Moving Forward with Dr. Lois Tetrick
By: Krista Langkamer and Meredith Cracraft

Wow! It has been a year since Dr. Lois Tetrick came to GMU to be the new director of our program. With her guidance and expertise, students have definitely enjoyed exploring topics such as psychological contracts, socialization, and reciprocity in her research group. We are grateful for the interest she has taken in us and her leadership of the program. In the August 2003 I/ON, Dr. Tetrick discussed what she saw for the future of the I/O program at GMU and expressed that she was looking forward to getting to know all of the students and faculty. One year later, we would like to know if her expectations have been met, what her challenges have been, and what she now sees as important to the future of our program.

Overall, was your first year at GMU what you expected? What surprised you most about your job as director?

In general, my first year was much as expected – just considerably shorter than anticipated. Ben Schneider once said “The people make the place,” this is definitely true. The people of GMU are the heart of our program, and I have absolutely enjoyed getting to know everyone – actually, I’m still working on this. Surprises have been many. One very pleasant surprise is the sense of community of the larger GMU community. I had expected that we in the I/O group and in the Psychology Department would have a sense of community but was delighted to see that that sense of community extends to the campus in general.

What has been your biggest challenge since beginning as director of the program?

Probably the biggest challenge has been learning about the I/O Program, the faculty, the students, our supporters and the larger context of GMU and the Psychology Department. One forgets what it is like to be the “newcomer,” and there is so much to learn. However, I have found everyone to be very helpful making this process very enjoyable.

Is there anything that you miss about living in Texas? What do you like most about living in this area?

Today as I was driving home from a workshop at NIH, I felt like I was back in Houston. The traffic – well it was I-495 in rush hour and it had been raining; what can I say! Actually, I do miss my friends and colleagues in Houston, the excitement of living virtually across from the Johnson Space Center as we did in Houston, and the Gulf of Mexico. However, I have made many new

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A Word from the Editor
By: Tiffany M. Bludau

Welcome to the first edition of the I/O Network Newsletter for the academic year 2004-2005. I would like to thank a good number of people for helping me put this issue together. Thanks to Deirdre Lozzi and all of the past I/ON editors for starting me off with this first issue. I would also like to thank Beth Kikta for all of the pictures she contributed to help give everyone a better visual of the GMU I/O program. Thanks also to Mike Camburn for the use of his laptop in compiling the I/ON while I was away on business. You are a lifesaver, Mike! I would like to thank Dr. Lois Tetrick for all of her help in this first issue of the I/ON. Dr. Tetrick offered her professional opinion on numerous articles and took time out of her busy schedule to review the I/ON. Finally, a big thanks to Kate Morse, who helped look over the final copy. I do not know what I would have done without all of your help!

As you read this issue, I hope you learn a little more about the George Mason Industrial/Organizational Psychology program and enjoy the articles our many student contributors have written. These students took time out of their busy summer and their help is much appreciated!

Some of the highlights of this issue include: an interview with Dr. Lois Tetrick after her first year, the first part of a set of articles on what to do in our nation’s capital, an article on building an I/O library, highlights and pictures from SIOP 2004, and an introduction to our new students. Lindsey Firme also begins to address the applied side of our program, and in following issues, we hope to highlight activities of GMU students outside of the classrooms and research groups. Contributors also provide some helpful advice for first years starting their graduate school adventure. Kate Morse contributes to our Spotlight on the Faculty by giving us some little-known facts about our faculty members.

Again, I hope you enjoy this issue of the I/ON. I am looking forward to the upcoming year as editor. As always the contributors of the I/ON will be working on ways to bring you up to the minute information on I/O in general and GMU in particular. If there are any questions, concerns, ideas or issues please email me at ion@gmu.edu.

What’s New at GMU
By: Deirdre Lozzi

- According to The Daily Mason Gazette, more than 91 percent of exiting George Mason graduate and law students said they would recommend the academic programs to which they belonged to others, according to the annual Graduate Student Exit Survey Report for the 2002-03 academic year. This is the highest percentage in four years.

- A press release put out by GMU states that new opportunities for research with outside companies are becoming more prosperous. “George Mason University and Geo-Centers Inc., a Massachusetts-based firm specializing in scientific and technological research, are pursuing collaborative research efforts in nanomedicine. Plans include the study of biological processes utilizing innovative crystal imaging techniques, and opportunities to seek federal funding for additional research. Work has begun at the university’s Prince William Campus.”

- The Daily Mason Gazette also mentions that “According to a recent study published in the July issue of The Industrial-Organizational Psychologist, George Mason’s master’s program in industrial/organizational (I/O) psychology is ranked fourth in the nation out of 98 programs.”

- George Mason President Alan Merten is China-bound. For three weeks this fall, Mason’s president travels to the Far East to raise the university’s international profile and help technological and explore new educational linkages with institutions in China, Korea, and Taiwan. He will be meeting with university representatives, business, government, and community leaders, Mason graduates, and even prospective students.

- Current Student Qualify for the 2004 Summer Olympics:
This summer, Mason student Richard Phillips, who normally represents the Patriots on the track, is going to be on a different stage wearing a different name on his jersey. The rising senior will travel to Athens for the Olympic Games as a member of the Jamaican track and field team.

- The Fairfax Telework Center, a General Services Administration-funded program of the Mason Enterprise Center (MEC), recently hosted a meeting of the federal government’s Chief Human Capital Officers Council. During the meeting, participants learned how such telework centers can contribute to the effectiveness of the federal workforce and received guidance on implementing telework programs.

- The GMU Mason Enterprise Center is once again sponsoring the Kauffman Entrepreneurial Internship Program and are recruiting student applicants for the Fall 2004 semester. The internship provides upperclass and graduate students with the opportunity to work with small entrepreneurial firms in Northern Virginia. Students will be assigned to work with companies that need assistance in areas such as market research, operations, business planning or other projects in entrepreneurial ventures. Students will receive a stipend of $3500 provided by the grant funds and company contribution. They are required to work 20 hours per week for the semester (14 weeks) and they must register for academic credit for the internship in their school of study. Applications are being accepted now through July 30. For information and details, please contact Jody Keenan, Mason Enterprise Center, jkeenan@gmu.edu.

- Apocalyptic Terrorism is the second book written by the ICAR (Institute for Conflict Analysis and Resolution) Working Group on Terrorism in conjunction with the U.S. Defense Threat Reduction Agency (DTRA). The working group, founded shortly after September 11, 2001, is led by Dennis J.D. Sandole, ICAR professor of conflict resolution and international relations and Fulbright visiting professor of international studies at the Diplomatic Academy of Vienna. The new volume examines the nature, causes, objectives, and motivations behind apocalyptic terrorism, a potentially catastrophic threat to the international community. The authors, from the field of conflict resolution and representing a wide spectrum of experience and background from professional military officer to practicing psychologist, bring varying perspectives to provide greater understanding of the rage that might lead individuals and groups to employ apocalyptic means to achieve their goals.
Welcome Back!
By: Beth Kikta

As the summer comes to an end, I’d like to welcome all the incoming doctoral and master’s students as well as 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 we are planning, I’d like to introduce the new IOPSA officers for the 2004-2005 school year:

- President: Beth Kikta, bniktha@gmu.edu
- Vice President: Bryan Wiggins, bwiggin2@gmu.edu
- Treasurer: Kate Morse, kmorse1@gmu.edu
- Secretary: Mike Camburn, mcamburn@gmu.edu
- Social Chair: Tiffany Bludau, tbludau@gmu.edu
- Webmasters: Cesar Juarez, cjuarez@gmu.edu, Zachary Horn, zhorn@gmu.edu
- Master’s Liaison: Lindsay Firme, lfirm@gmu.edu

The first major change in IOPSA (as you may have noticed) came with the addition of a new office within the cabinet: a master’s student liaison. One of our main goals this coming year is to bridge the gap between doctoral and master’s students and help master’s students feel part of the GMU I/O culture. This new position will help with this mission as well as coordinate the master’s program applicants’ questions and visits.

