Dr. Richard Klimoski

By Kate Morse

If you are reading the ION, you are affiliated with George Mason in some form or another. Or perhaps you simply enjoy keeping up with goings-on at GMU by reading the ION? Dr. Richard Klimoski is, at least in part, responsible for each of these assets.

Dr. Klimoski came to the Psychology department in 1995 as a professor and director of the graduate studies program. His goal was to build the program’s regional relevance and a national reputation. The ION itself was one many vehicles he used to drive the visibility of the Mason I/O program to new heights. The ION serves as a tool to create a sense of community among student contributors, create a brand name for the program, and to attract the brightest faculty and students to our campus. Under Dr. Klimoski’s direction, our program gained a national reputation and has appeared twice in the US News and World Report Top 10 I/O Graduate Programs.

As many readers might know, on July 1, 2002, Dr. Klimoski took on a new challenge as he began his term as the dean of the School of Management (SOM) at GMU. Dr. Klimoski’s move represents an exciting new stage for both Dr. Klimoski and the I/O program here at Mason. I sat down with Dr. Klimoski recently to discuss his year as dean and his plans for the future.

Dr. Klimoski’s vision for the partnership between the I/O program and SOM has many facets. These include: the opportunity to cross-list brown bag lectures, joint ventures of faculty and students for external funding, dual representation at national conferences, and mutual faculty and, I/O graduate student support. This year 10 I/O graduate students are collaborating with professors in the SOM to both gain research experience outside of the department as well as financial support. He is also personally committed to working together in order to gain national recognition and attention at conferences including the Society for Industrial and Organizational Psychologists (SIOP) and the Academy of Management (AOM). For the second year in a row, the two programs plan to co-sponsor a reception at SIOP in Chicago this spring.

It seems as though Dr. Klimoski found himself in the business of building departments and programs. His latest undertaking, as the dean of the School of Management, is his largest yet. In this regard, Klimoski claims to be a man who does not want much—only two things: fame and fortune. Fame, to Dr. Klimoski, is

Home is where the heart is. Or so that is what they say. But what is a home? Is it where our parents live? Is it with our brothers and sisters? Is it where we currently reside? Or is it all of the above? Ok, so you may be asking “What the heck is this article about?” Good question. And the answer has to deal with looking at I/O’s family, where its home is, but mostly, where its heart is.

You may be thinking that we have lost our minds, but think about the I/O family tree. First, our grandparents better known as philosophy. They have been around for a very long time and laid the groundwork for not only our parents, but our aunts, uncles, etc. Then came along our parents, also known as the APA. Without them, we wouldn’t exist as we do today. Our brothers and sisters can be seen all around us. We affectionately refer to them as Clinical, Social, Cognitive and the other branches of psychology. Finally, we have our aunts and uncles. You know those people you may see on holidays or special occasions? We like to call these family members, Sociology, Anthropology, and the rest of the Social Sciences.

So now that we have explored the family lineage, let us ask ourselves some important questions. How important is family? Do we really need them? Do they really care about us? How can we reconcile our relationships with family members who have either written us off as the ‘bad seed’ or those who think we are ‘know it all’s’? These questions have major implications for the future of not only the I/O field, but our family members as well.

To begin, all of our family members, whether they be close relatives like Cognitive or distant relatives such as Sociology, have something to teach us. Taking advice from a family member can sometimes be very difficult, but there is nothing worse than good advice not taken. Getting to know our family members better would be the first way to bridge this sometimes distant relationship. The trick is whether they are interested in us. Yes, we may be the youngest, but does that mean that we should be treated as if we don’t know anything? Or should other family members adopt the attitude of looking at the world through a child’s eyes? Bottom line, it may be difficult to get those family members to pay attention to us and see what we have to bring to the table, but there are very credible ways to do this. No, yelling and screaming won’t get you anywhere, or at least we don’t think it will....interesting thought.

