Welcome Dr. Meni Koslowsky!

By: Beth Heinen (formerly Kikta)

George Mason University would like to give a big welcome to Dr. Meni Koslowsky, who will spend his year-long sabbatical from Bar-Ilan University in Ramat Gan, Israel in GMU’s IO program. Dr. Koslowsky’s was recently honored at this past year’s SIOP conference in Los Angeles where he was named a SIOP fellow for his outstanding contribution to the field of industrial and organizational psychology. Congratulations! Please read below for a little more about Dr. Koslowsky’s and his plans while at George Mason University. We welcome Dr. Koslowsky to GMU and we look forward to getting to know him and being involved with his classes and research!

Why are you taking a sabbatical?

At my university, one is encouraged to take their sabbaticals so as to recharge one’s batteries. Also, it is an opportunity to write and even learn some new things.

What made you decide to spend the year at GMU?

Several reasons: 1. Its proximity to Washington DC is a big plus. 2. I know some of the faculty personally or by reputation. 3. The IO program is one of the best — which makes it a real challenge to which I am looking forward. 4. I also heard that the coffee is very good on some places around the campus…

What are your research interests?

My interests include organizational withdrawal, personnel selection, stress — especially related to commuting, social power and influence, and methodological issues.

What classes are you teaching at GMU?

I am teaching misbehavior in organizations, personnel selection, and statistics.

Are you planning on working on any specific research projects at GMU?

I would like to finish a monograph on the mechanisms involved in the withdrawal process and start a book on selection techniques.

(Dr. Koslowsky continued on page 14)

2006 IOOB Graduate Student Conference Update

By: Zachary Horn

The 2006 IOOB Conference (February 24-26) at George Mason University is gearing up to be an extraordinary event! The conference planning committees are continuing to develop innovative ways of building on the successes of previous IOOB conferences. As mentioned in the previous edition of I-ON, next February’s IOOB conference will provide graduate students a opportunity to network not only with each other, but also with representatives from some of the top organizations in IO and OB. The benefit of the Networking Social, however, certainly does not lie solely in the hands of graduate students; with hundreds of the nation’s brightest graduate students gathered in one place, this conference looks to be the perfect place for any participating organization to get a look at the talent of the very near future.

In addition to the Networking Social, several other clever new ideas have been implemented into the 2006 IOOB. Due to the fact that the theme of the upcoming conference is “Branding IOOB,” we have decided to include an incentive for all attending graduate students who share their thoughts about the direction of the field of IO and OB (in addition to the already-discounted pre-registration fee). Beginning on the first day of submission/pre-registration (beginning in November, 2005), and ending on the last day of pre-registration, graduate students will receive $5 off of their pre-registration fee by simply submitting a 150-word (maximum) short paper describing their branding ideas for the field of Industrial Organizational Psychology and Organizational Behavior. The most creative and catching future brand identity proposed will be announced at the conference, with the selected individual receiving a full refund of the conference registration fee!

In the midst of all these intriguing changes, let us not forget the simple fact that the IOOB graduate student conference — by its very nature — is designed to be a forum for graduate student networking and career development. The advantage of having such a conference designed exclusively by all-student committees lies in our ability to gear the poster sessions, symposia, speaker presentations, and conference activities directly to the wants and needs of the graduate student! Thus, graduate students will have time to socialize and network with one another.

(IOOB 2006 continued on page 15)
Welcome Back!
By: Whitney Botsford

As the summer comes to an end, I would like to welcome all the incoming doctoral and master’s students, and give a big welcome back to all returning students. The new IOPSA officers have been working hard trying to carry on the great work of the former IOPSA executive team, as well as carve our niche with some new ideas of our own. Before discussing all of these great programs and ideas, I would like to introduce the new IOPSA officers for the 2005-2006 school year:

President
Whitney Botsford
wbotsfor@gmu.edu

Vice President
Beth Heinen
bkipta@gmu.edu

Co-Treasurers
Jeff Herman
jherman1@gmu.edu
Katherine Hildebrand
khildebrand@gmu.edu

Secretary
Jordan Robbins
jrobin1@gmu.edu

Social Chair
Katie Elder
kelder@gmu.edu

Webmaster
Douglas Haynes
dhaynes1@gmu.edu

Master’s Liaison
Marissa Shuffler
mshuffle@gmu.edu

IOPSA has been hard at work trying to acclimate all incoming students in an effort to ease their transition into graduate school. This past year was a huge success and we look forward to the new crop of incoming students! IOPSA facilitates the orientation process by maintaining correspondence with the new students and including them in GMU activities prior to the official start date of the semester.

Growing from prior officers’ work, IOPSA assembled welcome packets that were sent to each incoming student with information about moving to the area (e.g., housing, getting a new license, registering to vote, setting up a bank account, etc.), and information about GMU, the IO program. We hope that these packets will help the move to the area and the beginning of school go as smoothly as possible. As in years past, we are also continuing with the Mentor-Mentee program. In this program, each incoming student is assigned to a returning student who will help answer questions and take a special interest in assisting their mentee in getting to know the program. The plans for the annual Mentor-Mentee kick-off dinner are already in the works for the Fall. Finally, before the start of school the IO program will host a photo-scavenger hunt in Washington, DC. Since GMU is located just outside of the nation’s capitol, we want to introduce the incoming students to the city while having fun and getting to know their mentors and more senior students. We are excited for our adventures in the city!

One of IOPSA’s main goals is to aid in the professional development of our students. To help with this, we are continuing with our weekly Brown Bag series. These sessions are attended by all students and faculty and allow students to observe research presentations by established psychologists as well as give students and faculty an opportunity to practice presenting and getting feedback on their own research. This Fall we are especially looking forward to the first ever Consortium Showcase Event. Many of our doctoral and master’s students are part of the Consortium Research Fellows Program. The event will provide students, faculty, and Consortium members with an opportunity to share their research expertise. The complete Brown Bag presentation schedule for the upcoming Fall semester will soon be posted on the IOPSA website: http://www.gmu.edu/org/iopsa/indexfac.html#brownbags.

Our students and faculty work very hard and are very productive, but we also like to have fun! We are planning many different social events, such as a welcome picnic and happy hours. We are looking forward to the beginning of a successful new school year. Welcome back and good luck in the new semester!
TWO IO PSYCHOLOGY FACULTY POSITIONS OPEN
GEORGE MASON UNIVERSITY

The IO Psychology program at George Mason University invites applications for two tenure-track faculty positions beginning Fall 2006. Candidates are expected to have a record of quality research with potential for external funding; more senior candidates should have a demonstrated record of external funding. Area of research interest is open, although we have a special interest in applicants who have expertise in statistics, measurement, selection and/or cross-cultural psychology.

The Industrial and Organizational Psychology program at George Mason University is a nationally ranked program. The doctoral program has a strong research focus and currently has 25 Ph.D. students and 25 MA students. More information on the program can be obtained at http://www.gmu.edu/org/iopsa.