IOPSA has also been hard at work trying to socialize and acclimate all incoming students. For the first time, we put together 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.), information about GMU, the I/O program, and registering, as well as maps of campus and the DC area. We hope that these packets will help the move to the area and the beginning of school be as seamless as possible. We have also continued with the Mentor-Mentee program as in years past. In this program, each incoming student is assigned to a returning student who will help answer their questions and take a special interest in socializing their mentee to the program. The plans for the annual Mentor-Mentee dinner are already in the works for the fall.

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. The complete Brown Bag presentation schedule for the fall will soon be posted on the IOPSA website: http://www.gmu.edu/org/iopsa/indexfac.htm#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!
I/ON - GMU's I/O Network

So you’re in D.C., now what? Part I
By: Bryan Wiggins

Whether you call the D.C. area home or have just arrived in the area (as well as those who feel like we have), it is obvious that there is plenty to see and do in this area. We all know about the monuments, the White House, the Smithsonian, etc. But, once you have crossed off the main tourist destinations, then what???

I am here to tell you about the ‘other’ attractions in the area that you may or may not already know about. Starting with D.C., you probably have been to the Mall and seen most of the monuments, however, have you been to the FDR memorial? The FDR memorial is a sprawling array of waterfalls and greenery along the Tidal Basin, between the Lincoln and Jefferson memorials. It is a beautiful place for an afternoon stroll along the water.

You have also most likely been to one of the Smithsonians, but have you been to the International Spy Museum? The Spy Museum located at 800 F St. in NW D.C. offers the opportunity to take on the cover of a spy, learn about the history of espionage and to view any address on the planet within minutes. This high tech museum costs a little more than the Smithsonians, $12 (for students) vs. free, but is well worth the price of admission.

Rock Creek Park is a great destination for anyone who wants to get away from it all without, well, getting away from it all. Located in the heart of D.C., Rock Creek Park spans 1,755 acres, from the Potomac (near Georgetown) into Maryland, and offers a variety of activities. From horseback riding, to paddle boats, to picnicking, Rock Creek Park is a dream come true for city dwellers that long to reconnect with nature.

Further up the Potomac, you will find Great Falls. Great Falls is an 800-acre park dividing Virginia and Maryland. For $5 you will be given a three-day entry pass to view some of the most breathtaking falls south of Niagara. While the falls are not as high as Niagara and the gorges not as deep as the Grand Canyon, Great Falls is a mighty force reminiscent of these two landmarks in their early days.

One of everybody’s favorite free activities is a trip to the National Zoo. The zoo is located at 3001 Connecticut Ave in NW D.C. and here you will find not only lions, and tigers, and bears, but also everyone’s favorite, the giant panda. Most of the areas are not very large (good for the viewing public, not so good for the animals), but I do believe they are expanding the roaming area for some of the animals.

For those seeking entertainment after the sun goes down, there are also many options. Again, Adams Morgan, Dupont Circle, and Georgetown are all very popular destinations, but there are other options. However, two places that stand out from the crowd in these areas are the Waterfront in Georgetown, consisting of several restaurant/bars right along the Potomac, and the Brickskeller, located near Dupont Circle, is home to the world’s largest selection of beers from all over the globe.

Two other summer activities offer a chance to hang out downtown, catch some entertainment, and get this, not pay a dime! Live on Penn is a free concert series located on Pennsylvania Ave., just a few blocks from the White House, every Saturday (except for Labor Day) from July 10th until Sept. 18th. Bands such as Eve 6, Better than Ezra, and the Pat McGee Band will be partaking in this year’s concert series.

If the big screen (and I do mean BIG screen) is more your style, Screen on the Green offers free showings of classic movies (such as Dr. Jekyll and Mr. Hyde), every Monday night from mid-July through mid-August, on a huge screen located on the Mall in D.C. Also, there is a similar event held at George Mason every evening for about a week in July (check moviesunderthemoon.org for more details).

If you are tired of the same old sites in D.C. and are looking for some new adventures, hopefully this guide will help you plan your next outing. Check back next issue for your guide to Northern Virginia and Maryland.

Mason’s Many Accomplishments
By: Beth Kikta

The students and faculty at George Mason University have been very busy and productive, and their hard work has paid off through many awards and other accomplishments. Dr. Lois Tetrick, our program director, has been appointed Editor of Journal of Occupational Health Psychology (JOHP) starting in January 2005 and has a new book that was recently published titled, “The Employment Relationship: Examining Psychological and Contextual Perspectives.” Dr. Jose Cortina and one of his former students, Dr. Gilad Chen, are the recipients of the 2004 RMD Robert McDonald Advancement of Research Award from the Research Methods Division of the Academy of Management.

There have been some exciting hires and awards given to faculty that are closely linked with the I/O program at George Mason. The Human Factors group hired Dr. Raja Parasuraman this year. Dr. Parasuraman is quite well-known in the field and has won the Franklin Taylor Award for Career Contributions to Applied Experimental and Engineering Psychology from Division 21 of the APA, which was awarded at this year’s APA conference in Hawaii. Another esteemed award that was presented at APA was received by Dr. Edwin A. Fleishman, Distinguished University Professor Emeritus of Psychology at GMU. He has received the 2004 Gold Medal Award for Lifetime Achievement in the Application of Psychology from the American Psychological Foundation.

We are proud to announce that Paige Bader, Eric Barger, Lisa Boyce, Celia Chandler, Kara Orvis, Andi Rittman, and Tom Goddard have all defended their dissertations and graduated within the last few months. Lisa Boyce has been working as a Research Scientist at US Air Force Academy for the Directorate of Education, Institute for Information Technology Applications as a reserve officer. Celia Chandler is working as a Sr. Performance Analyst at Cox Communications and is primarily working on their performance management system. Kara Orvis will be holding a post-doctorate at the Army Research Institute, and Andi Rittman got married in May and will be an assistant professor at Minnesota State University at Mankato starting in August.

(Continued on page 5)
By: Kate Morse

Spotlight on…
GMU Faculty

The beginning of a new school year is analogous to New Year’s Eve for many students and professors. We make our resolutions to be more organized and stick to a schedule. This year will be different, we think. We have lofty visions of conference presentations and publications. For new students, concerns are more basic. How will I spend my days? Whose research interests match mine? Wait, what are my research interests??!

This article is intended to introduce the new students to our I/O faculty and, to keep those who already know the faculty reading, the focus is not solely on the faculty’s research interests. Initially, the article was an expose aimed at uncovering the secret lives of faculty members. It not solely on the faculty’s research interests. Initially, the article was an expose aimed at uncovering the secret lives of faculty members. The ION would have teased “outside” associates they have been known to canoodle around town with on weekends, and the cover of the ION would have teased never-before photographs, interviews with one-liners like “Find out which faculty member has a penchant for red convertibles and sensation-seeking” and “Making the readers with one-liners like “Find out which faculty member has a penchant for red convertibles and sensation-seeking” and “Making the

Dr. Lois Tetrick

Dr. Lois Tetrick joined us last year as our new program director. Dr. Tetrick has two primary outside interests: sailing and reading historical novels. She began sailing in around the buoy races while at Wayne State University in Michigan. She describes racing as “the epitome of teamwork.” She moved from the buoy races to long distance races that can last up to 3-2 days. Dr. Tetrick enjoys the quiet of sailing and links it to her professional interests by acknowledging that neither are ever exactly the same. Her openness to novel experiences also explains her attraction to red convertibles (she currently owns her second one) and a motorcycle which she bought “just to experience it…no good reason.” Her research primarily focuses on individuals’ perceptions of the employment relationship, and their reactions to these perceptions including issues of occupational health and safety and organizational commitment.

