Is it “I” & “O”, or is it just “IO”?  
By Elizabeth Conjar and Kate LaPort

In the early years of I/O psychology, right after World War I, the field we all know and love was coined “Industrial Psychology” (Knoppes, 2003). Then in 1970, reflecting a change in the expanding interests of Industrial psychologists, the division of psychology was renamed “Industrial-Organizational Psychology” (Highhouse, 2007). While some psychologists in our field consider themselves to be “I” focused, others say they are “O” focused. Even though these distinctions make sense on the surface, one has to wonder if the content of our field severely blurs such distinctions. The current article will present views to recognize both sides and then will leave it up to you to form your own opinion.

Obviously… It’s I/O

As I/O psychologists (or I/O psychologists in training) we have all heard references to Industrial Psychology topics (e.g., selection, training) and Organizational Psychology topics (e.g., leadership, motivation). While this distinction occurs in our curriculum, some of the faculty argue that no topic area in our field is strictly I or O; all topics contain elements of both I and O. For example, one cannot talk about leadership without discussing the selection and training of leaders. Similarly, one cannot create a training program without addressing trainee motivation and organizational culture.

The GMU Internship Experience

By Vanessa Tendrick

What GMU students learn in the classroom are the core skills necessary to be a successful I/O psychologist after graduation. Also important though is an internship that complements these skills. The Washington, D.C. and Northern Virginia areas are full to the brim of internship opportunities; in fact, a major reason why many prospective

(Continued on Page 6)

Dr. Robert Ruskin Receives Meritorious Research Service Commendation from APA.

By Jennifer Demaris

Dr. Ruskin is Director of the Consortium Research Fellows Program, a non-profit organization that unites graduate students in the behavioral and social sciences from universities across the country with federal research organizations such as the Army Research Institute, Air Force Research Laboratory/Human Effectiveness Directorate, the Defense Manpower Data Center, and the National Defense

(Continued on Page 5)
THE PRESIDENT’S ADDRESS:

WELCOME AND WELCOME BACK!

BY: CHAD PEDDIE

On behalf of the Industrial Organizational Psychology Student Association (IOPSA), I would like to extend a warm welcome to the incoming I-O master’s and doctoral students. Additionally, I would like to welcome back all returning students, faculty members and our Visiting Fulbright Scholar.

The IOPSA officers from the 2007 – 2008 academic year went to painstaking lengths to see that IOPSA realized its potential. The work they contributed to ensure our organization’s continued success was immense and they should be proud of the state in which IOPSA has been handed over. The efforts of the previous year’s officers have produced a strong organization and have set the bar very high for the incoming officers. However, the 2008 – 2009 IOPSA officers are up to the challenge, please allow me to introduce them:

President: Chad Ian Peddie cpeddie@gmu.edu
Vice-President: Joe Luchman jluchman@gmu.edu
Treasuries: Kate Laport klaport@gmu.edu Carrie Grimes cgrimes@gmu.edu
Secretary: Kristina Dunphy kdunphy@gmu.edu
MA Liaisons: Jennifer Demaris jdemaris@gmu.edu Laleh Patel lpatel@gmu.edu
Social Chairs: Irwin Jose iJose@gmu.edu Gia DiRosa gdirosa@gmu.edu
ION Editors: Irwin Jose iJose@gmu.edu Carrie Grimes cgrimes@gmu.edu
Web Master: XiaoXiao Hu xhu@gmu.edu

Having an I-O program that includes a completely student led organization is a true strength of our program and a sign of its uniqueness. However, being a completely student lead organization makes IOPSA subject to specific challenges. One such challenge that the IOPSA officers have been working diligently to ameliorate is the increased need for funds to ensure the continuation of initiatives and events vital to our organization. With the tremendous help of Dr. Zack Horn (2008 GMU I-O graduate), IOPSA has begun a partnership with the Personnel Testing Council of Metropolitan Washington, DC (PTC). Hosting monthly luncheons for PTC puts IOPSA in a fine position to foster the distribution of information applicable to the I-O community while helping to ensure a sound financial future for our organization (more information regarding PTC/IOPSA luncheons can be found at http://www.ptcmw.org/lunch.htm).

In the upcoming year, IOPSA will direct more attention to maintaining strong bonds with our departmental partners and colleagues. To realize this important bonding potential, IOPSA is planning a good number of social events. Many of these outings will be open invitations to the GMU Psychology Department as a whole. The intention of this direction is to increase multidisciplinary perspectives and possibly spawn inter-program research endeavors.

In addition to sponsoring new activities and ideas, IOPSA will continue to maintain previous initiatives that have aided in the functioning of our organization. One such example is our Student Mentoring Program. This ongoing tradition, established several terms back, has been a tremendous help in acclimating new students to the GMU I-O program (I speak from personal experience). This program involves the assignment of a second year student to each incoming student as a mode of social support to facilitate the transition from undergraduate to graduate student. The assignment of mentoring pairs is complete and plans for annual mentor-mentee dinners are in the works.