For a description of the department, see http://www.gmu.edu/departments/psychology. A letter of application, curriculum vitae, and statement of research and teaching interests should be sent electronically to Dr. Lois Tetrick, Director, Industrial and Organizational Psychology Program at ltetrick@gmu.edu. In addition, please mail hardcopies of these materials with selected reprints and three letters of recommendation to Lois Tetrick, George Mason University, Department of Psychology, MSN 3FS, 4400 University Drive, Fairfax, VA 22030. Review of applications will begin September 1, and continue until positions are filled.

George Mason University is an Equal Opportunity, Affirmative Action Employer.

Unique Skills of IO Psychologists: Fitting into the Consulting Landscape
By: Kylie Green

A Masters degree in Industrial and Organizational Psychology affords the recipient a myriad of opportunities for employment in the applied setting, from internal consulting for a large organization to external consulting for an IO consulting firm. Upon beginning the MA program at Mason I had an applied focus in mind. I naturally assumed I would end up on one of these paths, not foreseeing that some less traditional opportunities might arise. Therefore, when I was contacted by a large management consulting firm, I was pleasantly surprised that my skills as an IO Psychologist (in training) were in demand in this type of organization.

My knowledge about management consulting firms was limited to perspectives from friends with business backgrounds or MBAs. Based on their experiences, I surmised that such organizations were about technology and systems, targeting employees with a mix of technical skills and business sense. What I did not realize was that these large firms have a vast array of product offerings and an equal number of practice groups that employ people with some highly specific skills outside of technology and business. Although often billed as business consultants and systems integrators, many of these large consulting firms offer the same types of services as IO consulting firms, just under a different name.

I am employed by one of the large consulting firms, assigned to a workforce analytics team that acts as a mini IO consulting firm within the larger organization. The any service offerings of the team include the analysis of Human Resource data to forecast attrition and hiring needs, examination of applicant trends and demographics, and making recommendations to organizations on recruitment and selection procedures. In addition, this team conducts employee life cycle and 360-degree feedback surveys. The team conducts training programs for new employees and performs assessments on these and other training programs. They also provide assessments and consultation on performance management systems. Finally, the team provides...

(Unique Skills continued on page 4)
recommendations on business process improvements, specializing in group and team processes.

Although there is no particular mold that the workforce analytics team members need to fit, the skills of an IO Psychologist are particularly well aligned with the tasks of the group. Some team members have a background in statistics, others are from business programs, some have worked in HR, while others still are strictly technology types. An IO Psychologist can offer a team like this a unique combination of skills, including statistics knowledge with a comprehension of organizational dimensions. Rather than blindly crunching numbers, the IO Psychologist can interpret analytic results in the context of organizational processes. While other team members have found their specific niche within the group (i.e. the stats guy, the techie person, the survey guru, etc.), I have found that my coursework in IO has made me an extremely well rounded team member and a real asset to the group.

Working in this environment has been another reminder of the value a Masters degree in IO. This experience has served as reinforcement of the demand for IO skills in the marketplace, even in nontraditional settings, and reassurance of the broad array of unique and marketable skills the degree provides.

Across Cultures at Mason
By: Jeffrey Herman

From multinational team leadership to repatriation adjustment, students in the IO program at Mason are contending with a range of issues facing the intercultural organization. While engineers and MBA’s speak the language of technology and business, students of other disciplines, particularly IO psychology, are increasingly providing organizations with distinct and complementary approaches to these situations. David Clarke, Vice President and Chief Technology Officer for the American Red Cross, asserts that for problems arising in multicultural teams, “technology solutions can equalize these effects to some degree, but it is still important for leaders to understand cultural differences and how they affect work processes. IO Psychology and other social sciences offer a unique perspective on these issues that is outside the experience of most business professionals and can provide key insights toward creating more effective team interactions.”

These interdisciplinary efforts are being conducted right here at home as well. Marissa Shuffler is part of an interdisciplinary team working on health care communication targeting the Southeast and East Asian population in the Washington metropolitan area. Alumnus Tom Goddard, now senior associate at Booz Allen Hamilton, working on the Organizational Change and Transformation Team under the firm’s Global Health Initiative, reiterates the ubiquitous nature of cross-cultural interaction and the value of IO Psychologists. “About all we have in the consulting world in which I operate, whether it be Booz Allen Hamilton or the consulting firm I ran before I joined Booz Allen, are cross-cultural teams. It is simply unrealistic, in this complex and dynamic world in which organizations must operate, to think that unidimensional solutions will do anybody much good. The breadth of training that IO psychologists have is excellent training for working with disparate professionals in this intricate consulting environment.”

A number of the core competencies of our department are leading to cutting edge perspectives on culture in organizations. Dr. Steve Zacccaaro, along with Tine Köhler, Krista Langkamer, Marissa Shuffler, and Jeff Herman, have undertaken a project on leadership in multinational environments that they hope will expand our understanding of the processes at work in these environments. Tine Köhler is in the preparation stage of her dissertation proposal, focused on internationally distributed teams, their specific challenges for team effectiveness, and possible solutions lying within the team processes and leadership strategies. She is also assisting a project led by Dr. Catherine Cramton of the School Of Management in collaboration with Dr. Pamela Hinds of Stanford University. Their research focuses on moderating effects of mutual positive distinctiveness on the relationship between subgroup salience and various outcomes. Carrie Kemp will be contributing to a workshop entitled “Leading through Shared Values” at the International Leadership Association Meeting in Amsterdam in November. Jeff Herman, Dr. Lois Tetrick, and Dr. Louis Buffardi begin data collection this fall on a research project on repatriation adjustment.

Mason is also reaching beyond its walls, locally and overseas, to further efforts in this area. Through Consortium Research Fellowships at the Army Research Institute for the Behavioral and Social Sciences, Jeff Herman and Marissa Shuffler are assisting in the development of a program of research on leadership and multinational teams. Dr. Tetrick continues her collaboration with Dr. Anne Tsui, Arizona State University and Dr. Lynn Shore, San Diego State University in examining reciprocity in the employment relationship in China and the U.S. She is also collaborating with Dr. Kathryn Mearns, University of Aberdeen in examining safety and health climate. Jordan Robbins and Jeff Herman, in collaboration with Catherine Hetherington from the University of Aberdeen, are in the process of analyzing field data on safety culture and cross-cultural leadership.

Perhaps the most exciting news for the coming year, however, is the influx of new talent and the energy and individual resources brought by our new colleagues. Incoming students in the IO program have shown a wave of interest and remarkably rich backgrounds in multicultural organizations. Rob Greenhalgh, who worked for seven years in Argentina and is now working with Personnel Decisions International, plans to continue exploring cross-cultural competencies in multinational organizations. Luke Brooks-Sheeler, recently returned from an extended stay in Austria, where he founded a language institute, a soccer league and a web design company, is already working with Dr. Tetrick on the interaction of culture and psychological contracts.