Anyone who attends GMU basketball games or Center for the Arts events knows that Dr. Louis Buffardi is a loyal supporter. Dr. Buffardi has a deep appreciation for sports and the arts. He is a devoted New York Yankees fan, coached his son, Kevin, in soccer for 13 years, and justifies his near perfect attendance at GMU basketball games by claiming that he is appreciating, from an I/O perspective, performance under stress. Although he claims that his primary vice is sloth, he can be found nearby every day jogging around the indoor track at the field house. One of the several leaning stacks on his desk includes a pile of CDs that accurately reflect his eclectic taste in music. He enjoys everything from Nora Jones to James Taylor and from classical to blues. Dr. Buffardi’s research interests are also well-rounded, including topics such as individual differences in applied settings, work and family issues, perceived organizational support, and quality of work life.

At time of press, Dr. Jose Cortina was exploring Costa Rica. His recent travels have also taken him to Montana and Ireland. While at home, he enjoys spending his free time playing bridge. He is currently developing a conditional reasoning measure of adaptability that will be part of a leader self-development and assessment tool for the Army. His other research interests include personality-based predictors of job performance and philosophy of statistics.

While Dr. Buffardi is listening to music, Dr. Ted Gessner is singing it. Dr. Gessner, a bass singer, is one of the few non-professional members of his a church choir. He was in the glee club in college and, after not singing for about 20 years, he is back in tune. He describes his music as “fairly classical” and notes that his real music interest comes from folk music and some jazz. Another thing many of us might not know about Dr. Gessner is that he could give Tim the Toolman Taylor a run for his money. Dr. Gessner lives in a 3-story row house that was built in 1910. He has done some of the restoration and admits that he loves doing flooring (traditional wood), carpentry, and gardening. Dr. Gessner’s interests include the exploration of sense of humor and destructive behaviors in organizations.

While Dr. Buffardi is listening to music, Dr. Gessner is singing it. Dr. Steve Zaccaro is dancing to it! The new students should be made aware of the fact that they are in the presence of a country-western and line dancing World Champion. Dr. Zaccaro has won many awards for his dancing, but remains modest and even shy about performing. Dr. Zaccaro’s research focuses on collective processes, particularly in groups and teams. He is also interested in leadership dynamics and multi-attribute patterns of leadership.

Hopefully this article has exposed a side of the faculty members that we do not often have the time to hear about. Whereas we benefit from their professional knowledge on a regular basis, who knew they were also interesting people?

(Mason’s Many Accomplishments continued from page 4)

The current students at GMU have also been well decorated with awards and accomplishments. Crystal Harold and Kara Marsh have completed their dissertation proposals. Crystal has also been awarded the prestigious HumRRO Meredith P. Crawford Fellowship in I/O Psychology, which is only awarded to one student per year. She has also finished collecting data for her dissertation and will be ready to go on the academic job market in fall 2004. Andi Rittman and Katie Baughman won was the Outstanding Graduate Student Instructor Award at George Mason, which comes with individual plaques and a $500 cash prize. Dr. Ted Gessner was awarded a plaque by the psychology office in David King, Krista Langkamer won Best Graduate Student Paper at the APA Div 19/Div 21 mid-year meeting held in March at Ft. Belvoir for a paper she worked on at ARI with her mentor, Dr. Kelly Ervin.

Other than our many awards, GMU students and faculty have been very productive. Dr. Lois Tetrick, Dr. Steve Zaccaro, Dr. Lou Buffardi, Mike Ford, Zack Horn, Gary Kemp, Beth Kikta, Bryan Wiggins, and Gabrielle Wood all presented papers at APA in July. Mike Ford and Beth Kikta received APA student travel grants to assist with their travel expenses to the conference in Hawaii. Katie Baughman, Kate Morse, and Laura Poms presented a paper at Academy of Management in August. Krista Langkamer is also presenting a paper at the American Statistical Association conference. Tom Goddard has presented a paper at the conference of America’s Health Insuring Plans on Building Bridges: Research on the Cutting Edge, and another paper at Adopting Evidence for the Real World and Healthcare Compliance Certification Program of Selon Hall Law School, and will also be presenting a paper at the annual meeting of the Qualitative Research Consultants Association in October 2004.

In regards to written articles, Dr. Rob Ployhart and Crystal Harold have two journal publications and one chapter that will soon appear in International Journal of Selection and Assessment, Human Performance, and in J.M. Cortina (Ed.), The Encyclopedia of Behavioural Statistics, respectively. Tom Goddard has also published a paper recently in Applied Psychology: An International Review.

The I/O doctoral program is not the only recipient of impressive awards. The GMU Master’s I/O program was ranked 4th among master’s programs in the field in a recent study conducted by Kraiger & Abalos (University of Tulsa) and reported in The Industrial-Organizational Psychologist (July 2004).

It is obvious that everyone here at Mason has been working hard and has received some very prestigious awards. Congratulations and keep up the good work!
The Applied Side: Mason’s I/O Program is Still Top 10; M.A. at #4!
By: Lindsey Firme

One of the great aspects of the M.A. and Ph.D. programs at Mason is the vast number of resources in the immediate area that are available to both students and faculty. This fact was supported in the July issue of TIP, where Kurt Kraiger and Anthony Abalos, both of the University of Tulsa, attempted to show that the quality of a program can be defined by more than the number and quality of publications and by the opinion of department chairs. I would like to say “thank you” for asking student opinions of what makes I/O programs good places to be. Granted, Kraiger and Abalos state that some responses may have been given to increase the ranking of their respective programs, but I would wager that most of the responses were given as honest evaluations.

I am not going to rehash what the entire study showed, but will instead focus on how Mason’s M.A. and Ph.D. programs fared among those programs and students who responded. When the 25 Mason students (17 Ph.D., 8 M.A.) responded to the questions about program resources, their answers put the Ph.D. program in 10th, and the M.A. program came in second place! This factor included opinions of the quality of students (this must have stemmed from the high precedents set by previous students), quality of faculty research (well, of course, duh), available funding (um, I guess there’s funding because none of us are starving – technically speaking), student research opportunities (have you finished your SIOP submission yet?), availability of educational resources (the WRLC, Fenwick, the JC and anything online – how could we live without them?), research interests of the faculty (what a selection!), and placement/employability of students/alumni (it’s good to know that we can get jobs – that’s kind of important).

When it comes to the program culture at Mason, participants were asked to respond to questions asking about the balance between applied and academic focus (got to love participative learning!), culture of the program (so, can YOU define culture?), and faculty support and accessibility (there is a definite sense that the faculty care about our interests and are willing to help us incorporate our interests into their research). Program culture was also defined by variety and breadth of course offerings (statistics, statistics, and more statistics), and the quality of instruction (there is no sleeping allowed; that’s the first rule. The second rule is that this class is very important for comps; hence, the first rule.). Mason’s program culture was ranked among the top 20 programs, as the Ph.D. and M.A. programs came in 14th and 11th, respectively.

As you turn the page to see how Mason measures up to other programs when it comes to students assessing the program costs, we are not even in the top 20. This factor includes items that assessed the availability of funding (also weighed in “program resources,” but also fits here – students are happy to know that our faculty realize this, and in addition to their successful increase of funding this year, they will also be barbequing hamburgers and serving mixed drinks at each scheduled brown bag this year – please? Pretty please?). This factor also assessed cost of living (cost of living anywhere is high for a graduate student, but to gauge this in the DC area is just asking for it), location of university (hmm, we have a few attractions nearby – and even though many of them may be free to see, it doesn’t factor into the cost of living), and class size (does this really effect the cost per credit hour? – maybe just for those with out-of-state status).