Our program’s mainstay, in terms of providing a forum where students and faculty may engage one another, is our weekly Brown Bag series. Modest refinements that seek to foster attendee interaction and the sharing of student project developments will carry this institution into the new academic year. Last year, to increase interaction, we experimented with a new Brown Bag format. By separating into smaller groups, all Brown Bag attendees were able to share ideas and work through research issues. This style of discussion provided great insights and feedback to ongoing and future projects. Enlarging the focus on student research activities will involve two refinements. The first simply involves an increase in the number of student presentations. The second will be a "mini" SIOP poster session where acceptees may gain feedback on submitted projects. These few modifications will join a series of presentations from field experts to make this year's series an enriching experience for all. The complete Brown Bag presentation schedule for the upcoming fall semester will soon appear on the IOPSA website: http://www.gmu.edu/org/iopsa/stufac.htm.

The upcoming year is a time of great potential, and we the GMU I-O community, working together, have the opportunity to make great strides in advancing our research and individual goals. In short, 2008 – 2009 should be a great period in our program’s future. The IOPSA officers are committed to going to great lengths to make this so. Therefore, if you have any questions, comments or concerns please feel free to contact one of your IOPSA officers. I thank you and wish you all the best of
Hi everyone. I am very pleased to introduce the annual fall issue of the ION. Believe it or not, this is the 13th year of the ION! I want to thank everyone who has contributed to the newsletter over the years and has helped to continually improve it.

I am also happy to announce that this is the first time issue under the direction of our new editors, Irwin Jose and Carrie Grimes. Carries and Irwin, who are both second year Master’s students, have some very exciting ideas for the ION and I am certain this will be another wonderful year for the newsletter. The beginning of their editorship, however, also signals the end of the previous editorial team, composed of Richard Hermida and Elizabeth Conjar. Liz and Richard were innovative and diligent, and they improved the newsletter in various respects. I will miss working with them very much!

As has become tradition, this fall issue of the ION contains pictures and short bios of the incoming Doctoral and Masters students. I know that I speak for the whole GMU I/O family, when I say Welcome! You have chosen wisely! I hope the next few years are extremely rewarding for you all, both professionally and personally. If you are concerned that this is not your best picture, you may want to look back at past IONs or on the I/O website to see the rest of us “not at our best.”

In addition to the bios, this issue also contains several interesting articles. For example, Liz Conjar and Kate LaPort wrote a piece about the “I” and “O” parts of I/O and whether or not there is really a distinction between the two. Also, Jennifer Demaris details her interview with Dr. Robert Ruskin who is the head of The Consortium Research Fellows Program, which employs several GMU students. These are just a couple of the exciting stories in this issue.

In closing, I would just like to remind everyone to feel free to contribute by sending us pictures, stories, and news of note. The GMU I/O community wants to hear what you have to say and what you have been up to! With that, I wish you happy reading!

Questions? Comments? Is there anything that you would personally like to see in the ION? Would you like to contribute to the ION? If so, just let us know! Email the ION editors at:

GMU.ION@gmail.com
A BOOK REVIEW:
A MEASURES OF THE MIND
IS A TERRIBLE THING TO WASTE
BY: JOSEPH LUCHMAN

Imagine if you will, a bright-eyed First-year Doctoral student in his first Selection class preparing himself (let’s just say it’s a “he” here) for a journey toward the comprehension of the terribly sophisticated world of, essentially, applied test theory. In the first week’s readings, this individual is assigned to read what would appear to be a thoroughly dull article with the perhaps appallingly aversive appellation The Concept of Validity.

“Yeah, yeah, yeah.” Thinks the student. “We all know validity is the correlation between a measure and something else.” This student expects the article to say some iteration of this, perhaps adding on that “measures are never ‘fully validated’” or that “reliability is important.” You know, stuff he already learned. Much to his surprise, however, this article said something relatively revolutionary. The author states: what if validity isn’t a correlation at all, in fact what if you don’t really “need” correlations for there to be validity.

The author of that article was Denny Borsboom and if you couldn’t tell the student was me (I can’t remember if I really thought those things or just recall thinking them for rhetorical effect). The article I read intrigued me enough to pick up Borsboom’s Book Measuring the Mind: … In a phrase, it’s one of those books that (presuming you get through it, to be honest it’s somewhat dense, but to it’s credit much less dense than Campbell and Stanley [for those of us who read C&S, you know what I mean]) either leaves you inspired to join Borsboom’s revolution or thinking he’s a quack. I am more inclined toward the former camp.

