worked over the summer at NASA in Greenbelt, Maryland.

**Anna Brown** works as a Consultant at the Center for Research and Service.

**Avi Fleischer** teaches undergraduate statistics at Northeastern Illinois University.

**Kevin Franke** is working as an HR Intern at Mesirow Financial.

**Danny Gandara** is teaching in the Interprofessional Projects Program at IIT and in the Psychology Department at Northeastern Illinois University.

**Jialin Huang** works at Wonderlic as a research assistant.

**Heather Leffler-McLinden** works as a Talent Management Expert at Hewlett-Packard.

**Kelly Levin** works as an Associate Consultant at the Center for Research and Service and as a Testing Coordinator for the CPS project.

**Catherine Savage** is an Associate at Vantage Leadership Consulting.

**John Skinner** is working as an intern at Valtera.

**Rodney Vallejo** works as an Associate Consultant for the Center for Research and Service and as an Assessment Centers Assistant for Vantage Leadership Consulting.

**Jeremy Watson** works as a Consultant at the Center for Research and Service, he also teaches an undergraduate Industrial Psychology(P)4.2 TIndustrial0.0021 T00110 (c)se.

## Alumni Professional Activities

We are grateful to all IIT alumni for providing us with their continual support, resources, and feedback over the years.

**Melanie Anderson Lundberg** is currently at the Allstate Corporate headquarters in Northbrook, Illinois as a Manager in Talent Management.

**Russell Barcelona**, Ph.D., is a Business Psychologist/Partner at Hyde & Lichter, Inc.

**Jennifer Beach** is an Internal Communications Manager at United Healthcare.

**Sharon Boslet**, Ph.D., works as a consultant at Towers Perrin.

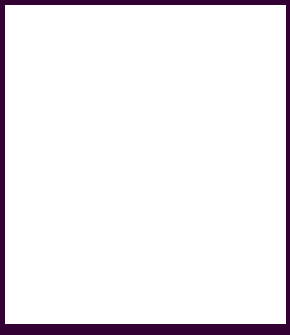
**Lily Chuang**, M.S., is working as a Research Associate at Applied Measurement Professionals.

**Mike Collins**, Ph.D. recently started working as HR Officer at the National Park Service, Arizona Servicing Human Resources Office.

**Renee Czeryba** is now at Walgreens as a Sr. Change Management Consultant in the Change Management department.

## Faculty Activities

### Dr. Roya Ayman



Last year Dr. Ayman, who overcame a serious illness, also collaborated with alumni and students on several projects which yielded some of the publications and presentations listed earlier. She also led the two searches for the positions in I/O division, which yielded success.

She is the section editor of \_\_\_\_\_ and is on the editorial board of \_\_\_\_\_ and \_\_\_\_\_

\_\_\_\_\_ and has provided reviews for other journals and conferences such as SIOP, Academy of Management, European Academy of Management, European Journal of Work and Organizational Psychology, and Applied Psychology: International Review Journal of Applied Social Psychology.

Roya also works with the Leadership Academy at IIT as a faculty evaluator.

### Dr. Scott Morris



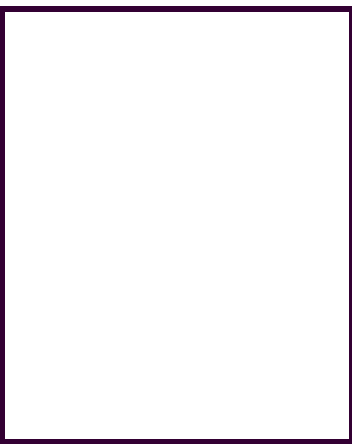
Dr. Morris and his students are involved in a number of research projects related to personnel selection and statistical methodology. Several ongoing projects focus on adverse impact analysis. Another project is a validity generalization study of individual psychological assessments in employee selection. Other ongoing research explores statistical methods for evaluating measurement equivalence. Several students are currently working to refine Nambury Raju's DFIT framework to better identify problematic items.