While the US News and World Report has been assigning rankings to programs for years, Kraiger and Abalos’ article attempts to take a first whack at assessing new and important factors in I/O graduate programs. Overall, even with cost of living considered, Mason’s I/O Ph.D. program still maintains a top 10 ranking, and the M.A. program comes in 4th! As this study was the first to assess these new ratings, its validity will only be improved through increased participation rates in the future. So cast your vote!

In the IONs to come this article will highlight the applied side of the program at Mason. Many of the Ph.D. students and all of the M.A. students have applied internships or real jobs. The DC area is rich with I/O opportunity and students at Mason are fortunate enough to take advantage of these opportunities and work with some of the most respected scientist-practitioners in the field. In the issues to come, we’ll take a look at how research really happens in applied settings as well, but with a twist. We will investigate those scary moments in internships when you realize that you really learned ‘this stuff’ in class and you actually may know a little bit about what you’re doing. At Mason, it truly is possible to get the applied-practitioner experience that many of us look for in a great program. Look for “The Applied Side” in the next ION to hear more about it. And don’t worry; there won’t be 17 sets of parentheses in the articles to come.

Helpful Websites for New Students
By: Jennifer Lee, Deirdre Lozzi, and Laura Wheeler Poms

Editor’s Note: This article appeared in the last August ION, but this article proved to be a useful guide to some valuable resources. Enjoy.

As you begin your first year in graduate school there are a lot of things that one should know, but might not be aware. We are here to give you a list of websites that would useful for first years to visit. These should not be seen as “must do’s” but more like “could do’s”. Hope they help!

◊ A student membership to SIOP is extremely important to obtain at the beginning of your first year. The membership cost is $25 and requires your advisor’s signature. It includes a copy of the TIP magazine. You can download the application at the following address: http://www.siop.org/pdfForms/studentdefault.htm

◊ A student membership to APA is suggested, but not necessarily required. The membership cost is $41 dollars and The Monitor on Psychology and discounts on journals through the APA. You can get information and an application from the following address: http://www.apa.org/membership/forstudents.html

◊ A student membership to AOM is also recommended. The membership costs $58 and includes Academy of Management News, a subscription to all four AOM journals, access to article retrieval service, etc. For more information and an application, please go to the following address: secure.aomonline.org/JoinOnline/Join.asp

◊ As a student at GMU, you are allowed access to the Aquatic and Fitness Center on campus. If you are a full time student (taking 6+ credits) membership is free. If you are taking less than 6 credits, it costs $25. You can get more information about the Fitness Center and it’s hours at the following address: http://aquatics.gmu.edu/membership.html

◊ As a student at GMU, you get a free ticket to any event that takes place at the Center for the Arts. To get more information about obtaining tickets and a schedule of events, use the following (Continued on page 7)
Some Ways to Succeed as a First Year: An Application of the “Big 5”
By: Mike Ford

The first year of graduate school can be an exciting and yet stressful one as students find themselves dealing with the opportunities that a new place of living and learning offers while adjusting to and dealing with the stresses of the additional expectations and workload that come with post-graduate education. While there is no perfect formula to get the most out of graduate school there are several ways in which one can improve the likelihood of success in the first year and beyond.

To find ways to make the most out of one’s first year in graduate school in psychology, I asked some fellow students and faculty members about the topic. In addition, I browsed the many internet sites where distinguished professionals offered their take in search of common themes. There are books written on this kind of thing so this article is only one of many perspectives. Given that incoming students would not have been admitted to graduate school without some considerable display of cognitive ability and motivation, I decided to give this one a different twist I centered it around the famous “Big 5” dimensions of personality: extraversion, agreeableness, conscientiousness, openness to experience, and neuroticism. It should be noted that I did not come up with this idea myself, but rather came across the idea upon some feedback from GMU’s Dr. Lois Tetrick. So, for what it is worth, here are some potential tips for incoming students based upon some common themes.

Extraversion

Do not be shy about introducing yourself to others in your program, including faculty members and fellow students. These are valuable resources for you to bounce ideas off of and gain valuable feedback and this will remain as so throughout your time in graduate school. It will also likely be the case that you will be meeting new people under important circumstances throughout your career and it never hurts to develop the skills that help in networking. As you attend your first professional conferences, it is again advantageous to introduce yourself to others in your field as this will increase your network of colleagues to potentially work and collaborate with in the future. Also, do not be shy about volunteering to help on research projects, particularly if you are interested in research and publishing, which are valuable for both academic and applied careers and can help distinguish you as a professional.

Agreeableness

It is likely that a certain level of agreeableness makes one more pleasant to work with. Given that graduate school is a collaborative as well as individual learning experience, a friendly, sociable, and good-natured demeanor when carrying out shared tasks and projects cannot hurt the chances of success.

Conscientiousness

While is has been stated that one need not be shy about getting involved in projects, it is important to be dependable in the commitments that you make to fellow students and faculty. Part of this may be a function of the number of commitments you make. It is therefore helpful to be involved fully in the program but not to make so many commitments as to not be able to fulfill all of them with the quality one would prefer. Along with this reliability comes a certain level of both diligence and patience. It takes time to develop into an effective I/O professional.

(Continued on page 11)
What's on Your Bookshelf?
By: Laura Wheeler Poms

Every year at SIOP we get those little cards reminding us to stop off at certain publishers' booths for exciting discounts on the latest I/O books. They all look interesting, even those not in your area of expertise. The book writing process is not quite as rigorous as the peer-review process journal articles undergo, so how do you know which books will be useful? Books are certainly not cheap and since we've all learned the principles of extreme money management (discount is among my favorite words, along with sale, free and "but wait, there's more"), I asked some of our experts for their words of wisdom.

In general, everyone, I/O and School of Management professors alike, stressed the importance of keeping up with journal articles first. Dr. Lois Tetrick suggested that taking a journal subscription, even though most journals are available online, is a good idea. You can at least skim the table of contents to see what is uppermost in leading scholars' minds, which may be very helpful if comps are in your future. Dr. Rob Ployhart, whom we still claim although he is at the University of South Carolina's Moore School of Business, cautioned that when books are finally published, they are already slightly out of date due to the length of time required to print them. Dr. Michelle Marks, SOM, also emphasized the need to stay up with current literature as well.

Dr. Tetrick suggests purchasing a book if you have a strong interest in a particular topic or anticipate that you may teach a course in a certain area. When starting a new research area, she tends not to buy books unless she has some sense that a book is or will be a classic.

With those caveats in mind, and in addition to our regular text books which are carefully selected, I received the following excellent suggestions.

Dr. Tetrick and Dr. Ployhart both recommend general I/O handbooks. Dr. Tetrick thinks that the Handbook of I/O Psychology, which comes in four volumes, is handy to have around although she cautions that it is getting dated and that one might want to look at some of the more recently published handbooks. Both she and Dr. Ployhart also suggest that the SIOP Frontier Series books are an excellent addition to your library. Consider all of them as they provide comprehensive summaries of particular research areas.

Dr. Lou Buffardi suggested Fields' Taking the Measure of Work, a compilation of a wide variety of validated organizational research scales. It includes the coefficient alphas and original references of many of the scales we use regularly in our research. From personal experience, this book is very convenient to have around!