(Heart of I/O on page 11)
A Word from the Editor
By Deirdre E. Lozzi

Greetings and welcome to another edition of the ION newsletter. A lot has happened since the last edition here at GMU and I know that the students and faculty are excited to share the news with our fellow I/O psychologists!

First, I would like to thank everyone who contributed to this edition of the newsletter. I would also like to thank the past ION editors W. Benjamin Porr and Mike Ingerick for their help and guidance while putting this issue together. I could not have done it without them! Finally, I would also like to thank Dr. Rob Ployhart for reviewing the newsletter ahead of time and giving helpful feedback.

This issue includes topics such as: a) an update from Dr. Richard Klimoski; b) a discussion about the heart of I/O; c) an interview with our alumni Debbie Ford; d) advice on how to move from the Master’s program into the PhD.; e) pictures from the I/O-Human Factors picnic 2003; f) GMU alumni updates; and last but certainly not least, the current research of the GMU faculty.

Also, as noted in the “Where the Heart is” article, if you have a comment or reply to the article please feel free to send a comment to the authors at ion@gmu.edu. We welcome any and all comments!

As you move through this issue, you may notice that there are many famous quotes regarding science. As a collector of quotes myself, we are inviting those whom feel that they have a quote to contribute to email us via the ION email address.

As always the contributions 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 W. Benjamin Porr

Anyone looking to receive scholarship money for their “scholarly” activities? A $1 million bequest from the late Daphonal Bell of Arlington, Va., to GMU has established the Samuel J. and Daphonal T. Bell Scholarship Endowment to provide tuition assistance for undergraduate and graduate students. Daphonal Bell initiated the endowment to honor the memory of her late husband, Samuel Joseph Bell, and emulate his generosity to the community. Her bequest to George Mason was inspired by the knowledge of others who had memorialized loved ones by endowing named funds at the university.

Announcement to both MA and PhD students! If you are planning on attending a professional conference this academic year, you should definitely submit an application to the Graduate Student Travel Fund (GSTF) to help cover your expenses. The sooner you submit it, the more financial resources you are potentially eligible to receive. Both MA and PhD students are eligible to apply. Information about the application process and all forms are available at www.gmu.edu/org/gstf. Remaining deadlines for submitting applications for the 2003-2004 academic year are: January 30th, March 19th, and April 30th.

Welcome to the Redevelopment of Fairfax. After weeks of debating between three development teams with three different plans, the Fairfax City Council unanimously agreed on a team that they said will best suit the needs and concerns of the community. The team of Trammell Crow, Walnut Street Development and Jay Donegan were selected for their plan to create new space for offices, stores, restaurants, residential areas and an updated library for the city. “This proposal encompasses the city’s vision of Old Town Fairfax for the leadership and the citizens,” said Mayor Robert Lederer. The mayor and council members continually encouraged residents to view the plans at city hall and attend public meetings to address their concerns. The long awaited decision now means that construction could begin as soon as September 2004. The team’s proposal includes a “lifestyle center” of roughly 290,000 square feet for office space, retail and restaurants in the Old Town area. Lederer said, “The revenues that will be generated from this downtown project will far exceed the expenses.”

School of Management Launches Bioscience Management Program. Advances in bioscience affect every aspect of society. Leaders in the industry need knowledge not only of the advances taking place in the scientific realm, but also knowledge of business techniques and organizational skills. With this in mind, the School of Management created a new program in bioscience management, unique to the Washington, D.C., metropolitan area and joining only a handful of programs like it in the country. The M.S. in Bioscience Management Program educates managers of organizations that conduct research and develop products and services in the basic sciences, especially those focused on the biological and medical sciences.

IOPSA Action
By Bryan Wiggins

IOPSA started the year on a high note with the first ever I/O- Human Factors picnic. I would like to thank Deirdre Lozzi for her hard work in putting this event together. This event was a great time to mingle, eat, drink, and play some golf before the school year officially began. Fortunately the I/O program got some sweet revenge for the Human Factors’ basketball triumph last year, with a thoroughly convincing victory on the golf course. Congratulations to Brian Griepentrog, with the overall lowest score on a treacherous par three course.