Future forays into this area are certain to demonstrate yet again the impact that the Mason IO community has on both the research and applied worlds, this time through the intercultural organization.
A Look Into Our Research Groups

By: Tine Köhler

Getting involved with research is one of the major responsibilities of graduate students in Mason’s IO program. But how do you actually do this? And how do you find a research topic to study?

A good approach to getting informed about what our professors and other graduate students are researching is going to the research meetings that the professors hold. At different times during the week, each professor usually takes an hour or a little more and meets with a group of interested students to talk about current research projects. The research meetings are usually based on the primary research interests of each professor, but graduate students always bring their own ideas to the table and seek advice for their projects from all participants.

In the following, I will describe the format of each research meeting, and I will give examples of some of the topics that have been discussed in the course of last year and of some of the research that people are currently working on.

Dr. Louis Buffardi’s research group meets once a week to discuss the research projects everyone is working on. Students are encouraged to present their own research to get feedback from Dr. Buffardi and from the other graduate students participating in the meeting. Usually, Dr. Buffardi poses a question or presents some of his own research to spark discussions among the students. Occasionally, general topics in the IO field, like recent developments or interesting articles as well as developments in the program are discussed.

As an example of current research by students from Dr. Buffardi’s lab, Whitney Botsford, Laura Poms, and Dr. Buffardi are investigating working and non-working dyad’s satisfaction with childcare. They are exploring perceived organizational support, culture and commitment, and work-life interaction. Coping and well-being are also examined from a crossover perspective.

Dr. Jose Cortina meets with interested students every week to discuss recent articles published in top tier IO and Management journals. Usually each week one student volunteers to present an article of his/her choice in the following week. Everybody else reads the article for the next research meeting and contributes to the discussion. To get more knowledge about the process of submitting and publishing articles, last year’s group read several published articles as well as the original submission to the journal in question and letters from the action editor and the reviewers of this journal to the researchers. Besides that, stu-

A First Year’s SIOP Experience

By: Douglas Haynes

The SIOP conference is something that I’d heard about since my first day at Mason. In addition to being a guilt-free vacation away from scheduled academic activity, it functions as a giant social mixer to meet the “rock stars” of IO psychology along with fellow graduate students.

For me, the first year’s experience for SIOP began several thousand feet above Los Angeles. After seeing LA sprawl from the mountains to the ocean, the word “city” does not seem to do it justice. After touching down at LAX, I headed to the conference hotel, the famous Westin Bonaventure featured in movies such as Arnold Schwarzenegger’s “True Lies,” and Johnny Depp’s “Nick of Time.” In fact the week after SIOP, ABC’s Alias had heroine Sidney avoid an exploding elevator at the hotel.

However, the Bonaventure was not where I was staying. Along with several others, I was staying at the Hotel Stillwell. If not the exact hotel the Eagles wrote “Hotel California” about, the Stillwell certainly embodied the spirit of the place. They even had an East Indian restaurant downstairs where I would not be surprised if you could order beast served with steely knives. But what can you do if you are a poor graduate student on a budget?

The conference itself was as action-packed as some of the aforementioned movies. I tried to have something scheduled in every time slot and I pretty much had good luck attending what I had scheduled for. It seemed that extra attention was paid to scheduling thematically similar events at the same time so that someone who was interested in a particular topic would have to choose between several presentations that all shared the same time slot.

For me, the most memorable moments of the conference were when I was meeting the real life people behind the articles. Seeing that names I have read on articles like Schmitt, Colquitt, Greenberg, Hogan, Ones, and others actually exist as people as opposed to the abstract concepts I have them associated with is more jarring than I would have expected.

The highlight of SIOP was the GMU reception. A private party held on the first day of the conference really underscored all that I enjoyed about SIOP. The reception was headed by IOPSA social chair and 3rd year Tiffany Bludau with planning and coordination assistance by Kate Morse and Beth Heinen. Tiffany’s recollection of the reception sums the event up quite nicely. “The reception on Friday night went

(Research Groups continued on page 7)
Words from the Wise
By: Tiffany M. Bludau

Now that their graduate careers are over, I asked Mason’s most recent grads what advice they would give to incoming students. Their opinions sometimes differed, but all of these individuals had some good pointers for the younger students. First (and second, and third...) years take note:

* Take your time and decide what your career path is going to be. If doing research is your passion, get as much research experience as you can! If you want to go applied, try to get as much applied experience as you can (i.e. internships, summer job, etc.) However, make sure that your job is not preventing you from doing research in school and from graduating.

* For those who are in the dissertation stage - keep plugging in! Don’t give up, even though sometimes you really feel like doing so!

* Get involved in research (early and often)! Even if you ultimately decide on a career in consulting, the skills you will learn from doing research will help a great deal in industry. Traditional IO firms highly value research experience and if you have any interest at all in academia, research (and lots of it) is a must.

* Go to Jose’s Research Group meetings.

* Develop an area of expertise and do research in this area. Not only will this increase your attractiveness as a job candidate, it will make the dissertation process a lot less painful.

* Never work more than part-time off-campus.

* Stay on campus for as long as you can receive funding through GMU and reasonably afford to. It is difficult to turn down the opportunity to make more money in an applied setting as a student, but ultimately being away from campus will take away from the grad school experience (as pleasant or unpleasant as that may be).

* Stay on campus and get involved in research...even if you plan to go applied.

So there you have it. First years, take note, and maybe five or so years down the road you will be passing advice onto the incoming students.
dents also have an opportunity to present their own research papers, especially when practicing for conference presentations.

As an example for research in Dr. Cortina’s lab, Tine Köhler, Katie Elder, and Dr. Cortina are examining power issues in moderated regression. By creating sample datasets, they simulate specific conditions to explore whether power can be preserved without falsely identifying interaction effects when there in fact are none.

Dr. Lois Tetrick actually held two research groups in the last semester. One was based on her research interest in the area of psychological contracts and one was based on her interest in organizational health psychology. In general, both research groups provide a platform for students to present and get feedback on their research. Oftentimes, students present their research in relatively early stages of the project to reflect on the theoretical rationale or on the design of the study. Also, students present their research at faculty research meetings or presenting a study to the program as a whole.

In the course of the last year, the psychological contracts group ran some focus groups to more thoroughly research the contents of psychological contracts. All participating students in the research meeting helped to conduct the focus groups and gathered experiences in being scribes or facilitators for these meetings.

As an example of research by students from the psychological contracts lab, Tine Köhler and Katie Elder research processes leading from psychological contract breach to contract violation. They examine different outcomes of contract violation, while controlling for several interindividual difference variables.

As an example of research by students from the organizational health psychology lab, Mike Ford, Dr. Tetrick, and Dr. Kathryn Mearns (from the University of Aberdeen) are working on a project looking at health investment, safety climate, and commitment in relation to risk-taking behavior. Safety climate will also be considered in this study.