Several people stressed the importance of having Cohen, Cohen, West and Aiken on your bookshelf and many of us probably already do. In addition to this already classic text, Dr. David Kravitz, SOM, suggests Bobko's Correlation and Regression: Applications for Industrial Organizational Psychology and Management (2nd edition) for its clarity. He also recommends Pedhazur and Schmelkin's Measurement, Design and Analysis: An Integrated Approach.

On a more focused note, several professors shared their recommendations in their specialty areas:

For individuals interested in affirmative action issues, Dr. Kravitz suggests Crosby's Affirmative Action is Dead; Long Live Affirmative Action.

For occupational health psychology, Dr. Tetrick suggests Quick and Tetrick's Handbook of Occupational Health Psychology; Hofmann and Tetrick's Health and Safety in the Workplace; Barling, Kelloway, and Frone's Handbook of Work Stress (forthcoming).

Finally, I took the liberty of asking those who just completed comps what books they found most useful. These included:


Below are references for the books mentioned in the article that will get you started on building your I/O bookshelf.


SIOP Organizational Frontiers Series -- all are listed on the SIOP website at www.siop.org.
Alumni Updates
By: Crystal Harold

The Alumni Updates column is intended to keep current and former students, program faculty, and others in the I/O community informed of the many accomplishments of our M.A. and Ph.D graduates. If you have information you would like to share with the I/ON readers regarding promotions, publications, awards, and any major life events (i.e., marriages, children, moves), please e-mail ion@gmu.edu. If your contact information has changed or you are not receiving update requests or copies of the I/ON, please send your mailing and email addresses to ion@gmu.edu.

Professional Updates

Dr. Tom Goddard defended his dissertation on March 29th, titled, “Perceived Behavioral Control and Physician Decision Making.”

Dr. Wendy Casper has just started a new position as Assistant Professor of Management in the College of Business at the University of Texas, Arlington. Tyler Maxey recently began a position as a Program Analyst in Workforce Development at the U.S. Department of Homeland Security. Dr. Lori Zukin was promoted to Senior Associate at Booz Allen Hamilton.

Kudos to Dr. David Costanza was recently named Chair of the new Department of Organizational Sciences and Communication (OSC) at George Washington University. OSC includes undergraduate majors in Communication, undergraduate minors in Organizational Sciences, Masters students in Organizational Sciences, and Doctoral students in Industrial/Organizational Psychology.

Congratulations to John Sellers on the success of his company My Computer Care. His company has realized success through strategic partnerships with other small IT firms and unique applications of I/O Psychology best practices. John’s educational program and book: The Great American Adventure is also being well received and recognized across the United States. See http://thegreatamericanadventure.com/About.html for more information.

Congrats to all and keep up the great work!!

Baby News…

Best wishes to new parent Eric Odin! His wife, Christine, gave birth to healthy baby girl Scarlett Marlon on June 18th. Dr. Lori Zukin also welcomed her second child in the family, baby boy Adam Mitchell Rotker was born on March 25th. Best wishes to both families!

Publication


A little office humor, courtesy of "Dilbert" creator, Scott Adams, accessed from GMU Alum Dr. Patrick McCarthy’s website:

Boss to workers: “I’ve decided to use humor in the workplace. Experts say humor eases tension, which is important in times when the workplace is being trimmed.”

Boss to one worker: “Knock knock.”

Worker: “Who’s there?”

Boss: “Not you anymore.”

Congratulations to the new GMU Psychology grads: Dr. Paige Bader, Dr. Sheryl Miller, Dr. Michelle Covert, Dr. Lisa Boyce, Dr. Susan Trickett, Dr. Kara Orvis, Dr. Thomas Goddard, and Dr. Eric Barger.
The Social Side
By: Tiffany M. Bludau

Welcome back everyone! This article is usually an area of the social happenings around the GMU I/O program, but since everyone disperses over the summer, details may be missing, but as the Social Chair, it is my job to make sure there will be something going on for future IONs.

Since the last ION, a group of students from the I/O program and other psychology programs have formed a dominant group out on the playing fields. Led by team captain, Mike Camburn, the Psyclones softball team have been unstoppable in both GMU Intramurals and Fairfax County leagues. The Psyclones won the Intramural Championship in April, and are currently dominating the Fairfax County league. Although they finally met their match and recorded their first loss this August, they easily beat their competition in the following game. Team members from the original Psyclones team include: Nick Vilelle, Bryan Wiggins, Michael Camburn, Lindsey Firme, Tiffany Bludau, Zack Horn, Cara Stitzlein, Beth Kikta, Mack Smith, Dustin Scott, Jenny Sinkule, and Justin Lebiecki.

Continuing on the athletic side, numerous GMU students are taking on endurance events. Sara Lambert, who is currently finishing her Masters at Oxford, ran her first marathon in June. Meredith Cracraft and Krista Langkamer walked the Breast Cancer 3-Day in August to benefit the Susan G. Komen Breast Cancer Foundation, and Tiffany Bludau is training for the Nike 26.2 marathon to raise money for the Leukemia and Lymphoma Society.

Also this summer, while many students were just starting to recover from comps, others (and some of those comp-takers) ran off to Hawaii for the APA convention. Gabrielle Tarny, Cary Kemp, Bryan Wiggins, Zack Horn, Mike Ford, Beth Kikta and Dalit Lev-Arey spent the beginning of August in sunny Honolulu. These students spent hours in various poster sessions and attending talks and still managed to get some great tans, or burns for that matter. Make sure to ask them all how the conference went!

In the following months, when school is well under way, there will be a number of organized social gatherings for the GMU I/O program. Make sure to attend these events, even if it’s a recurring happy hour. A joint happy hour with the University of Maryland and George Washington University students is already being planned for the upcoming months. Be sure not to miss out.

MA program in Industrial/Organizational Psychology ranked 4th!

In a recent study conducted by Kraiger & Abalos (University of Tulsa) and reported in The Industrial-Organizational Psychologist (July 2004), George Mason’s M.A. program in I/O Psychology is ranked 4th among master’s programs in the field. This is one of the first rankings conducted on Master’s programs, as most previous studies have focused exclusively on doctoral training. The authors based the rankings on average satisfaction of current graduate students on 20 aspects of their respective programs. Indeed, GMU’s M.A. program was ranked 2nd on a subgroup of items that reflected such things as: quality of students, research quality by faculty, research opportunities for students, availability of educational resources, research interests of the faculty, and employability of students after graduation.

Likely the M.A. program’s prominent ranking is due in large measure to its close association with GMU’s doctoral program in I/O Psychology, which is ranked eighth nationally by US News & World Report. Students in the 2 programs are co-enrolled in virtually all the same courses over a two year period and some master’s students, along with all the doctoral students, participate extensively in faculty research groups. This has contributed to the competitiveness of the applicant pool—130 students applied for 14 positions for this Fall’s incoming class, which includes three members with 800 GRE-Quantitative scores.

The Society for Industrial and Organizational Psychology’s website lists 98 master’s programs in I/O Psychology in North America.

From Crosswalk.com:

Jack and Jill

A research team proceeded towards the apex of a natural geologic protuberance, the purpose of their expedition being the procurement of a sample of fluid hydride of oxygen in a large vessel, the exact size of which was unspecified. One member of the team precipitously descended, sustaining severe damage to the upper cranial portion of his anatomical structure; subsequently the second member of the team performed a self-rotational translation oriented in the same direction taken by the first team member.

In simple English, what does this translate to?

Jack and Jill went up the hill to fetch a pail of water Jack fell down and broke his crown and Jill came tumbling after.
I became interested in I/O Psychology because of the I/O faculty members at MSU. I had some very good teachers, and because the graduate program there is so good I started to become more involved in research to learn more about the field. I really liked the field because of its science/practitioner balance. My current research interests are in selection, training, and leadership.