Another first this year, and another success, was the combined new student dinner for both the Ph.D. and M.A. students. Zack Horn, Nick Villelle, and Bryan Wiggins hosted this dinner, providing an opportunity for the new students to meet one another as well as their mentors. Thanks to everyone who brought the great pasta!

Zack, Nick, and Bryan also hosted the beginning of the year party, with a twist. Due to Hurricane Isabelle, our power was knocked out for 5 days, including the day of the party. An army of candles, coolers full of ice, and some tiki torches made for a much more intimate party than anyone had anticipated. Luckily there were no casualties and everyone seemed to have a good time despite the darkness!

I would like to take the time to thank our brown bag speakers up to this point in the semester who have been gracious enough to share their time with us: Brian Holtz, Lois Tetrack, and Rob Ployhart all from George Mason, David Day (Penn State) and Patricia O’Connor (CCL), Mike McDaniel (Virginia Commonwealth), Jim Sharf (Jim Sharf and Associates), Avi Kluger (Hebrew University), and Kara Marsh also from George Mason. We have been very lucky to have such great speakers and we look forward to several more exciting talks this semester.

Finally, I would like to thank Zack Horn and Justin Lebiecki for their hard work on our new website. The new and ultra sheik website should be up soon. It looks great guys!
Alumni making their mark:
Cathie Murensky

By Rob O’Connor

Catherine Murensky, an alumni of GMU, whose dissertation was entitled "The relationships between emotional intelligence, personality, critical thinking ability and organizational leadership performance at upper levels of management", is one of the Top Ten nationally requested dissertations across all disciplines. Recently, I caught up with her to see where she has been since graduation and what she is currently working on.

When did you graduate from GMU? What sort of research/internships did you participate in while in graduate school?

I graduated from GMU May of 2000. I was working full time throughout my time at George Mason. My positions ranged from consulting at the Hay Group, to Mobil Oil (where my dissertation population came from) and graduated while at ExxonMobil. Therefore the concepts I was learning could be immediately applied directly into a work setting - either in a consulting capacity or internally in an organization.

Where are you at now? What is your position? How long have you been there?

I am currently the Director of Learning and Development for Rolls-Royce in Chantilly, VA. I have been here since February 1 of this year. I am responsible for a team of 49 (47 of which are in Indianapolis at our largest site) and 24 are UAW hourly workers (trainers). The remainder are internal consultants aligned to businesses and also some support personnel. Although I have a North American remit, I align into the UK with their global group. My contribution is functional expertise, the "American" perspective and ensuring alignment of corporate programs and initiatives to our region (US and Canada).

What kind of work do you do that is relevant to your I/O studies?

A lot of my functional expertise lies in many aspects of I/O....I am currently designing a new, global performance review form, a new electronic leadership 360, embedding OD capability in the HR community, training systems, designing a regional climate survey, succession planning and leadership development initiatives (just to name a few).

What are your current and future research pursuits?

Continuing research around Leadership Competencies - particularly around those associated with "Global Literacies" - the future is global—our leaders should be prepared to demonstrate competencies that enable them to cross functional and cultural boundaries.

What part of your graduate education was the most useful? What is one thing you wished you had learned while at GMU?

Exposure to the many facets of leadership development - different schools of thought. Wished I had been exposed to "how things extend beyond the US." Many of our professional societies now are international so I take advantage of that. A great number of the things we do here in the US do not travel well, if at all. In my last couple of jobs I learned (first-hand) that anything you design for a global group will need to be modified to work in other places—most of which do not share our approach, values, wording or perspectives on HR, leadership, etc...even how to collect data.

Mark your calendars!

Here is a listing of conferences and presentation that you should be aware of.