Scott serves a statistical advisor for the Center for Adherence and Self Determination, a NIMH-funded research center exploring how consumer empowerment can improve participation

in mental health services. His work with the CASD includes studies of the measurement equivalence of an empowerment measure, and a meta-analysis of the effectiveness of anti-stigma programs.

Scott serves on the editorial boards of \_\_\_\_\_ and \_\_\_\_\_. He is also a member of the Society for Industrial and Organizational Psychology Educational and Training Committee. In addition to his role as a member of the I/O faculty, he is also the Associate Dean of the College of Psychology, Chair of IIT's Institutional Review Board (IRB), and he was recently appointed the Interim Head of the Psychology Undergraduate Program.

### Dr. Alan Mead



Alan has divided his time between teaching (individual differences, psychometrics, and meta-analysis/VG), research on personality, methodological, and technological topics, reviewing (Journal of Business and Psychology, Journal of Applied Psychology, Educational and Psychological Measurement, and Personnel Psychology) and consulting as the Scientific Advisor to the Center for Research and Service (mainly on psychometric, selection, or computerized testing applications).

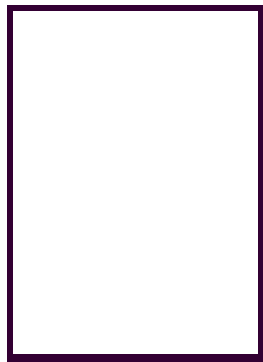
With Kemp Ellington, and teams at

Purdue, Lehigh and Michigan Tech, he was notified of funding for a three-year NSF grant to develop and validate measures of individual and team ethical decision-making in engineering and design teams. The IIT portion of the award was \$231K.

## Faculty Activities

### Dr. Kemp Ellington

Kemp Ellington received the IIT



## Student Associations

### GAIOPS

#### Graduate Association of I/O Psychology

The Graduate Association of Industrial-Organizational Psychology Students (GAIOPS) is entering its fourth active year at the Illinois Institute of Technology. The mission of our organization is to enhance the student experience by providing social, fiscal, and professional opportunities for I/O graduate students. Our activities have been diverse: we have hosted workshops on resume and curriculum vitae writing, organized movie nights, and raised funds for events such as the 30<sup>th</sup> Annual IOOB Conference hosted by IIT.

Last year, our organization primarily focused on providing fiscal support for professional development of students in our program. We funded 30 student memberships to SIOP and 10 memberships to the Academy of Management. Additionally, we provided funds for 30 of our students to attend the SIOP conference in Chicago. Overall, GAIOPS brought over \$6000 in funds to our students. The 2010-2011 Board included Danny Gandara, Jill May, and Jonas Neuhengen.

As our organization is growing, it is ultimately changing. We are pleased to announce the 2011-2012 GAIOPS Board: Michelle Jackson, Sean Wright, Niki Papaianou, and



Danny Gandara and Jill May presenting GAIOPS research

### APA

**Asian/Academic Psychological Association (APA)** is a relatively new student organization which was founded two years ago by Kelly Zhao, Lily Chuang, Peter Chi, Maple Chen and Cindy Miao. Bo Ju and Jialin Huang joined the organization right after it was created. As time has gone by, the organization has been growing. Fall 2011, Zoe Qin, Yutong Liu, Shujaat Farah Rosabelle Ahmed, Vaishali Aroraa, Cherry Che and Haylee Min joined APA. Currently, the organization is being led by Bo Ju and Zoe Qin.

APA has hosted several events and hopes to conduct many more to benefit our students. The organization has held open-house retreats, provided internship meeting refreshment, movie night and reimbursement on the cost of attending some academic conferences such as SIOP. APA has also bought some office supplies for Roya's and Alan's Lab, like post-it pads and print papers. Without doubt, there is much room for the organization to grow and we are open to everyone and all ideas. Although APA was founded by Asians and is now operated by Asians, anyone who is interested in either the organization or the unique culture should feel free to join us. Please contact Bo Ju at [boju929@gmail.com](mailto:boju929@gmail.com) if you would like to join us or have any idea for how APA can benefit our I/O students.