What are your hobbies? What do you like to do in your spare time?
My hobbies would be sports mainly. All different kinds of sports, soccer, golf, tennis, basketball, etc. In my spare time I enjoy doing things outside and being active, and going out with friends. But I also love to read and go to movies.

Tell us something unique about yourself.
Something unique about me would be that I played college soccer for a time, until I suffered an injury.

What is your favorite place that you have traveled/wish to travel?
I recently went on a 15 day tour of Europe and I loved Switzerland and Venice, Italy the most. There are so many places I would still like to see, but I hope to go to Australia the next opportunity I have to travel.

ATTENTION
GMU I/O PROGRAM
ALUMNI:
We are currently updating our alumni database. If your contact information has changed recently or may not be up to date, please e-mail the ION at ion@gmu.edu. Your update will ensure that your ION goes to the proper address (electronically or by mail), and you will receive the most up to date information the GMU I/O program mails out to our alumni.

Please e-mail ion@gmu.edu with your current position, address, phone number, and e-mail address. Also, if you would like to receive the ION electronically, please tell us so and your next ION will be sent through e-mail.

How to Write Good
By: Frank L. Visco
My several years in the word game have learnt me several rules:
◊ Always avoid alliteration.
◊ Prepositions are not words to end sentences with.
◊ Avoid clichés like the plague. (They're old hat.)
◊ Employ the vernacular.
◊ Eschew ampersands & abbreviations, etc.
◊ Parenthetical remarks (however relevant) are unnecessary.
◊ It is wrong to ever split an infinitive.
◊ Contractions aren't necessary.
◊ Foreign words and phrases are not apropos.
◊ One should never generalize.
◊ Eliminate quotations. As Ralph Waldo Emerson once said: "I hate quotations. Tell me what you know."
◊ Comparisons are as bad as clichés.
◊ Don't be redundant; don't use more words than necessary; it's highly superfluous.
◊ Profanity sucks.
◊ Be more or less specific.
◊ Understatement is always best.
◊ Exaggeration is a billion times worse than understatement.
◊ One-word sentences? Eliminate.
◊ Analogies in writing are like feathers on a snake.
◊ The passive voice is to be avoided.
◊ Go around the barn at high noon to avoid colloquialisms.
◊ Even if a mixed metaphor sings, it should be derailed.
◊ Who needs rhetorical questions?
I really enjoyed the SIOP 2004 conference in Chicago and I wanted to hear other student’s weekend highlights and conference experiences. In response to a quick survey I mailed out and in talking to other GMU students, I had the chance to get some very positive feedback.

Overall, everyone that I asked enjoyed the conference. Students seemed to find many sessions that they were interested in and most tended to focus on their research areas or sessions focused on issues for students and emerging professionals. Students seemed to attend a variety of sessions and different conference activities; particularly popular were poster sessions relating to research interests, presentations by GMU professors and students as well as social coffee breaks and roundtables.

One highlight of the weekend was George Mason’s Friday night reception. One student said that “it gave students, past and present, an opportunity to get to know each other and a better feel of what is out there after graduation.” A professor (who would like to thank Bryan Wiggins for all of his hard work) stated that he thought the reception was simply “awesome.” It was well attended, well organized and a great opportunity to catch up with alumni, chat with peers and feel pride in the Mason program.

The main focus of the conference was attending sessions and being an active member of the I/O community. But, there was much more to the weekend. All of the survey respondents said that they really enjoyed spending time in Chicago with their GMU friends. Also, other weekend highlights included: touring Chicago, comedy shows, great Chicago eateries (including deep-dish pizza places), the Chicago Symphony Orchestra, the SIOP 5k race, the Chicago Art Institute and the great shopping!

Overall, my results indicate that GMU conference attendees really enjoyed their weekend and felt proud that our Industrial/Organizational Psychology program was so well represented. Therefore, anyone who missed out this year or is ready for the next conference take note that the 20th annual SIOP conference is already being planned. It will take place in Los Angeles, CA on April 15-17, 2005 and proposals are due by September 15, 2004. Registration for the conference will begin in the new year. Good luck to everyone sending in proposals and I hope to see you all in L.A.

Also, thank you to everyone who responded to my emails and shared their opinions.
Welcome New Students!

By: Mike Camburn and Cesar Juarez

Amira Abdalla
Master’s Student

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

My name is Amira and I was born in Germany. I completed my undergraduate at GMU.

How did you become interested in I/O Psychology? What are your current research interests?

I was discussing the different fields of Psychology with a friend when he mentioned I/O. At the same time I was working with several companies noticing their high turnover rates, which made me think about the different problems companies were facing.

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

My hobbies are reading, swimming, and meeting new people. I love traveling. If I could, I would see a new city every week!

Tell us something unique about yourself.

Well, I am a Sudanese, American girl born in Germany. I think that in itself makes me unique.

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

I think two of the most beautiful places I have seen were Turkey and Hawaii...amazing!

Tanya Alvarez
Master’s Student

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

I am Tanya Alvarez from El Paso, Texas. I received a bachelors in Business Management from the University of Arizona.

How did you become interested in I/O Psychology? What are your current research interests?

I have always had a deep interest in psychology especially because I am fond of understanding people as unique individuals coming from diverse backgrounds and understanding the cause behind their behavior. Although my bachelors was in Business Management, I did manage to minor in psychology. Not long before I graduated from college, I was researching how I could bring both business and psychology together. Soon I found out that I/O was the perfect solution to combining my two interests. I was even more enthusiastic to learn that much of I/O Psychology ties into the field of human resources.

My current research interests are motivation at the workplace, training and development, and leadership styles. I am interested to learn about motivation techniques used in the workplace to reduce turnover and increase employees’ productivity. In addition, I have always believed in training and developing oneself no matter where you are in life. As employees learn their job functions well, many begin to look for more challenging opportunities. I believe that training and development can help satisfy and grow each individual. Lastly, I would like to learn how different types of leadership styles affect employee attitudes and efficiency in completing tasks.

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

I really enjoy dance. When I was in high school, I took Latin/ballroom dance classes. Although I haven’t kept up with my dance classes, I still enjoy salsa dancing at clubs on the weekends. I also like to go to the gym and do cardio. After I am done working out, I feel relaxed, less stressed, and energetic. Traveling is also one of my hobbies. I am blessed to have the opportunity to travel a lot with my family. We enjoy discovering new countries and interesting cultures.

Tell us something unique about yourself.

I am trilingual. I was born and raised in El Paso, Texas which borders Mexico. My family is from Juarez, Mexico and are fluent Spanish speakers. Since we were really young, my parents would only let us speak Spanish at home. English was only to be spoken at school. It was my parent’s method of ensuring we would learn Spanish well. Then, I had the opportunity later in life to do a study abroad in Florence, Italy. It was there that I picked up Italian. My knowledge of Spanish was what enabled me to also learn Italian.

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

I really enjoy Italy, especially Tuscany. But I would like to travel to the mysterious land of India. I would like to learn about their customs/ traditions, and also enjoy some delicious Indian food. I would also add Australia to my travel list. I hear it is absolutely beautiful!

Whitney Botsford
Ph.D. Student

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

Whitney Botsford
Born and raised in Cincinnati, OH.

How did you become interested in I/O Psychology? What are your current research interests?

Beyond the initial intrigue I experienced in my introductory I/O course in undergraduate, I spent a fair amount of time with the graduate students in the psychology department at Rice. Talking, learning, and sharing with the grad students helped me to learn what grad school and I/O was all about. I became involved with a research lab and took a graduate level I/O seminar, which provided me with a better understanding of the field. I began doing even more research and ended up completing a thesis, which solidified my thoughts on graduate school and the field of I/O. I was also fortunate enough to have two strong graduate student mentors and a motivating professor who was very encouraging throughout my undergraduate experience.