◊ SIOP 19th Annual Conference, Sheraton Chicago Hotel & Towers, Chicago, IL, April 2-4, 2004, Website: www.siop.org
◊ APA Annual Convention, Honolulu, Hawaii, July 28-August 1, 2004, Website: www.apa.org/convention

(Calendar events Continued on page 4)
Alumni Updates

By Jennifer Lee

The goal of the Alumni Updates column is to keep current students and faculty informed of the happenings of our esteemed alumni. To all alumni, please send any news and updates you would like included in the upcoming editions of the I/ON to JLES@gmu.edu. If you are moving, please send the updated information to ion@gmu.edu so that you will receive your I/ON and your GMU colleagues will be able to contact you.

Alumni News...

In December 2000, Dr. Elizabeth Murphy received a Ph.D. in Cognitive and Experimental Psychology from the University of Maryland. Dr. Tom Kane was awarded a grant by the National Wrestling Coaches Association (NWCA) to develop a for-credit graduate course delivered to coaches who aim to develop leadership skills among student athletes. The grant is the first step in a partnership between Southwest Missouri State and the NWCA to bring best leadership and motivational practices to high school and collegiate coaches nationwide.

Sean Gilley is now an independent consultant, working through Booz Allen on an organizational climate assessment. He is also working on an initiative to create a pay for performance platform for the City of Denver's government employees and has started a real estate investment business that focuses on redeveloping residential properties in older city neighborhoods. Sean and his wife Jill have a one-year-old daughter, Meghan.

Anne Corbin is currently at University of Massachusetts Lowell, teaching legal studies and psychology courses and serving as an academic advisor for the Continuing Studies Corporate Education program. Anne is also teaching Political Science at Daniel Webster College in New Hampshire.

Abigail Toner was recently promoted to Organizational Development Consultant at HumanR, Inc.

Gonzalo Ferro has recently taken a position as a Research Associate at Personnel Decisions Research Institutes in Arlington.

Dr. Debbie Whetzel and Dr. Mike McDaniel were married on October 11, 2003. Jessica (Rice) McCarty and Matthew McCarty were married on June 7, 2003.

Congratulations to all!

IMPORTANT ANNOUNCEMENT!!!

Let’s face it, the use of paper is slowly becoming a thing of the past. Most people do not mail letters to each other when they can just send an email. Some people even read the paper online (see where I am going?)

The I/ON has been on the IOPSA website for the last 2 1/2 years. Due to our ever-growing mailing list and our ever shrinking budget, we will be distributing fewer paper copies of the I/ON. For those people who wish to receive copies of the I/ON via the internet through email, we ask that you please email us at ion@gmu.edu. We personally enjoy the Internet version because pictures are in color and soon animation will be incorporated. We thank you in advance for your response.

Alumni Publications...


(Calendar Events Continued from page 3)

◊ Mar 12-14 IO & OB Graduate Student Conference. Tulsa, OK. Contact: ioob2004@hotmail.com or ioob2004.com.


◊ Social Science and Advocacy Conference. Dallas, TX. March 31 - April 4 2004 http://www.sfaa.net/am.html

◊ 28th conference of the International Sociological Association’s division (RC26) on Sociotechnics/Sociological Practice June 11-13, 2004 in Molyvos, on the island of Lesvos in Greece

Check out these Websites!

Society for applied anthropology http://www.sfaa.net/

Society for applied sociology http://www.appliedsoc.org/
Working in the Applied World: Debbie Ford

By Krista Langkamer

Debbie Ford graduated with her Master’s from GMU’s I/O program in 2001. She currently works at CPS Human Resource Services in California. I got the chance to interview her about her work at CPS and the time she spent at GMU.

When did you graduate from GMU? What sort of research/internships did you participate in while in graduate school?