Dr. Tetrick and Tiffany Bludau are beginning to work on a project with the Disability Resource Center at George Mason. They are helping the DRC collect more information on how the DRC can better assist students with disabilities transition to the workforce after leaving college.

Dr. Steve Zaccaro meets with graduate students for about two hours every week. Students who are currently working on their own research are encouraged to present this research to everybody else to keep the other graduate students posted on recent research developments in the program as well as to get feedback and advice for this piece of research. Furthermore, topics of general interest are explored. In the course of last year, the research group laid specific emphasis on the statistical technique of hierarchical linear modeling. To understand the theoretical underpinnings of this technique, the group first read relevant methodological papers. Then, pairs of students got together to analyze sample data with this technique and to present the results to the group. Similarly, the group also familiarized itself with the concept of developmental work experiences and started brainstorming about a taxonomy of this concept.

As an example for research by students in Dr. Zaccaro’s lab, Krista Langkamer, Tine Köhler, Jeff Herman, Marissa Shuffler, and Dr. Zaccaro are looking at multinational teams and leadership. Having examined previous literature and case studies, they are in the process of developing a taxonomy of leadership processes in these teams.

Beth Heinen, Katherine Hildebrand, Marissa Shuffler, Jeff Herman, Johnathan Nelson, and Dr. Zaccaro work on a project on leader adaptability and the traits that contribute to it (e.g., training, etc.). They plan to run subjects on the first of four studies in the coming fall, while some of the other studies are in the works.

Krekelr Looks to Nature for Tools to Clean Environment - Two months spent volunteering as an environmental consultant in Honduras led geologist Mark Krekelr, Environmental Science and Policy (ESP), to the realization that there was a need for natural materials that could be used to clean the environment. Krekelr focused on clay mineralogy and his thus received two provisional patents and plans for a third patent on technologies that can address this need.

GMU Professor Bikes to Work Everyday - Karen Schlauch, a research assistant professor in Life Sciences, rides a bike almost every day from her Manassas home to the Prince William Campus, an eight-mile roundtrip commute. She has been doing this for years, through Illinois, New Mexico, Virginia. Every day, she heads out on her bike.

Industrial Organizational Program Rankings - GMU’s PhD program in Industrial and Organizational Psychology was recently ranked 6th in the nation (tied with University of Akron and Georgia Tech) by U.S. News and World Report. This is an improvement from our previously position of 8th in the nation.

GMU to Receive $1.5+ Million Gift of Property - Joseph J. “Sunny” Mathy and his wife, Liliana, are donating their residence in Fairfax and its contiguous ten acres to George Mason University. The deferred gift, valued at more than $1.5 million, is in memory of Sunny Mathy’s late wife, Sally. The land is located near George Mason University’s Fairfax campus. The gift brings the total raised in support of The Campaign for George Mason University to more than $126 million. The campaign, George’s Mason’s first comprehensive fundraising initiative, began in 1998 with an initial dollar goal of $110 million. It concluded on June 30.

Plan to Combat VA Nursing Shortage - George Mason University announces its involvement with the Northern Virginia Health Care Workforce Alliance (NVHCWA) in establishing a long-term strategy for addressing the Northern Virginia health care workforce shortage. According to a study, the health care workforce shortage in Northern Virginia is significantly affecting quality of life. The shortage is projected to increase to more than 16,000 vacant positions by 2020. The study also showed the pace of technology has not kept up with other industries. Mason has been identified as a leader in health care and will be aligning healthcare, education, and technology in the area. Mason’s College of Nursing and Health Science is considering the expansion of its programs into Loudoun and Prince William counties, which would potentially increase its number of graduates. This proposed action results from the study’s findings that most of the projected population’s growth and corresponding increase in medical treatment facilities will occur in the western and southern parts of the region.
Alumni Updates
By: Marissa Shuffler

Michael Moss is currently working at Freddie Mac as the Director of HR Research and Analysis. He became part of a newly formed group, Talent Strategy and Analytics in February. Highlights of the work he has recently completed include the implementation of an employee experience survey, new hire survey, and post-employment survey. He is also involved in the rollout of "Workforce Insights," a web-based reporting tool that allows customers seeking human capital data a self-service option and reduces the load put on the human capital reporting component of his team. Moss also handles the rollout across the corporation of a "Human Capital Dashboard" at divisional and corporate levels involving a series of monthly reports that provide metrics across many key human capital areas.

Heather Hagle has begun working at Accenture in Seattle and is really enjoying her job.

Todd Goddard recently joined Booz Allen Hamilton at the McLean, Virginia headquarters. He is working on the Organizational Change and Transformation Team as a part of the firm's Global Health Initiative on providing services to governmental agencies involved in health care, such as the Centers for Medicare and Medicaid Services, TRICARE, FDA, HRSA, and CDC. He turned his two consulting firms, Integral Healthcare Solutions and Integral Researchers, over to Lesley Malus-Reed and Francesca Moscatelli, respectively. Todd has also recently published two articles, an article with Dr. John Astin, of the California Pacific Medical Center, that is in-press at the journal, Explore: The Journal of Science & Healing, entitled "Barriers to the integration of mind-body medicine: Perceptions of physicians, residents and medical students." Also in-press is Schnyer, R. N., Conboy, L. A., McKnight, P., Jacobson, E., Goddard, T. G., Moscatelli, F., Legedza, A. T. R, Kerr, K., Kapchuk, T. J., & Wayne, P. M. (In press). Development of a Chinese Medicine Assessment Measure: An Interdisciplinary Approach using the Delphi Method. Journal of Alternative and Complementary Medicine.

Farrasha Jones has recently accepted a position with the Federal Aviation Administration (FAA) in the Office of Human Resource Management, Human Capital Management Staff, as a Human Capital Coordinator.

Stephanie Payne and Sheila Webber have an article currently in press with the Journal of Applied Psychology entitled “Effects of service provider attitudes and employment status on citizenship behaviors and customers’ attitudes and loyalty behavior.”

Michelle Marks has recently been promoted from Assistant to Associate professor with tenure in GMU’s School of Management.

Demaris Miller recently served on the President’s Council on the 21st Century Workforce. He is currently a member of the Medical Reserve Corps and is also Chairman of the Rappahannock County Republican Committee (appointed by President Bush) and on the Southern Regional Education Board (appointed by Governor Gilmore). Demaris frequently speaks across Virginia as an expert on Social Security Reform. On a more personal note, he now has three grandchildren and is breeding exotic cattle for profit on his farm in Rappahannock County.

Andi Rittman received the APA dissertation award for research on small groups for Division 49 (group psychology & group psychotherapy) and is loving life in Minnesota.

Jamie Donsbach was recently engaged to David Levy. Congratulations!

David Costanza was elected this past year to a three-year term as Department Chair of Organizational Sciences & Communication and also was appointed the Co-Editor of the Education & Training Column in TIP.