Borsboom’s contribution in this book is by putting the three main braches of psychometrics (did you know there even were three? I didn’t before reading this) in perspective, contrasting them with one another. Borsboom also attempts to use his pet philosophy of science (“realism” – which presumes that latent variables like intelligence are “real” and not [literally] figments of your imagination [which apparently isn’t real in other philosophies…]) to make suggestions as to which branch of psychometrics is the most scientifically sound to base our measurement conclusions off of.

Some of the elements I found really interesting are the historical notes Borsboom includes in the course of evaluating the three psychometric theories. For instance, that classical test theory was born of observation error theory from Astronomy. Borsboom also takes great pains to link the mathematics of the theory (often what we learn about) to logic, pointing out instances in which great logical “leaps of faith” are required to buy into the assumptions of a perspective. An example is the idea that the “true score” of classical test theory is defined in terms of itself and has no other “meaning” (as Borsboom argues, an intelligence test true score is just that; a score. It is not intelligence). You will have to see how he arrives at this conclusion, but I can assure you it is truly intriguing stuff (in my opinion).

The book comes to something of a climactic cadence in the final chapter when Dr. Borsboom expounds upon his Concept of Validity (the same one as is published in Psych Bull.), which he argues is all but absent from all three psychometric theories despite its central importance to psychometrics. That said, the book does gives the reader an appreciation for how much we do know about measuring the mind (and just typically don’t practice) and gives several actionable suggestions of how to improve the state of the science as opposed to just pointing out the problem.

I’m going to spare you the gory details of the rest of the book and give you a single take away message: If you are at all interested in test theory and have even a passing fancy for philosophy this book is a very good way to fill holes in your knowledge, spur on your thinking as to which scientific philosophy you may subscribe to and even take on a very interesting perspective on a central concept of the Psychological Science: Validity. Perhaps before taking on the book you should look into Borboom or his cadre’s (Mellenbergh and Van Heerden) articles as they give a good preview of the book and the style in which it’s written. Synopsis: At times humorous, peppered with a few equations and a good deal of complex thinking, Measuring the Mind is without a doubt the most rewarding “methods-y” book I’ve read in my relatively short career as a psychologist.
(Is it “I” and “O”? Continue From Page 1)

Certainly, this distinction helps novice and non-I/Oers learn and build their schema/mental model of the field, but at an expert level, it must be seen how all areas of our field contain both I and O components. Without such integration, the processes and behaviors we try to explain in organizational contexts would remain one dimensional constructs without added layers of depth. When evaluating ultimate I/O criteria (e.g., performance, satisfaction), we must consider all I/O topics (i.e. selection, training, motivation, leadership, etc) as well as the interaction between such topics.

Obviously…It’s I And O

Before we immediately throw out the “and” that we’ve all grown accustomed to – and have hundreds of business cards to prove it - it’s important to take a look into the history of our field to understand why this distinction developed in the first place. So sit back, relax and enjoy your history lesson - it will be quick and painless, I promise.

After World War I our field was known as “industrial psychology” and later broadened to “industrial and business psychology” when it became a section of the American Psychological Association. The name pretty much says it all – our focus was on selection and training with little to no recognition for the human side of things. This bottom line focus would not last for long however as a number of social and intellectual forces began to coincide. Due to a push for workplace reform and a call for the end of worker alienation, practitioners and academics alike began to focus not simply on the organization but also on the individuals within them. Thus, industrial and organizational psychology was born. Is there still a focus on the individuals within the workplace? Of course. At a broad level, the I and O seem to need to be distinguished based on whether the topic areas they represent are more business focused (i.e. what is the bottom line for performance in the organization) or humanistic focused (i.e. what is the bottom line for the individuals who perform in the organization). If the circumstances prompting the initial distinction between industrial and organizational psychology are still at work in our society, how could we disregard this distinction?

(Dr. Ruskin Receives Award Continued From Page 1)

University. During his 22 years of leadership, the Consortium has afforded 182 George Mason students the opportunity to receive educationally relevant professional experience while providing government agencies with their expertise and effort. The American Psychological Association (APA) has selected him as recipient of its Meritorious Research Service Commendation for 2008 for his outstanding contributions to psychological science in program development and research facilitation.

Dr. Ruskin was uniquely prepared for the complex task of coordinating students from numerous universities and government agencies nation-wide into an integrated and multifaceted program. After receiving his degree in experimental psychology from West Virginia University, Dr. Ruskin became a professor at Georgetown, where he was soon elected the youngest Department Chairman ever. Twenty two years ago he gave up his tenured professorship and chairman position to focus all his efforts on shaping the Consortium program, and the result has been overwhelming. With the help of Deputy Director Julie Waller, the Consortium has taken students from over 40 universities at the undergraduate, graduate and post-doc levels and connected them with some of the brightest mentors in their fields.