I graduated in 2001. While at GMU, I participated in Dr. Zaccaro’s research group, assisting with a study investigating pilot teams. My internships were unique and offered excellent applied training. My first year, I worked for e*predix on their biodata and empirically scored situational judgment test items. Also, I was a teaching assistant for an undergraduate statistic lab. My second year, I worked for the US Office of Personnel Management (OPM) in a department called Personnel Resource and Development Center (PRDC), where my work focused on training managers on conducting structured interviews, developing scoring systems for competency measures, and job analysis projects. However to really pay the bills, I waited tables at Capital City Brewing Company.

Where have you been since you graduated?

I moved to Sacramento, California 2-3 months after graduation and began working for CPS Human Resource Services. I work in their Test Development and Validation department. I have been here for a little over 2 years, and my position title is Senior Management Consultant.

What kind of work do you do that is relevant to your I/O studies?

Fortunately nearly all my work is relevant to my I/O studies. I have performed all types of functions including norming, criterion studies, assessment center development, cut-score determination, test equating, item writing training, and job analysis. I manage certification and licensure examinations, such as Certified Equity Professional, National State Boating Licensure, and Federal Court Interpreter Examination. Also, I manage a project for the California Commission for Correctional Peace Officer Standards and Training (CPOST). We are working with them to develop academy training standards.

What are your current and future research pursuits?

I am currently working on several research endeavors that truly highlight how the ties you build during graduate school help to create collaborative relationships. I just completed a study on applicant reactions to promotional testing with a graduate student out of Sacramento State University. Within that study, one sample was derived from a project in which OPM subcontracted to CPS Human Resource Services.

I am currently working on four projects with GMU faculty and graduate students. I am conducting two studies with Dr. Rob Ployhart and Deirdre Lozzi. In the first study we are conducting a meta-analysis that explores the issue of racial and gender subgroup differences in competency ratings (gathered by OPM) and in traditional job analysis task and KSA ratings (gathered by CPS Human Resource Services). In the second study, we are evaluating how individual differences in personality, fairness perceptions, and role perceptions influence job analysis ratings. I am also conducting two studies with Dr. Lynn McFarland and Krista Langkamer. The first study evaluates influence tactics in interview panel consensus discussions and the second study evaluates influence tactics as seen in Angoff rating panel discussions.

As far as future research pursuits, I think my immediate future is pretty much filled by completing current research initiatives. Once these have started to slow down, I would be interested in conducting research related to reliability generalization. Unfortunately the applied research setting doesn’t allow for you to plan out your research in much depth. At times, I have an idea and wait for the right project or client to come around. But more times than not, I learn about a project and follow up with a search for research questions that compliment the goals of the project.

What part of your graduate education was the most useful? What is one thing you wished you had learned while at GMU?

I find that I go back to books and class notes from my classes on Personnel Testing and Evaluation, Regression Techniques, and Psychometric Methods. I wish I had an opportunity to take Dr. Jose Cortina’s class on meta-analysis and a class that provided a more in-depth coverage of Item-Response Theory. I find that my internships were most useful for preparing me to conduct panels and apply theory to practice.

With your MA, are you doing the same type of work that you could be doing with your Ph.D.?

I can’t speak for other organizations or even other MA graduates, but I can say my personal opportunities or job duties at CPS Human Resource Services are not limited by my MA. Obviously new employees have to show their capabilities, I probably had to do this a little more than a doctoral new hire. I somewhat expected this while in graduate school; consequently, I tried to enroll in classes and obtain the experiences that would best prepare me for the consulting world. At times it required taking some of the harder courses and signing up for more courses than necessary. In a profession that includes both MAs and Ph.D.s, Master’s students have to prepare themselves in a shorter amount of time. Obviously, Ph.D. students enter the profession with approximately 3 additional years of schooling. Anything you can do to tighten the gap the better.

What’s one of the greatest challenges you face in doing applied work?

Aside from the traveling and long hours, I would say educating clients is one of the most difficult aspects of applied work. Most of my clients come from diverse specialties, so they have little knowledge of testing, job analysis, etc. I feel it is important that they have buy-in to the process. In order to obtain buy-in, the clients need an understanding for our professional standards. It seems much easier than it is in reality.