Chelsey Hibbard reports that she has recently accepted a position at the Office of Personnel Management (OPM) as a Personnel Research Psychologist.

Mason’s Newest Ph.D.s
By: Tiffany M. Bludau

In the past few months, the George Mason University IO program was pleased to graduate 6 new Doctorates of Philosophy. Kudos to Drs. Kara Marsh, Sean Marsh, Crystal Harold, Brian Holtz, Dalit Levy Arey, and Nikki Dudley! Their dissertation topics spanned a range of topics and abstracts of their works appear below with more information on where they are working now.

Nikki Dudley

“Do Knowledge and Skills Matter? Their Incremental Validity Above and Beyond Traits, Motives, and Job Attitudes in the Prediction of Helping”

The purpose of this study was to test the incremental validity of knowledge and skill variables in the prediction of the helping dimension of organizational citizenship above and beyond previously identified predictors. Prior citizenship performance research has predominantly considered trait, motive, and attitudinal variables as predictors and largely neglected the potential role of knowledge and skills, in part due to the assumption that citizenship is a “will do” rather than “can do” aspect of performance. ROTC cadets, whose task- and person-focused helping behaviors were evaluated by their instructors and peers, served as participants. Overall, findings demonstrate the incremental validity of
knowledge and skills above and beyond these previously identified predictors in the prediction of person and task-focused helping. This study illuminates the importance of knowledge and skills in helping behaviors and recommends the further examination of these variables in the prediction of helping and other dimensions of citizenship.

Nikki will be working at the Shaker Consulting Group in Cleveland, OH.

Crystal Harold

"The Instrumental-Symbolic Model of Fit: An Examination of the Information Applicants Use and When"

Applicants’ perceptions of person-environment fit are a key determinant of organizational attraction. Thus to more effectively attract applicants and enhance recruitment utility, organizations must understand how applicants decide whether they fit well with the organizational environment. The present research takes a two-study approach and applies the Instrumental-Symbolic marketing framework to explore factors that influence individuals’ fit perceptions. Study 1 results revealed symbolic attributes contributed incremental variance in the prediction of P-O fit perceptions beyond instrumental attributes. Further, P-O fit perceptions in turn mediated the relationship between instrumental-symbolic factors and organizational attraction. Study 2 replicated these findings in an applicant setting and additionally found symbolic characteristics to be most influential early in a recruitment process, while instrumental characteristics remained important throughout recruitment. Implications for future fit and recruitment research are discussed.

Crystal will be an assistant professor in the IO psychology program at Indiana University-Purdue University Indianapolis (IUPUI) in the fall.

Brian Holtz

"The Effects of Veterans’ Preference on Adverse Impact, Test Validity, and Job Performance"

The Civil Rights Act of 1991 made score adjustments based on group membership an illegal practice. One notable exception to this rule is the legally mandated preference given to military veterans in public sector hiring. Veterans’ preference alters the rank order of applicants. As a result, this personnel practice may have important implications for adverse impact, test validity, and expected job performance. To date, no research has explored the effect of veterans’ preference on any of these outcomes. As a first step towards filling this research gap, two descriptive studies based on data from public sector selection systems were conducted. Then, a series of Monte Carlo simulations were developed to manipulate key selection system characteristics (e.g., selection ratio, subgroup differences) in order to examine the effects of veterans’ preference across a wide range of situations encountered in practice. Results demonstrated that under certain conditions veterans’ preference may help racial minorities but block females from obtaining public sector jobs. Further, veterans’ preference tends to result in lower levels of expected job performance.

Brian will be a assistant professor in the IO psychology program at the University of Calgary starting this fall

Dalit Lev Arey

"Test-Taking Motivation: The Construct, Its Antecedents and Consequences"

Due to its theoretical and practical importance, test-taking motivation (TTM) has received increased research attention. While this research has been informative, several major gaps exist. To address these gaps, the present study developed and tested a comprehensive model of TTM, integrating several core motivational theories and processes (goal-setting and goal-striving). Data were collected from students enrolled in an introductory psychology course (N = 479) at two points in time. Results generally supported the model. Specifically, goal orientation was more predictive of expectancies, whereas implicit motives and personality traits were more predictive of motivational control skills. Similarly, test-taking self-efficacy exhibited a strong, positive relationship with goal level, while motivational control skills were stronger predictors of self-regulatory processes. Finally, the study found support for the mediating effects of two test-taking behaviors, attention and task strategies, on test performance. Implications for selection testing and future research are discussed.

Dalit is currently on maternity leave, (Congratulations, Dalit!) and she will be returning to work soon in the employment testing division of Edison Electric Institute in Washington, D.C. where she has worked for the past two years.

Kara Marsh

"Psychological Contract Breach by Whom? An Investigation of How Assignment of Blame Affects Employees’ Reactions to Breach"

Most investigations of the psychological contract assume that contracts exist between employees and their organization (or employer). Yet, who or what constitutes the organization is not always clear (Guest, 1998). Here we considered two distinct sources of psychological contract breach, the organization and the supervisor, and we argue that assignment of blame plays a critical role in shaping employees’ reactions to breach. Data were collected from a sample of active duty military recruiters and their immediate supervisors from each of the five Armed Forces Services. Correlational and structural equations analyses revealed that breach by the organization was related to employee responses targeted at the organization, whereas breach by the supervisor was related to employee responses targeted at both the supervisor and the organization. Additionally, perceptions of justice associated with each source served moderating and mediating roles. The findings highlight the importance of identifying the organization and the supervisor as separate parties to the psychological contract.

Kara is working for the Fors Marsh Group, LLC, a small research/consulting firm in Arlington, Virginia.

(Dalit Lev Arey teaching Beth Heinen and Meredith Cracraft to line dance)
Meet the New Students
By: Jordan Robbins

George Mason University’s IO program is proud to introduce our incoming class of 2005. This class is comprised of four PhD students and fifteen MA students. I invite you to join with me as we welcome these students and get to know them as the interesting and unique individuals they are.

PhD Students

Jeff Herman

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Jeff Herman. I was born and raised in Annapolis, Maryland and received a B.A. in Social and Developmental Psychology from Duke in 1996.

How did you become interested in IO Psychology? What are your current research interests?

IO caught my attention as a way to connect my undergraduate education to my professional experience, while moving in a new direction. As for my research focus, I’m interested in multinational issues including team leadership, expatriate and repatriate adjustment and training, and the evolution and effects of cultural identity. I am also involved in research in top-management team performance, person-environment fit in the military, and team and leader adaptability.

What are your hobbies? What do you like to do in your spare time?

I love traveling, in the U.S. as well as abroad. I’m planning a trip to Peru next, and would love to go back to Spain if the chance arose.

Tell us something unique about yourself.

I married the most wonderful woman in the world this summer. Twice, actually: once in Maryland and once in the Dominican Republic.

What is your favorite place that you have traveled/wish to travel?

Barcelona. I would live there again in a heartbeat.