Current Research Interests: Work-family interaction, gender/women in the workplace, occupational health psychology.

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

Hobbies: soccer, running, cooking, and reading People magazine. I love to watch or go to the movies! I must admit I also enjoy keeping in
touch (via email, AIM, or phone) with my friends from different parts of my life. And I love, maybe even most of all, to try new restaurants and eat good food!

Tell us something unique about yourself.

My family has 4 dogs. Yes, 4! That’s 3 too many. It oftentimes feels like a zoo at my house, but usually in a good way. Also, I’m half Italian, but I have red hair, fair skin and freckles!

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

The most amazing travel experience I’ve had was last summer when my family took a cruise to the Mediterranean. There were just so many breathtaking sights, particularly in Italy. I would love to return somewhere along the Amalfi coast, perhaps to Positano, and also make a jaunt over to Rome to explore more of the fabulously historical city!

Katie Elder
Ph.D. Student

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

Katie Elder. I spent my high school years in Banner Elk, NC (in the mountains, close to Boone), but my earlier years in Davidson, NC (close to Charlotte). I completed my undergraduate degree at North Carolina State University in Raleigh, NC in December of 2003.

How did you become interested in I/O Psychology? What are your current research interests?

I originally wanted to major in Business and psychology at NCSU but quickly found out that I didn’t like their business department at all. When I realized there was a subject area that combined those two interests I was very excited and decided to take a graduate level course my final semester at NCSU. I enjoyed the material I learned in the course and decided I/O would be a good choice for me. I am currently interested in motivation and employee selection although I by no means claim that as a final choice. I’m looking forward to expanding my I/O horizons and seeing what else is out there.

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

I love almost anything competitive or outdoors. I love to play basketball, soccer, tennis, etc. I also really like snowboarding, poker, board games, dancing, and watching movies.

Tell us something unique about yourself.

I collect clocks, so I have something like 25 all over the walls in my room.

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

I’ve enjoyed all of my travel experiences. I really liked Morocco, Tahoe, and Vegas.

Kylie Green
Master’s Student

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

My name is Kylie Green. I was born and raised in Avon, Connecticut, a small suburb of Hartford. I graduated from Muhlenberg College, Allentown, PA in 2002 with a B.A. in Psychology. After graduation, I began working in the Philadelphia area for a marketing research and consulting firm.

How did you become interested in I/O Psychology? What are your current research interests?

Working for a marketing research firm fostered much of my interest in I/O Psychology. I work primarily on customer satisfaction and brand health studies, which often focus on improving an organization’s bottom line with innovative product offerings and superior customer service. However, I often wonder if the same results could be achieved with personnel improvements; in other words, could enhanced employee satisfaction, motivation, and production impact customer satisfaction and brand health?

My current research interests in I/O Psychology include bias in personnel selection and selection procedures, social factors that influence performance appraisal, team/small group organization, and job stress and work/family issues.

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

Since it is currently summer, I would say that I enjoy spending time outside in the warm weather: jogging, swimming, going to the beach, sailing, etc. However, catch me in the wintertime and I would say that I enjoy being inside: reading, lounging, shopping, and being consumed by reality television. Also, living in Philadelphia turned me into a sports fan—I enjoy following hockey, basketball, and especially football.

Tell us something unique about yourself.

My full name is pretty unique: Kylie Aislinn Green. As a child, I despised my name for two reasons: first-few people would pronounce it properly. Teachers would call me Kyle, assuming that the ‘I’ was simply a typo on their roster. I’ve been called several names beginning with a ‘K’, most of which were not even close to correct. The second reason I didn’t like my name was because I had never heard of anyone named Kylie and thought my parents just wanted to torture me with an unusual name. As I grew up and learned that having a unique name was actually ok (and after Kylie Minogue became well known!), I started to like my name and appreciate the fact that very few people had the name. Now, I’m hearing the name more, and people even ask if I would mind if they name their child Kylie.

My middle name is also unique: however, the story behind it is pretty disappointing. While driving to the hospital to deliver me, my mother found my middle name in a book and decided to go with it.

My last name is about as simple as it gets: Green, like the color. The interesting part is not the name, but rather the number of people who still ask me how to spell it when I say ‘Green-like the color’.

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

I have seen amazing cities in Europe and also beautiful islands in the Caribbean: my favorite really depends on my mood. While there are still so many countries that I would like to see, I’m really interested in exploring more of the United States. I’ve only been to a handful of states and would love to get a better perspective of my own country before traveling to others.

Douglas Haynes
Ph.D. Student

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

(Continued on page 16)
My name is Douglas Haynes and I am from McLoud, Oklahoma. I graduated Magna Cum Laude from Oklahoma State University with a B.A. in Psychology and a B.A. in Economics. Both degrees were completed with honors distinction.

How did you become interested in I/O Psychology? What are your current research interests?

I/O caught my attention as a way to connect my undergraduate education to the professional experiences that followed while changing direction. As for research focus, I'm interested in multinational teams and leadership and multicultural work issues.

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

Video games, pure and simple.

Tell us something unique about yourself.

My most unique experience occurred last year when I was an Oklahoma candidate for the Rhodes scholarship.

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

Here. I am now currently living within an hour of the postmodern icon of Washington, DC. While I have not actually been in DC yet, I'm sure in my time here I will be able to see the city.

Jeff Herman
Master's Student

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

Jeff Herman. Born and raised in Annapolis, Maryland. Received a B.A. in Social and Developmental Psychology from Duke in 1996.

How did you become interested in I/O Psychology? What are your current research interests?

I/O caught my attention as a way to connect my undergraduate education to the professional experiences that followed while changing direction. As for research focus, I'm interested in multinational teams and leadership and multicultural work issues.

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

Traveling is my favorite thing to do, but I doubt I'll see much of it beyond this August.

Tell us something unique about yourself.

I've spent 6 of the last 7 years working overseas, mainly in and around Tokyo.

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

Barcelona, hands down. I still hope to live there again.

Katherine Hildebrand
Ph.D. Student

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

Katherine Hildebrand, originally from Melbourne, Florida. Graduated from William and Mary in 2002, and have lived in Arlington for the past 2 years.

How did you become interested in I/O Psychology? What are your current research interests?

While I had always enjoyed the general field of psychology, it wasn't until I started taking courses that blended psychology and business that I realized I/O psych was for me. Also instrumental in that realization was a well-taught leadership course that I went to enthusiastically, despite the fact that it was an 8am class. My main research interests include leadership and group dynamics.

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

In my spare time I enjoy watching Christopher Guest movies and playing on my PowerBook.

Tell us something unique about yourself.

When I was nine, my family traveled to Israel and, in an attempt to get to the shore of the Dead Sea, my brother accidentally led me through a field of quicksand. My white high-tops were never the same.

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

Last summer, I was fortunate enough to have the opportunity to participate in one of the Navy's Tiger Cruises. For those of you land lubbers, a Tiger Cruise occurs at the end of a naval ship's deployment in which family and friends of the sailors on board can ride the last leg of the journey to the home port. My older brother's aircraft carrier, the U.S.S Constellation was returning from a seven-month tour that had included tome spent in the Persian Gulf. Along with 500 civilian Tigers, my uncle and I boarded the Constellation at Pearl Harbor, HI, and over the next week traveled through the Pacific to San Diego, CA. Needless to say, it was the opportunity of a lifetime as the crew showed the Tigers what life is like at sea.

Joseph Woosin Kang
Master's Student

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


How did you become interested in I/O Psychology? What are your current research interests?