Do you have any advice for graduate students who wish to do applied work?

Prepare yourself to the best of your ability. This would include classes, internships, research, conferences, professional organizations, etc. Show employers that you have depth in your experiences. Then once you graduate and enter the working world continue with those same activities. Without continuous professional development you will find yourself trailing behind others.

‘The reward of the young scientist is the emotional thrill of being the first person in the history of the world to see something or to understand something’

- Cecilia Payne-Gaposchkin
Work in Progress: Research at Mason

By Tiffany Bludau, Michael Camburn and Beth Kikta

Dr. Louis Buffardi

What research are you currently involved in?

Much of the research activity of chapter Dr. Buffardi’s research group centers around the Quality of Work Life Survey that was administered to the faculty and staff at George Mason University this past year. The survey was designed to investigate the antecedents and consequences of perceived support at both the organizational (POS) and local work unit levels. Some suggestions from a similar survey from 3 years ago have been implemented while others have reached the University’s Board of Visitors. Anyone interested in the results from the earlier survey can go to www.gmu.edu/qwl and learn more about what the survey included, the results found, and the status of the recommendations made by the Task Force. Katie Baughman and Kate Morse continue to analyze the more recently collected data and develop a final report for the task force. Both Kate and Katie are also pursuing some research questions based on constructs assessed in the survey including the relationship among work-family culture, POS, and work-family conflict that they may submit to Academy of Management for next August. Other possibilities include the relative strength of fairness, role stress, and autonomy/growth needs to the development of POS.

A second project, in conjunction with a work-family chapter Dr. Buffardi is co-authoring with Dr. Tetrick, involves a literature review of work-family conflict measures with the focus on their psychometric qualities. Beth Kikta and Mike Ford, with occasional assistance from nearly everyone in the research group have already identified the measures and the research in the literature that used them. They are currently considering developing a submission based on this work to APA next August in Honolulu. Beth and Mike also hope to use the database that they developed into a meta-analysis related to work family conflict.

Crystal Harold, Brian Holtz and Dr. Buffardi are developing a survey of telecommuters looking at such variables as organizational justice, perceived organizational support, and work-family balance.

Laura Poms and Rob O’Connor have identified and summarized literature on orientations and, based on that information, they, with Dr. Buffardi, intend to submit a proposal for a consulting project to a federal agency. Eventually they hope to collect longitudinal data on agency employees and their spouses in relation to the impact of a spouse orientation program on organizational commitment, perceived organizational support, and work-family balance.

Jen Lee has organized a symposium that she and Dr. Buffardi will submit to the APA conference on the various types of social support and their impact on work-family conflict and balance. Jen is also ready to collect data in the very near future pursuing the question of how corporate social responsibility influences organizational attractiveness. Jen, along with a former student, Jessica Rice, await feedback on a SIOP submission on goal orientation and are pursuing additional analyses on the independence of learning vs. performance goal orientation and their relationship to Big 5 personality dimensions.

What research are you looking towards starting in the future?

One possible future project may be a collaboration with Bob

(Research Continued on page 7)
Eisenberger, author of the POS construct. He and Dr. Buffardi have had preliminary discussions about developing a proposal for the Army Research Institute concerning POS and organizational commitment.

Dr. Jose Cortina

What research are you currently involved in?

Dr. Jose Cortina, Mike Ingerick, and Nick Villelle are working on the development and evaluation of a conditional reasoning-based measure of adaptability.

Dr. Jose Cortina, Dr. Steve Zaccaro, Dr. Lynn McFarland, Katie Baughman, Kate Morse, Krista Langkamer, Justin Lebeicki, and Gabrielle Tarmy are working on the Leader Self-Development project.

Dr. Jose Cortina is also working on projects with Karin Orvis, Nikki Dudley, Andi Rittman, Paige Bader, and Dr. Rob Ployhart.

Dr. Jose Cortina is working on projects with former students Chuck Keil and Stephanie Payne as well.