Dr. Ruskin views the Consortium as a little university, in which he serves as dean to work with the students, pair them with mentors with matching interests and facilitate their educational development. At any given point, the Consortium consists of 40-50 mentors and 110-115 students, all of whom look to Dr. Ruskin for advice and support. George Mason is the largest and most organized provider of students, thanks in large part to the efforts of Dr. Lou Buffardi to ensure that all of his I/O students are provided with funding; collectively, the students receive approximately 5 million dollars annually in exchange for their services. The Consortium stands out from typical employers in that it encourages its students to publish their work, which offers them and their respective government agencies incalculable gain. One word sums up what the Consortium provides to its students under Dr. Ruskin’s guidance: Opportunity… Opportunity to publish, to learn, to earn and to develop in a meaningful and unique way as students, scientists and people.

During his 22 years as Director, Dr. Ruskin has sat on 53 dissertation committees, flown 1.7 million miles, and helped 1100 students obtain their degrees. He holds a special place in his heart for George Mason and its students, as we do for him. Dr. Ruskin has been a mentor, friend and avid supporter of everyone that has passed through the Consortium, and we offer him congratulations for this well-deserved achievement. He responds to questions about this honor with his usual warmhearted grin and the observation that, “The award is the 2nd highest in the APA, and the only one higher is the lifetime achievement award, which is given posthumously… So I’m not eligible yet.” He will receive the award at the APA’s Board of Directors meeting in Washington, D.C. in December of 2008.
(The GMU Internship Experience Continued from Page 1)

students choose GMU’s I/O program is because of these opportunities. Not only do internships allow students to apply what they have learned in the classroom, but they also help students develop new knowledge and skill sets by having them complete developmental assignments they’ve never tried before. Additionally, internships provide a way for students to figure out what more specific subfields of I/O they are interested in and may want to concentrate in after graduation. Finally, internships also provide a valuable avenue for networking and career path building, as a current internship could lead to a full-time position.

With all of that said, what makes a good internship? I interviewed three second year students, Kelsey Logan, Kristina Dunphy, and Jennifer Demarais, to answer that question by asking them to provide some details about their internships.

Kelsey Logan has been interning for the Society of Human Resource Management (SHRM) in Alexandria, VA, since May of 2008. SHRM is the largest professional association dedicated to serving the needs of HR professionals. Its goal is to provide resources and the latest research to HR professionals. Kelsey works in the Strategic Research Management unit with Customized Benchmarking Services. On a day to day basis, she helps create Benchmarking reports that SHRM customers order. There are three main types of reports she helps create -- Human Capital, Retirement & Welfare, and Health Care. Along with creating these reports, she also does various other tasks including assisting in survey creation, collecting and entering data, running various statistical analyses, and answering customers’ questions regarding Benchmarking. Furthermore, she writes published monthly articles on various psychometrics. If you’re interested in Kelsey’s internship, she can be contacted at kelseylogan2@gmail.com

Kristina Dunphy has worked at HumanR, a small office located in Herndon, VA, since last August. HumanR provides a wide range of services for various clients, including employee engagement surveys, exit interviews, 360° feedback, and training. They work with several smaller companies as well as a few larger organizations, but one of their main focuses (and an initiative in which Kristina is especially involved) is federal contractor services. These services include HR Metrics Reports in which turnover data is collected and compiled each quarter and then published in a report for organizations to see where they stand in the contractor community. Kristina collects data and calculates turnover rates, and then puts them in Metrics Reports to be delivered to clients. Additionally, Kristina serves as support to all of the consultants in the office, and is therefore involved in some capacity in all of the services listed above by analyzing data in SPSS, creating tables and PowerPoint presentations, proofreading, and doing administrative tasks for surveys and exit interviews (e.g., emailing clients, helping users, communicating with callers, etc.). If you’re interested in Kristina’s internship, she can be contacted at kristinadunphy@gmail.com

Jennifer Demarais has been employed by the Army Research Institute (ARI) for nine months. ARI is managed by the Department of Defense and produces research on the selection, training, and maintenance of Army soldiers. Students working at ARI serve as contractors through the Consortium Research Fellows Program, which pairs students from local universities with mentors at ARI and other participating institutes. Consortium students work for one year at their internship site, and their responsibilities vary depending on their mentors and where their research interests lie. Generally speaking, it’s not unusual for students to travel around the country collecting data for projects, perform statistical analyses, and to help write research reports and journal articles. More specifically, Jennifer’s work at ARI is primarily research-based. She is currently analyzing data and helping to write a report based on a computer game developed specifically for ARI to train negotiation skills and cultural awareness. She is also writing a theoretical paper on the assessment and development of tacit knowledge and testing a new game for training cultural awareness. If you’re interested in Jennifer’s internship, she can be contacted at jenndemarais@gmail.com

Overall, internships can round out a well-balanced education in terms of combining research and applied work. We’ve compiled a list of current and past internships that Mason students have held to help you search for an internship that best suits your needs and interests. A student contact is provided to help you with any questions you may have – don’t be afraid to email a student for advice and/or information about an internship that interests you. Good luck finding the perfect internship!