Johnathan Nelson

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Johnathan Nelson and I am originally from Page, AZ. I just completed my bachelor’s degree in psychology from Utah State University in Logan, Utah.

How did you become interested in IO Psychology? What are your current research interests?

I have had a long standing interest in leadership because of the variety of different approaches to leadership I have been exposed to in various organizations. I was interested in becoming a corporate trainer, and was introduced to an executive coach who had received her doctorate in IO psychology. I began taking some additional courses in psychology, caught the research bug, and now I’m here. I have a variety of research interests including anything related to leadership, ethics, and moral disengagement.

What are your hobbies? What do you like to do in your spare time?

My hobbies include listening to NPR, relaxing with a good book, running, biking, or doing anything else outside. I am an avid sports fan, and love watching or attempting to play (I’m always up for a little early morning tennis action) just about any sport I have been introduced to. I also enjoy a quiet evening playing board games or watching a movie with my wife Emily.

Tell us something unique about yourself.

I have played the piano for about 15 years, and have taught group piano classes and private students at Utah State for the past 3 years.

Katy Ryan

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Katy Ryan and I grew up in the South Bay Area of San Francisco (Saratoga, CA more specifically). I graduated from the University of Notre Dame in South Bend, Indiana in May 2005 with a Bachelor of Arts after completing a double major in Psychology and Spanish with a minor in Anthropology. And for the record, yes, I am a Fighting Irish football fan (regardless of our record), and no, I do not like the movie “Rudy.”

How did you become interested in IO Psychology? What are your current research interests?

I first became interested in IO psychology through my own campus leadership experiences at Notre Dame. As both the Vice President of the Equestrian Team and the President of my hall, I saw many different sides to “management,” teamwork, and motivation. I also wanted a way to incorporate my interest in psychology into the business world. After a class with an IO psychologist as our guest speaker, I knew I had found a great fit! My current research interests are in Occupational Health Psychology, especially stress and work/family issues -- but do not hold me to that!

What are your hobbies? What do you like to do in your spare time?

I enjoy both water skiing and snow skiing when I get the opportunity, and like to spend my free time either horseback riding or cooking. I love making authentic Spanish Paella (as well as Sangria, of course) for my friends and family.

(Ne continued on page 11)
Tell us something unique about yourself.

I learned to make my authentic Spanish Paella from my “Spanish Mom” when I studied abroad in Toledo, Spain for my spring 2004 semester. I had such a great time living with a Spanish family and taking all of my classes in Spanish, not to mention traveling Europe! If I had to pick a single favorite place/experience from my time abroad I would have to say horseback riding and paragliding in Interlaken, Switzerland—absolutely amazing.

Alicia Stachowski

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Alicia Stachowski. I’m from the small town of Foley, MN, and my undergraduate degree was completed at St. Cloud State University.

How did you become interested in IO Psychology? What are your current research interests?

I became interested in IO Psychology after joining an IO research group. At the time, I knew little about this field, but it ended up causing me to change my career plan! I had originally decided to major in psychology with the intent of working in the area of animal behavior. My current research interests include occupational health, organizational citizenship behaviors, and organizational commitment.

What are your hobbies? What do you like to do in your spare time?

Good question! I am an outdoor person. If I have spare time, I like to spend all of it on horseback. I also enjoy hiking, mountain biking, cross country skiing, and badminton. As for indoor activities, I love reading and movies.

Tell us something unique about yourself.

I have spent time training everything from exotic birds to cattle, and nearly everything in between! Although a hobby now, I considered making it into a career for a time.

MA Students

Luke Brooks-Shesler

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Luke Brooks-Shesler. I am from Madison, NJ. I completed my undergraduate degree with a B.A. in German at The College of William & Mary.

How did you become interested in IO Psychology? What are your current research interests?

A clinical psychology person told me about it, and I realized that it was the ideal combination of psychology and business. I am interested in psychological contracts, multinational teams, organizational health psychology, and work-life balance.

What are your hobbies? What do you like to do in your spare time?

I like to run, cook, listen to NPR, hang out with friends, travel, and dabble with music composition.

Tell us something unique about yourself.

I started a language institute and a company soccer league in Vienna, Austria.

Kathryn Clarke

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Kathryn Clarke. I live in Ashburn, VA with my husband David and our two daughters, Emily and Susan. I have a B. S. in Industrial Engineering and Operations Research from Virginia Tech.

How did you become interested in IO Psychology? What are your current research interests?

In my work experience, I found the most difficult problems were not technical, but cultural, social, and psychological – the human element. I have watched the IT landscape change drastically with the coming of outsourcing and globalization. I worked at IBM when they were transitioning away from their full employment policy, and saw how difficult it was for the long-timers to accept this after years of feeling that they were an integral part of the company. I saw the importance of organizations and the impact of company policy on people’s lives. After leaving the workforce to spend more time raising my children, I volunteered for several organizations, some of which worked well and some of which did not, and began to think more seriously about why this was. I looked for a field that would combine my love of science and math with that human element and discovered IO Psychology. I am currently working with Dr. Lois Tetrick’s Psychological Contracts research group.

What are your hobbies? What do you like to do in your spare time?

Reading, particularly non-fiction, theater, opera, music of all kinds. I’m addicted to my daily Washington Post. I am a long-suffering Redskins fan, and becoming a Nationals fan. I enjoy writing, and have published poetry and short non-fiction. Mostly, I enjoy spending time with my family.

Tell us something unique about yourself.

I was given an electric bass (that’s the guitar, not the fish) and am teaching myself to play.

Rob Greenhalgh

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Rob Greenhalgh and I’m from San Jose, California. I graduated with a B.A. in Political Science from UCLA in 1996.

How did you become interested in IO Psychology? What are your current research interests?

I became interested in IO Psychology after having worked at a multinational telecommunications company in Buenos Aires, Argentina for about three years. I started my career working in Marketing and Business Development and while I enjoyed it, I wasn’t passionate about it. On the other hand, I’ve always had a strong interest about issues such as leadership development, team performance, and organizational strategy, but I didn’t know how to turn those interests into a career. I guess you could say that I had one of those “ah-ha” moments in my life when I met two consultants who were IO psychologists and when...
they described their work to me, I realized that IO Psychology was the
career path that I wanted to pursue. Along the way, I have been fortu-
nate enough to receive some great mentoring from people in the field
and I’m presently an Associate Consultant at Personnel Decisions
International where I have the opportunity to work with many IO Psy-
chologists.

My current research interests include cross-cultural competencies in
multinational organizations: I am interested in researching the chal-
lenges that companies face when expanding internationally in cultures
very different from their "home" culture and how they respond to these
challenges. I have particularly enjoyed reading the work on this topic
conducted by the European researchers Charles Hampden-Turner
and Fons Trompenaars.

A second area that interests me is the concept of the "leadership pipe-
line" proposed by Ram Charan, Stephen Dotter, and James Noel.
Specifically, I would like to further research and understand the obsta-
cles encountered by young high potentials as they transition from indi-
vidual contributors to managers.