I became interested by learning about teamwork, performance enhancement, and motivation in sports psychology classes. These are also my research interests.

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

Music-playing violin/guitar/singing, composing songs. Sports-playing golf, tennis, basketball, baseball, and watching sports. Reading books, trying out new things, and watching movies when they come out in theaters.

Tell us something unique about yourself.

I learned English through Hooked On Phonics when I immigrated to the States when I was 6 years old. It really does work.

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

Italy is my favorite place I’ve been. I want to go to Hawaii, Spain, and...
The Mediterranean coast.

Danielle Novick  
Master's Student

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

My name is Danielle Novick, and I am originally from Pittsburgh, PA. I graduated from Penn State and moved to Virginia about 5 years ago.

How did you become interested in I/O Psychology? What are your current research interests?

I became interested in I/O Psychology after I was asked to fire a team of employees. Instead, I asked to train them and ended up creating a training program and manual, in addition to leading the session. That sparked my interest in training employees and selecting the right employees for the job. I started to research I/O Psychology and realized that the field matched my interests.

My research interests include executive leadership, assessment center effectiveness, and training.

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

Spare time??? Well, when I’m not working or taking classes I enjoy socializing with friends. I also love to read and like taking long walks when the weather is nice. I also like going to the movies and shopping.

Tell us something unique about yourself.

Last weekend at a show the singer of the Violent Femmes invited us backstage.

(Continued on page 18)
What is your favorite place that you have traveled/wish to travel?

I travel to Greece every summer to visit relatives (and have fun of course), but recently I have been to Boston and Tucson.

Jordan Robbins
Ph.D. Student

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

My name is Jordan Robbins. I am from Manhasset Hills, NY, but I have been living in New England (both in Massachusetts and Rhode Island) for the past seven years. I completed my B.A. in Psychology at Brandeis University in Waltham, MA. I have also completed my M.Sc. in Experimental Social Psychology at Brown University in Providence, RI.

How did you become interested in I/O Psychology? What are your current research interests?

My interests in I/O Psychology stem from both my academic work as well as my job as a research analyst at Boston University. In my undergraduate and masters research I worked on related phenomena in social psychology. In recent years, I have longed to see my work applied in more practical settings, such as business, government, and public policy. As a research analyst I have been working on a study examining the effects of deployment abroad on the health and cognitive performance of U.S. military personnel and have experienced firsthand how the perceived level of disconnect between low ranking soldiers and their superiors effected the satisfaction and stress that they experienced. My research interests are concerned with how leadership style and the psychological contracts that employees hold with their employers can affect the employees’ occupational stress, health, and performance.

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

My hobbies are photography, painting, drawing, and sculpture. I have worked with a local artist in high school and at an art gallery in college, and I nearly completed a double major in Psychology and Art History (although I missed it by one course due to a schedule conflict my senior year). In my spare time I love to travel and of course hang out with friends.

Tell us something unique about yourself.

I got married last summer in NY the weekend of the blackout that knocked out the power in the Northeast. The ceremony was nearly cancelled due to lack of power at the temple. Luckily, the power came back on at the last minute and nearly all the out-of-town guests made it. Extra guests actually came because they couldn’t leave for vacation.

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

My favorite places that I have already traveled to are probably Maui, Hawaii and Florence, Italy. The two destinations are so different that I really cannot pick one over the other. If I had the time and money I would love to travel throughout Europe and Asia, starting with China and Scandinavia.

Sharon Rogers-Johnson
Master’s Student

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

My name is Sharon Rogers-Johnson. I am originally from McComb, Mississippi. I completed my undergraduate degree in Chemical Engineering from Howard University. I completed a graduate degree in Environmental Engineering at Duke University, as well as an MBA at the Fuqua School of Business at Duke.

How did you become interested in I/O Psychology? What are your current research interests?

I worked for several years as a management consultant at Deloitte Consulting, where I became interested in personnel selection and work motivation.

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

Most of my spare time is spent with my 8-month old daughter and 4 year-old son. We are big museum-goers and zoo-goers.

Tell us something unique about yourself.

I am pretty much a professional student. I enjoy the challenge of academia and the energy of campus life. So because I can’t spend my entire life as a student, I thought that becoming a professor would be the next best thing. Hopefully, I will begin a doctoral program after the MA program is completed.

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

My favorite place was South Africa, where I spent time on a two-week study tour during my MBA program. I would love to go to the Ivory Coast.

Megan Shaw
Master’s Student

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

Megan Shaw
The University of Iowa

How did you become interested in I/O Psychology? What are your current research interests?

Over the dinner table my father frequently discussed issues at his work place such as selection, compensation, business ethics, employee satisfaction, and the effects of leadership styles. I felt these issues had a profound impact in the lives of the people that my father worked with. This was essentially the driving force that made me want to better understand these issues and pursue this area as a career. I am particularly interested in personnel issues such as selection, training, and compensation.

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

I like surfing, snowboarding, playing chess, playing poker, dancing and participating in martial arts.

Tell us something unique about yourself.

I like to travel quite a bit. I was born in Seoul, Korea, raised in Iowa and have been to Russia, Denmark, Spain, Italy, Canada, Mexico, London, Amsterdam, France, Wales, and 38 out of the 50 states.

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

I had the opportunity to study abroad in London. I have a lot of memories there so I would say that is my favorite place that I have
traveled.

Marissa Shuffler
Master's Student

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

My name is Marissa Shuffler and I am from Concord, North Carolina (right outside of Charlotte-Go Panthers!). I just graduated this past spring from Pfeiffer University, a small liberal arts college in Misenheimer, North Carolina, or more commonly known as the middle of nowhere.

How did you become interested in I/O Psychology? What are your current research interests?

My undergraduate university did not offer any specialization in I/O, so I really didn’t get much exposure to the subject until I picked up an Organizational Communications major and started taking classes in training and development, etc. I became really interested in training, and I also picked up interests in motivation, teams, and leadership. I also basically worked full time as an undergraduate and learned how important psychology can be in the workplace. When I approached my academic advisor and told her of my interests, she told me that I should look into I/O-so here I am!

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

What spare time?? When I do have a free minute or two, I like to read (something other than journal articles of course), play tennis, work out, cook, listen to all types of music, and play soccer. I also really enjoy spending time with my friends and family, and I am very involved in community service, particularly hunger and homelessness and helping out with Relay for Life.

Tell us something unique about yourself.

I am a triple major (psychology, English, communications) for no reason other than a love of literature and too much time on my hands. Also, I was the volunteer coordinator at PU and have spent the past 3 years organizing campus wide events such as Relay for Life, Servant Leadership Week, and Hunger and Homelessness Week, where I got to sleep outside each year in a cardboard box in the middle of November to raise money—brrr!

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

The first time I have ever been out of the country was this past winter when I went to Greece, and it was definitely an amazing and eye-opening experience. I would love to travel more in Europe, and would like to take missions trips to help others and get a better understanding of the world.

Erin Swartout
Master's Student

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

My name is Erin Swartout and I’m from Jackson, Michigan. I completed my undergraduate degree at Michigan State University with a B.A. in Psychology.

How did you become interested in I/O Psychology? What are your current research interests?

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I/ON Newsletter

The I/ON 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 I/ON editors, Dr. Marisa Diana-Russo, Dr. Stephanie Payne, Dr. Lisa Boyce, Nikki Dudley, Mike Ingerick, W. Benjamin Porr, and Deirdre Lozzi.

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.

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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 Arts and Sciences, Daniele Struppa, Dean. For further information on the I/O Program, please contact Dr. Lois Tetrick at ltetrick@gmu.edu or the graduate secretary at psycgrad@gmu.edu. Please also visit our web site at: http://www.gmu.edu/org/iopsa