The ION welcomes back Dr. Buffardi!
We have all missed you and are glad to see you back on campus!
<table>
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<tr>
<th>Organization</th>
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<th>Student Contact</th>
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<td>Applied “I” and “O”</td>
<td>Human Resources Specialist/Program Analyst Exit interviews Program/data analysis Using metrics for consulting purposes, Systems development Compensation studies</td>
<td>Carrie Grimes <a href="mailto:cegrim2@gmail.com">cegrim2@gmail.com</a></td>
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<td>National Institutes of Health (NIH)</td>
<td>Applied “I”</td>
<td>HR Operations/Systems (selection, competencies, compensation)</td>
<td>Lillian Hnath <a href="mailto:lmhnath@gmail.com">lmhnath@gmail.com</a></td>
</tr>
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<td>Institute for Defense Analyses</td>
<td>Research</td>
<td>Literature reviews, test construction, data collection and analysis in a military context in a variety of areas from training to adaptability</td>
<td>Kate LaPort <a href="mailto:klaport@gmu.edu">klaport@gmu.edu</a></td>
</tr>
<tr>
<td>Federal Management Partners, Inc. (FMP)</td>
<td>Applied “I” and “O”</td>
<td>Consulting for government agencies Creating training materials, analyzing training workshops, meeting with clients, etc.</td>
<td>Gia DiRosa <a href="mailto:gia.dirosa@gmail.com">gia.dirosa@gmail.com</a> <a href="mailto:gdirosa@fmpconsulting.com">gdirosa@fmpconsulting.com</a></td>
</tr>
<tr>
<td>Federal Management Partners, Inc. (FMP)</td>
<td>Applied “I” and “O”</td>
<td>Data collection (e.g. interviews, assessments SME reports etc.) Report generation and briefing presentations</td>
<td>Chad Ian Peddie <a href="mailto:Cpeddie@fmpconsulting.com">Cpeddie@fmpconsulting.com</a></td>
</tr>
<tr>
<td>Federal Management Partners, Inc. (FMP)</td>
<td>Applied “I” and “O”</td>
<td>Data analysis Survey development/analysis Focus group/interview facilitation Client interaction</td>
<td>Ashley Agerter <a href="mailto:aagerter@gmu.edu">aagerter@gmu.edu</a></td>
</tr>
<tr>
<td>ICF International</td>
<td>Applied “I,” “O,” and Research</td>
<td>Training design and development (ILT and WBT) Performance management Business development</td>
<td>Damian Liska <a href="mailto:dliska@icfi.com">dliska@icfi.com</a></td>
</tr>
<tr>
<td>Society for Human Resource Management (SHRM)</td>
<td>Research</td>
<td>Survey development Data collection and analysis</td>
<td>Laleh Patel <a href="mailto:lpatel2@gmu.edu">lpatel2@gmu.edu</a></td>
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<tr>
<td>AOL, LLC</td>
<td>Applied “I” and “O”</td>
<td>HR Design Center, Organizational Effectiveness unit (cultural integration, Global Workforce Analytics, Employee Pulse Surveys and focus groups, creating HR scorecards)</td>
<td>Courtney Ledford <a href="mailto:courtneye.ledford@gmail.com">courtneye.ledford@gmail.com</a></td>
</tr>
<tr>
<td>PDRI</td>
<td>Applied “I,” “O,” and Research</td>
<td>Consulting with clients and providing integrated talent management solutions including individual assessment and test interpretations, training delivery and program development, competency modeling, 360° feedback, and coaching</td>
<td>Vanessa Tendick <a href="mailto:vanessa.tendick@pdri.com">vanessa.tendick@pdri.com</a></td>
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<td>Defense Manpower Data Center (DMDC)</td>
<td>Research</td>
<td>Experience with survey process Survey analysis and reporting Graphic presentation of data</td>
<td>Anna Winters <a href="mailto:awinters7@gmail.com">awinters7@gmail.com</a></td>
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<tr>
<td>Army Research Institute (ARI)</td>
<td>Research</td>
<td>Research on selection and assignment Data collection Opportunity for travel and authorship on publications</td>
<td>Ryan Hendricks <a href="mailto:rhendri2@gmu.edu">rhendri2@gmu.edu</a> <a href="mailto:ryanhendricks10@gmail.com">ryanhendricks10@gmail.com</a></td>
</tr>
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ION - GMU’s I/O Network
are still developing. I love traveling, reading books, dancing and going out with friends.