My third research interest is the retention of young talent within organi-
sations, particularly women. One other area that interests me is ven-
ture capital and private equity firms and whether or not they work with
IO psychologists when conducting the due diligence of companies that
they are thinking about investing in. I’m not sure that this would be
considered a research interest, but it is an area that I am interested in
learning more about.

What are your hobbies? What do you like to do in your spare
time?

I have several hobbies but my biggest passion is definitely traveling. I
was born in London and grew up in South Korea, Taiwan, the Philip-
ippines, and Hong Kong. My dad worked in finance for a Dutch bank
and so we moved quite a bit in Asia for his work. After graduating from
UCLA, I went to Buenos Aires, Argentina on a one year Rotary Schol-
arship and ended up falling in love with the city. I lived there for seven
years, both studying and working. While living there, I had an opportu-
nity to travel extensively around South America. I am always up for
discovering a new part of the world (Australia and South Africa are
next on my agenda!), so when time and money permit, you will most
likely find me hanging out at a terminal at Dulles.

Besides traveling, I play tennis and horror golf, run sprint triathlons,
egg yard reading (especially about current events so The Economist is
definitely a favorite of mine), going to the movies (I’m a huge movie
buff), spending time with my friends and meeting new ones, and dis-
covering new restaurants and bars that have a fun vibe (brunch on the
weekends is always a favorite past time of mine as well!).

Tell us something unique about yourself.

I was UCLA Student Body President from 1994-95 and among my
responsibilities, I had the distinct honor of advising the scriptwriters for
“Beverly Hills 90210” about the issues that Brandon Walsh would have
to confront as Student Body President of “California University.” That
was back in the day when Torri Spelling was a household name, Shannen
Doherty still had an acting career ahead of her and Luke Perry was con-
sidered to be the next James Dean. So while I cam-
paigned on issues such as increased study space, lower student fees,
and more student representation on university committees, I also had
the opportunity to moonlight as a Hollywood scriptwriter!

Lisa Gulick

What’s your name? Where are you from? Where did you com-
plete your undergraduate degree?

My name is Lisa Gulick. I have spent the last 6 years living Seattle,
WA, where I attended the University of Washington.

How did you become interested in IO Psychology? What are your
current research interests?

My primary work experience has been in clinical settings, but I have
become increasing interested in the field of IO since my graduation
from college. My interests include motivation, stress management,
personality and adaptive behavior, team building, leadership practices
and promoting a healthy balance of professional/personal life.

What are your hobbies? What do you like to do in your spare
time?

I love to read and watch movies, go out with friends, snowboard, be
active outside, and travel as much as possible.

Tell us something unique about yourself.

So far, I have lived in 3 countries and 6 states; Virginia will be my 7th
state.

Susan Hobbs

What’s your name? Where are you from? Where did you com-
plete your undergraduate degree?

My name is Susan Hobbs and I was born and raised in Herndon, VA.
In 2003 I got my BS in Psychology from Mary Washington College
(now known as University of Mary Washington).

How did you become interested in IO Psychology? What are your
current research interests?

I always knew I wanted an advanced degree, but I needed a little
break after graduation. I started working in the business sector shortly
after graduation and IO seemed like a good way to mesh my current
career with my love for psychology. My research interests include
motivational factors for employees and social influences on employees
in the workplace.

What are your hobbies? What do you like to do in your spare
time?

I play on two local kickball teams and my company volleyball team. I
also love listening to live music, reading, and traveling.

Tell us something unique about yourself.

When I was younger I played soccer, basketball, track, field hockey,
and rugby. In the process I broke 24 bones, had 3 concussions, suf-
f ered 3 sets of stitches, torn a ligament in my ankle, dislocated my
shoulder, sprained numerous body parts, and had surgery on my toe.

Eric Kidwell

What’s your name? Where are you from? Where did you com-
plete your undergraduate degree?

My name is Eric Kidwell and I am from Oklahoma City. I completed
my undergraduate degree at the University of Oklahoma.

How did you become interested in IO Psychology? What are your
current research interests?

I became interested in IO when I took an intro to industrial psychology
course. I then began working on two IO related research projects with
professors at my school. I am not entirely sure of what my research
interests are yet, but I am currently interested in individuals’ percep-
New Students continued from page 12)

Tions of the employment relationship, the quality of work life and individual differences in applied settings

What are your hobbies? What do you like to do in your spare time?

In my spare time I like to travel and read. I also like to play Frisbee golf. I enjoy it though I am not very good.

Tell us something unique about yourself.

Last summer my wife and I went to Rio de Janeiro to study Portuguese and to help teach English to children in an impoverished neighborhood named Rocinha.

Marianne Koszorus

What's your name? Where are you from? Where did you complete your undergraduate degree?

My name is Marianne Koszorus and I grew up locally, in Great Falls, Va. I graduated from the University of Virginia in 2001 with a Bachelor's in Psychology and minor in Biology.

How did you become interested in IO Psychology? What are your current research interests?

Throughout high school and college I have always had a general interest in Psychology. It was not until after I graduated college and entered the "real world" however that I focused this interest to IO Psychology. For the last 3 1/2 years I have worked in Human Resources as an HR Administrator and Recruiter. Over the years, I have had to deal with and observe many issues relating to employee motivation, employee satisfaction, recruiting, leadership, etc. My interest in learning more about these factors in the workplace and understanding how to enhance and promote effective performance at work is what has led me to pursue a Masters in IO Psychology. I am specifically interested in learning more about leadership, motivation, and work-life balance.

What are your hobbies? What do you like to do in your spare time?

Although I can't say I have tons of spare time, I try to keep in touch with some of my closest friends from high school and college and enjoy spending time with them and my family when I get the chance. I love a relaxing getaway to the Caribbean and if I had the time would love to travel more often to different countries around the globe. I always enjoy a good meal at an amazing new restaurant as well as a fun happy hour after a long week at the office. Finally, I'll never pass up a good summer concert at Wolf Trap (right here in Vienna).

Tell us something unique about yourself.

Although my parents were born and raised in the United States, they are both Hungarian and still speak the language. In order to pass on this culture, they actually taught me Hungarian as my first language and dropped me off at nursery school to fend for myself knowing less English than many of the other kids. Luckily I picked up English fairly quickly!

Maggie Moore

What's your name? Where are you from? Where did you complete your undergraduate degree?

My name is Maggie Moore. I am originally from Washington, D.C. and completed my undergraduate degree in Psychology at Washington University in St. Louis.

How did you become interested in IO Psychology? What are your current research interests?

I became interested in IO Psychology through my current position as a Human Resources Coordinator for Gucci America, Inc. My position in the company allows me to view the workplace from many different perspectives and provides continuous insight into how a dysfunctional workplace can compromise both employee wellness and company productivity. I am very interested in research surrounding work-life balance, work motivation, training and development, and personnel selection.