---Bo Ju, PHRD 3rd year



This past year has been an exciting one for the Center for Research and Service. We've brought on two new project managers, Jeremy Watson and Anna Brown, both of whom are doing great work for the Center and our clients. Anna has taken on responsibility for our surveys with financial institutions as well as our major testing project with the Chicago Public Schools system. Jeremy has assumed responsibility for other core Center services, including engagement surveys, on-line testing, 360 degree feedback systems, and preferred employer competitions. Please join me in congratulating

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## IOOB Student Conference

From March 3<sup>rd</sup> to March 6<sup>th</sup>, 2011, I attended the 32<sup>nd</sup> annual IOOB conference hosted by the Alliant International University in sunny San Diego, CA. On one hand, I was afforded a much-needed break from the cold, gray doldrums of late-winter Chicago. But beyond an increase in Vitamin D production, I gained an opportunity to present my research, to network with other students and practitioners, and to represent IIT at a professional conference.

The poster I presented, coauthored by classmates Stefanie Pugliese and YuYing (Lily) Chuang, was titled Leadership and Influence: Does QCB Matter? We found that self-report ratings of citizenship behavior partially mediated the positive relationship between a fraternity or sorority member's status as leader/non-leader and peer ratings of their social influence within the organization. In other words, leaders were viewed as influential in part due to the discretionary effort they made to benefit the organization.

It is worth mentioning that this was my first academic conference and I was the only student from IIT in attendance. Needless to say, this

was a unique opportunity to test my social and professional mettle. I found the other students to be friendly and upbeat, while the practitioners in attendance were eager to listen to research and share their experiences. I enjoyed the poster sessions, but drew the most value from the guest speakers. Among my favorites: Dr. Diane Halpern's discussion of work/life conflict and Dr. Marshall Goldsmith sharing his wisdom gained over decades of executive coaching.

Overall, the trip gave me a strong sense of accomplishment and a valuable professional experience. I was proud to represent IIT and at no point felt unprepared or behind the curve. I am grateful to have had the

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## SIOP Conference

The Society for Industrial and Organizational Psychology held its annual conference in Chicago this year. As students of Illinois Institute of Technology we were lucky that the conference was being held in our home town! All of the IIT faculty strongly urged students to attend the conference. As a first year Ph.D. student this was my first experience attending and beyond that, my first time attending a large conference. It truly was a wonderful experience.

I must admit that I think several of the students were somewhat anxious about the conference because it was a first time experience. After the first morning session though it seemed that everyone relaxed, enjoyed themselves, and learned a lot. Due to my interest in employee selection (and hence, adverse impact) several of the sessions I attended revolved around this topic. One of my favorite sessions was entitled, "Recommendations of a TAC on Adverse Impact." This session was a discussion on the 2010, "Technical Advisory Committee Report on Best Practices in Adverse Impact Analyses." Having read the report, it was incredibly interesting to hear several of the authors discuss how they arrived at the conclusions they did. Furthermore, hearing elaborations on several of the best practices gave me an improved understanding of the recommendations.

A second session which I enjoyed was entitled, "Abolish the

Uniform Guidelines." It was a large session and included several facilitators discussing their opinions on the Uniform Guidelines. I was thoroughly impressed with one contributor, James Outtz. I thought his perceptions of the Guidelines were sophisticated and his suggestion that position papers be written to help interpret the Guidelines was an excellent one. Finally, a session I attended which was somewhat outside my area of research interest was entitled, "Broad versus Narrow Traits." This session included several presentations discussing the predictive power of broadly versus narrowly defined personality traits. One research presentation I found interesting was with regards to the personality trait of Openness. The researchers laid out several facets of Openness (e.g., Ingenuity and Curiosity) which they found to have predictive advantages over the general factor of Openness. I found their findings to be intriguing.

Overall, I (and from what I've heard from fellow students, we) had a wonderful experience at this year's SIOP annual conference. It was a fantastic learning experience and I came away from the weekend with a much stronger understanding of what types of research are going on in the world of Industrial and Organizational psychology. I hope to be able to attend another conference in the near future!

-Andrew Rand

Ph.D. Track

Boyer, Peggy :