VERONICA GILRANE

I'm originally from Columbia, SC, but spent the majority of my youth in McDonough, GA (a suburb of Atlanta). I just recently completed my undergraduate degree from the University of Georgia in Athens, GA, and received a B.S. in Psychology in addition to a B.A. in Sociology. While at UGA, I was involved in several extracurricular activities. I served as the undergraduate Vice President for Psi Chi, the national honor society in Psychology, participated as a student member of Habitat for Humanity, and tutored elementary school children with Athens Tutorial Program. Due to my research exposure and course choices at UGA, my interests in I-O include issues concerning work place diversity and work-family balance. During my free time, I love to cook and sample new and exotic cuisines. When I don't have the time (or funds) to cook or eat out, I enjoy the vicarious experience of indulging myself with a few hours of Food Network. Along with my passion for good food comes my love for travel and meeting interesting people. After visiting northern VA and D.C., I know I will relish experiencing the area's diverse culture.

NOT PICTURE:

PHILIP GILMORE

M.A. Students:

ADAM GRIM

I am from Orange Park, FL and I graduated from the United States Military Academy at West Point in 2000 with a degree in Engineering Management. I am currently a captain in the US Army and will be an instructor in the psychology department at West Point once I complete the IO program at GMU. I have spent most of my Army career at Fort Lewis, WA (near Seattle) and some training time at Fort Knox, KY. I have served in a variety of leadership positions as an Army officer and have been deployed to Iraq twice for a total of 27 months in combat. During my last tour I was a reconnaissance troop commander in charge of over 100 soldiers and 17 Stryker vehicles conducting daily patrols in Baghdad. It was an extremely rewarding experience working directly with young soldiers and experiencing first hand a variety of leadership challenges dealing with motivation, job satisfaction, and separation from friends and families. I am married to Christina, my high school sweetheart, and currently have two cats - Lewis and Clark. I enjoy running, outdoor recreational sports, traveling, watching movies, and home improvement projects.

ALLEGRA ROUNDY

I consider myself a New England native, even though I moved around a lot growing up. I love to go hiking, camping, backpacking, and running, and I enjoy getting up early for a cup of coffee at first light. I also love to travel, and I'm a sucker for good food and wine.

As for my academic and professional interests... I designed my own undergraduate major to study the human mind-brain, incorporating elements of psychology, anthropology, and philosophy. Since graduating in 2003, I've been working as a Human Capital Consultant for Deloitte Consulting and Booz Allen Hamilton doing Talent Management, Workforce Strategy, Training Needs Analysis, Organization Design, Competency Identification, and Career Path Design.

After five years of practical experience, I am looking forward to building a deeper expertise in the field. I hope that this will help me to continue my career as a consultant, first as a Human Capital Consultant, and eventually as an executive consultant specializing in team effectiveness and leadership development.

TORREY CORIDEN

I am from Evergreen, CO. For undergrad, I attended Grinnell College in Grinnell, IA. At Grinnell, I was a member of the swim team, the track team, the ultimate Frisbee team, the Student Government Association, Free the Planet! (volunteer/environmental activist group), and Student Affairs (peer mentor program); I worked as a lifeguard, a caterer, a TA, and a lab assistant. Furthermore, two classmates and I were fortunate enough to receive a grant from the Howard Hughes Medical Institute for research exploring the epistemological development of undergraduate researchers (yes, we researched researchers). I graduated in May 2006 and have been moving around (Colorado, Australia, Oregon) since then. As for the future, I am interested in preventive health in the workplace and the diminishing distinction between work life and personal life. Lastly, I like hiking, camping, snowboarding, reading, living new places, cooking, eating, and sitting around.
Katrina Hsen

My name is Katrina Hsen and I’m currently living in Rockville, Maryland where I’ve been pretty much all my life. I received my B.A. in Psychology and Criminology from the University of Maryland, College Park. I was a member of Psi Chi, Alpha Phi Sigma, and NSCS. I was also a research assistant in the Social Psychology lab where I worked on two main studies concerning the multifinal means of goal pursuit and activating stereotypes to decrease memory. I graduated in December 2007, so to keep myself busy I am currently a research assistant at Westat running and analyzing data for a long-term health study. I’m still exploring my research interests, but so far I’m really interested in organizational motivation and performance evaluation. I am addicted to going to the gym and can usually be found there when I have free time. I also love spending time with my friends and family, watching and playing sports, reading, and going to the beach.

Benjamin Alexander

I graduated with a B.S. in Psychology from Tufts University in December, 2006. After several months doing market research and a year volunteering abroad, I returned to school to study I/O Psychology at Florida International University. I am transferring to George Mason this fall to continue my studies. While at Tufts I was active in HIV/AIDS outreach, the planning and execution of a literacy festival called Read by the River, Friends of Israel, Tufts Hillel, and AE Pi. My research at FIU focused on leadership, but I am also interested in many other areas including training and team processes. I like to read, travel, eat and spend time outside playing sports or hiking.