What are your hobbies? What do you like to do in your spare time?

Hobbies: I love to swim, cook, and go to the movies. I also take a lot of dance classes in my spare time.

Jayme Lea Pittsonberger

What's your name? Where are you from? Where did you complete your undergraduate degree?

My name is Jayme Lea Pittsonberger, and I originally hail from Huntington, WV. I have lived in the Northern VA area since 1996. I completed my undergraduate degree here at good ole' George Mason University, in January of 2005.

How did you become interested in IO Psychology? What are your current research interests?

Having had the paths of life place me in corporate America, I experienced some of the distress and grievances that happens all too often in the business world. After going through many of these kinds of experiences, I was curious to learn how to change these scenarios and am still very much idealistic enough to believe that I can actually change them. Dr. Lynn McFarland also spurred on this desire to change corporate America when I attended a basic IO course of hers a couple of semesters ago. My main interests are employee selection, release and promotion criteria, but also include anything regarding employee attitudes and team dynamics.

What are your hobbies? What do you like to do in your spare time?

My hobbies include reading fiction, having a slight obsession with the...
two TV series M*A*S*H* and the Sopranos, watching college football and the Green Bay Packers, chilling with animals and entertaining. I absolutely love to throw parties and entertain. My partner of 6 years and I throw fabulous parties, usually with a martini theme. We collect martini motif items, from wall art to antique martini shakers and glasses. In my spare time (which seems to shrink more and more nowadays), I like to go camping and/or attend outdoor sports events.

Tell us something unique about yourself.

I have an absolute fascination with frogs. I have in my collection anything from frog candles, to figurines, to picture frames, to brooches, to dishtowels, and on and on. I think that at last count, I had something to the effect of 300+ frog themed items in my home, car and office. The only frog thing that I haven’t procured as of yet is a real live one.

Kevin Smith

What’s your name? Where are you from? Where did you complete your undergraduate degree?

My name is Kevin Smith, and I am originally from Sarasota, Florida. I graduated from the University of South Florida.

How did you become interested in IO Psychology? What are your current research interests?

I became interested in IO Psychology during a General Psychology course.

What are your hobbies? What do you like to do in your spare time?

I enjoy sports, shopping, and most of all I love to eat.

Tell us something unique about yourself.

I think I have an excellent sense of humor.

Belin Tai

What’s your name? Where are you from? Where did you complete your undergraduate degree?

I am Belin Tai. I was born in Hong Kong. I completed my B.A in Psychology at Purdue University in West Lafayette, IN in 2004. After that, I started to work for a title insurance company in NYC.

How did you become interested in IO Psychology? What are your current research interests?

Although I have always had a strong interest in psychology in general, I had no idea about what IO Psychology was until after I transferred from the University of Oregon to Purdue University, where I took the Introduction to IO Psychology class. I soon became interested in this area and my work experience did foster my interest in it because of the high turnover rates in the company. I am fascinated with topics including personnel selection, motivation and job satisfaction, although I would like to learn more about the different topics in the IO area during my time at GMU before I commit to any of these topics.

What are your hobbies? What do you like to do in your spare time?

I enjoy reading, shopping, and watching movies, especially those Audrey Hepburn ones. I also love to socialize with friends and keep in touch with friends from my home country.

Tell us something unique about yourself.

I have moved 3 times in the past 4 years: from Hong Kong to Oregon, Oregon to Indiana, and Indiana to New York. I am going to move again this summer, and I do look forward to find out what it is like to live in Virginia.

(Dr. Koslowsky continued from page 1)

Do you have any other plans while at GMU?

I plan to get involved with some of the students’ research projects, visit sites around the Washington DC area, and make, and hopefully keep some new acquaintances.

I know you were honored at this year’s SIOP as a “Fellow” (Congratulations!). What all does that honor entail?

Personally, it is very satisfying to be recognized for your research work by one’s peers. I am very proud of the honor and was very excited when first notified (and remain so).

What other honors have you received in your career?

I have won scholarships in school, awards for academic achievement, grants to study several topics in my specialty area, and several teaching awards

What are your interests outside of IO and your career (e.g., golf, movies, etc.)?

I enjoy traveling around the world, spending quality time with different parts of my family — young and old, movies/plays, eating out at different restaurants with friends, and reading thriller fiction or non-fiction books.

Brian Holtz & Crystal Harold at graduation 2005
with the visiting faculty and applied speakers, and with organizations that may typically be too distant to contact for the average student. Traditional events such as the IOOB Jeopardy Tournament will be present, and there will even be time to visit the nation’s capital during your visit!

For those graduate students interested in presenting empirical and/or theoretical work with your IO and OB peers from across the nation, this is a conference you will not want to miss! In fact, this conference is attractive to any graduate student, regardless of whether research is submitted – being surrounded by your peers from around the nation, by organizations from the most populated IO metropolitan area in the U.S., and by some of the biggest academic and applied names in our field, the 2008 IOOB conference will offer one-on-one opportunities seldom provided for graduate students. With very inexpensive fares flying in and out of Dulles International (IAD) or Regan National (DCA) airports from all over the nation, and so many benefits from simply attending the conference, there’s no reason not to attend!

For those organizations that would like to take part in this innovative talent-laden conference (including the First Annual Networking Social), please do not hesitate to contact ioob2006@gmu.edu for more details. For anyone simply wanting to know more about the conference, please visit our web site at http://www.gmu.edu/org/iopsa/ioob2006.htm. Important dates including submission deadlines and pre-registration deadlines will be updated on this web site in the very near future. For any other comments or questions, please use the email address noted above. See you in February!

Sean Marsh
“Strategy Selection and Implementation in Corporate Acquisitions: Examining the Role of the CEO”

This study examined the influence of organizational vision statements, CEO characteristics, and CEO behaviors on organizational strategy selection, implementation behaviors, and performance during corporate acquisitions. The sample was composed of 187 pairs of publicly traded firms in the manufacturing industry involved in large completed majority acquisitions that occurred between 2000 and 2001. The results from this study suggest that decisions made in selecting acquisition targets, settling on the acquisition premium to be paid, and determining the level of post-acquisition integration can be predicted by the value core of the corporate vision statement and CEO hubris. In addition, and possibly more importantly, the present study demonstrated that charismatic and transactional leadership elements communicated to internal and external stakeholders by the CEO meaningfully impact the ultimate effectiveness of the decisions made during corporate acquisitions.

Sean is also working for the Fors Marsh Group, LLC in Arlington, Virginia.

Katie Elder & Tine Köhler showing off SIOP bags
Kylie Green & Whitney Botsford at SIOP
Beth Heinen at GMU Reception
Beth Heinen & Krista Langkamer on Rodeo Dr.
Jon Kirchoff & Eugene Pangalos in front of Westin
Joseph Kang on the Walk of Stars
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 IO 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, and Tiffany Bludau.

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 around the first of April, August, and November.

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