Landon Mock

I grew up in Knoxville, Tennessee, and moved to the Denver area while I was in high school. I received my BA in Psychology from the University of Colorado at Boulder in May of 2007. While working toward my undergraduate degree, I worked in a variety of part-time jobs, and I was also a member of Psi Chi. I have spent the past year working as a research assistant in the Social Psychology department at the University of Florida, and most of the research has been on the topic of stigma-by-association. While I have been in Gainesville, I have also been working as a bank teller and an event photographer. My research interests are fairly broad, but I am particularly interested in how topics of social psychology apply to the workplace. In my free time I enjoy hiking, going to the pool, working out, following sports, snowboarding, taking pictures, and traveling. My parents live in New Jersey near Philadelphia, so I am looking forward to being a little closer to them.

Tina Thomas

Maryland is home for me, as I have lived there all my life. I graduated from the University of Maryland, College Park in 2007. I was a double major in Psychology and Criminology & Criminal Justice with a minor in French. As an undergraduate I was part of a few organizations including the National Society of Collegiate Scholars, South Asian Fellowship, and English Conversation. Since graduation, I have been working at Danya International, Inc., a small health communications and technology company in Silver Spring, Maryland. As a research assistant on the Mental Health Research and Promotion team, I have supported several projects from a drug and alcohol prevention curriculum for middle schoolers to sessions to help individuals on the Autism Spectrum transition from high school to postsecondary education. In my free time I enjoy music, eating, working out, and hanging out with friends. I’m very excited about starting grad school at GMU! A few research interests of mine include maintaining the Work-Life balance and diversity in the workplace.

Alex Zinicola

Hello all, my name is Alex Zinicola and I’m an incoming MA student. I am from Springfield, VA, and received a BA in Psychology from James Madison University. As an undergrad, I was involved in Psi Chi and Psychology Peer Advising, but my most important commitment was to my intramural softball team. I also participated in various research projects focusing on both human and non-human participants. I am interested in personnel selection, as well as leadership and team dynamics. I’m a huge Dallas Cowboys fan, which usually means I have a hard time making friends. I look forward to meeting and working with all of you.
KRISTEN JONES

I am from Richmond, Virginia and I just graduated in May from the University of Virginia with my B.A. in Psychology. During my time as an undergraduate, I was very involved in the University Dance Club, a member of the Psychological Society, and also served as a student intern at the Alzheimer's Association. During the past year, I have been working in Dr. Joseph Allen’s lab on his longitudinal study of adolescent development, which has been going for nine years and just received a grant renewal to go for another five years. While my research interests are wide and changing at this point, I am particularly interested in gender and race relations in the workplace and occupational stress. In my free time, I enjoy going out with friends, working out, listening to music (especially Dave Matthews), and anything having to do with dancing! I can’t wait to move up to D.C. and start exploring the area!

WILLIAM (BILL) PATE

I live in the Eastern Market (lower Capitol Hill) neighborhood of DC, having recently bought a 138 year old house (you can imagine how my free time is spent) with my now fiancée, Frances. I currently work for the American Psychological Association (going on 8 years) as the Assistant Director of the Center for Workforce Studies (formerly, the Research Office). Growing up as an ‘Army brat’, I’ve lived in Panama, Germany, and Kansas. I consider Wichita, Kansas my hometown, having spent most of my formative years there and I later earned a BA in psychology from Wichita State University with a minor in mathematics. My research interests include organizational management with a focus on leadership, and quantitative methods. When I’m not making ‘improvements’ to our house, I enjoy cooking, playing (badly) guitar (electric bass, acoustic), writing, and entertaining our four cats.

JULIE AGAR

Despite not officially being born in Maine, I like to say that’s where I’m from, having moved there when I was 12. I decided to stay for my undergraduate studies, graduating from Bates College in 2001 with a major in Psychology and a minor in Music. Since then, I have lived and worked in both Boston and San Francisco. Research has been a recurring theme of my career thus far, with my professional experience including working as a Research Assistant for a Health Policy Professor at Georgetown University and, more recently, as a Senior Research Analyst at Context Analytics, a strategic communications research firm. While at Context, I became extremely interested in the numerous issues impacting a small, rapidly growing company, including organizational change, motivation, and team building. In my free time, I love to sing, hike, discover new wines (living near Napa for three years can do that to you!), and just generally spend time with my husband, Dan, and our rather overweight cat, George.

DAVID GELLER

I received my BA in American Studies and a minor in Rhetoric from the University of Maryland, College Park. During the four years that led to my BA, I did not take any psychology courses. After graduating I discovered I/O and quickly fell in love with it. Therefore I sought opportunities to enhance my education by enrolling in a year and a half of undergraduate psychology courses, conducting I/O research, and pursuing field-related internships.

If life were perfect, I'd live outside in a huge tent with my friends. Since that is more of a dream, an I/O education will suffice! I am working toward my MA, but I hope the journey doesn’t end there. I intend to pursue a doctorate. Also, I recently accepted a position with the Army Research Institute through the Consortium Research Fellows Program. While my research interests are still being refined, I am intrigued by leadership, motivation, team processes, conflict resolution, and emotional intelligence.

NOT PICTURED:

Jake Sauser
Cherilyn Blumenthal-Gladding
Joe Caramagno
Stacy Everett

IOPSA Listserv

The IOPSA Listserv is open to current students and faculty as a means to facilitate communication among members of GMU's I/O program. You can subscribe to the IOPSA listserv by sending an e-mail to the following address: listproc@gmu.edu. In the body of the message, simply type, "subscribe IOPSA [your name]." Then hit "send." Once you have subscribed to the IOPSA Listserv, you can post messages to the listserv. To post a message, address your e-mail to IOPSA-L@mail04.gmu.edu. Fill in any subject you like, and type your message as usual. Be sure that the message is coming from the account you subscribed under.

IMPORTANT: Please remember that any messages sent (or forwarded) directly to IOPSA will go to everyone who has subscribed to IOPSA. If you have any questions, please e-mail Irwin Jose at ijose@gmu.edu.
RECENT GMU BIRTHS:

◊ Jamie Donsbach recently completed her PhD at University of Albany and is expecting her first baby with husband David Levy.
◊ On May 15th, 2008, master's student Chris Midberry ('09) and his wife Beth welcomed their second son, Henry Davis Midberry.
◊ On May 30th, 2008, doctoral candidate Jordan Robbins and his wife Kirsten welcomed their daughter Leah Michelle Robbins.

ALumni Updates:

◊ Crystal Harold ('05) and her fiancé Brian Holtz ('05) have recently relocated. Crystal has recently taken a position at Temple University as an Assistant Professor in the Human Resource Management Department in the Fox School of Business and Management. And Brian has accepted a position as Assistant Professor at Rutgers School of Business-Camden in the Human Resources/Organizational Behavior Department.

◊ Tayla Bauer just accepted a position as Managing Editor for the Journal of Management.

◊ Crystal Harold ('05) and Brian Holtz ('05) recently published: Holtz, B.C., & Harold, C.M. (in press). When your boss says no!: The effects of leadership style and trust on employee perceptions of managerial explanations. Journal of Occupational and Organizational Psychology.

Congratulations to Our Recent Graduates!

PhD
◊ Zack Horn
◊ Krista Langkamer
◊ Cary Kemp
◊ Gabrielle Wood
◊ Ben Poor

M.A.
◊ Cory Adis
◊ Elizabeth Conjar
◊ Ryan Hargraves
◊ Lindsay Hawkins
◊ Lisa Howard
◊ Kimberly Hylton
◊ Manjit Jathoul
◊ Richard Hermida
◊ James Kurtessis
◊ Vivek Khare
◊ Marni Mantuka
◊ Kristin Olsen
◊ Joseph Luchman
◊ Kathy Stewart
◊ Aarton Stupica
GMU I/O Program

The Industrial/Organizational Psychology Program at George Mason University is housed in the Psychology Department. The department itself is a part of the College of Humanities and Social Sciences, Jack Censor, Dean. For further information on the I/O Program, please contact Dr. Lois Tetrick at lte trick@gmu.edu or the graduate secretary at psycgrad@gmu.edu. Please also visit our web site at: http://www.gmu.edu/org/iopsa

I/O Alumni

Please keep us informed of your life changes, from your mailing address to SIOP fellowship nominations. If you are willing to be interviewed for our alumni column or wish to contribute to the newsletter in any way, please e-mail us at ion@gmu.edu.

ION Website and E-mail

Our website is at http://www.gmu.edu/org/iopsa. We can also be contacted at ion@gmu.edu.

ION Newsletter

The ION newsletter is published by graduate students of George Mason University’s Industrial/Organizational Psychology program. This newsletter is intended to serve as an impartial forum for information pertinent to the students and faculty of the program, as well as the general I/O community. We would like to thank the previous ION editors, Dr. Marisa Diana-Russo, Dr. Stephanie Payne, Dr. Lisa Boyce, Nikki Dudley, Mike Ingerick, W. Benjamin Porr, Deirdre Lozzi, Tiffany Bludau, Marissa Shuffler, Jordan Robbins, C. Brooke Orr, Jayme Pittsonberger, Richard Hermida, and Elizabeth Conjar.

If you would like to be included or removed from the mailing list, please e-mail us at ion@gmu.edu. The deadline for contributions to the newsletter is three weeks before distribution, which occurs on or

**Past Editors**
- Elizabeth Conjar
- Richard Hermida

**Present Editors**
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- Carrie Grimes

**Faculty Advisor**
- Dr. Seth Kaplan

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