Dr. Theodore Gessner

What research are you currently involved in?

Dr. Gessner and Claudia DeWald, a GMU undergrad, are developing a survey of the personal characteristics for the prototype of a successful real estate agent.

Dr. Gessner and Ronnie Feeg, GMU School of Nursing student, are conducting a study on the role of sense of humor in the student-preceptor relationship in a sample of nurses. They have found that the perception of the preceptor's positive sense of humor is not important in judging your preceptor's competence and your satisfaction with the mentoring experience.

Dr. Gessner and Deirdre Lozzi are developing a survey of the role of humor in stress management on pediatric oncology units.

Dr. Lynn McFarland

What research are you currently involved in?

Crystal Harold, Dr. Lynn McFarland, Nikki Dudley, and Eric Odin are examining the relationship between candidate motivation, test performance, and test validity across different selection measures used for different types of jobs.

Janet Yun, Lisa Donahue, Nikki Dudley, and Dr. Lynn McFarland are examining the influence of rating format, rater personality, and context on rating accuracy in performance appraisal situations.

Chad Van Iddekinge, Dr. Lynn McFarland, Deirdre Lozzi, and Pat Raymark are examining how candidate impression management use varies as a function of candidate personality and motivation.

Luciano Viera Jr. and Dr. Lynn McFarland are examining how culture influences situational judgment test responses.

Dr. Lynn McFarland is looking towards starting a study examining the effects of test coaching programs on test performance and test validity.

Dr. Robert Ployhart

What research are you currently involved in?

Dr. Ployhart has a number of research projects in progress and is concluding the publication of three theoretical pieces. He has described a few that represent his areas of interest.

There is a lab study designed to test the applicant attribution-reactoin model, which was developed with Crystal Harold in a web-based testing context. Brian Holtz and Deirdre Lozzi have also made contributions to the study.

There is also a lab study designed to find explanations for why there are test format and context differences on application tests, with Justin Lebeicki, Michael Camburn and Jeff Weekly assisting.

Dr. Ployhart, Debbie Ford, Tara Ricci, and Deirdre Lozzi are examining the individual differences and subgroup differences on job analysis and competency ratings. This project involves multiple field studies, and thousands of participants.

Dr. Ployhart, Crystal Harold, and Ben Porr are running a few field studies examining constructs, development, and scoring of situational judgment tests.

There are a few studies on individual differences in adaptability with Ben Porr, Janet Yun and Paul Bliese.

Another project group comprised of Meredith Crasecraft, Deirdre Lozzi, Michael Camburn, Tiffany Bludau, Shep McKee, and Dr. Zaccaro are developing a web-based measure of leadership adaptability.

Katie Baughman and Jeff Weekly are assisting with a few theoretical and empirical pieces on testing a multilevel model of staffing.

There is also a study examining the effects of culture on criterion-related validities for cognitive ability and noncognitive tests with Josh Sacco.

Dr. Ployhart would like to start a couple of potentially big field data
collections examining the development of combined individual and unit level validation models.

Is there anything else you are working on?

Dr. Ployhart is working on several conceptual papers on job performance with Gilad Chen, and revising the staffing book with Ben Schneider and Neal Schmitt.

Dr. Ployhart also finds time to make performance upgrades on his Harley.

Dr. Lois Tetrick

What research are you currently involved in?

Changing Nature of the Employment Relationship
Research collaborators: Lynn M. Shore, Sandy Wayne, and William Bommer
It is argued by some that the social contract between organizations and their employees has fundamentally changed. This project examines the role of economic and social exchange relationships underlying individuals’ psychological contracts with their employing organization, leader, and coworkers.

Examination of the Role of Reciprocity in the Employee-Organization Exchange Relationship
Research collaborators: Anne Tsui, Lynn M. Shore, Dana Glenn, Chen Ning, Yan HailFeng, Liu Hong, D. X. Want, and Xinchao Wang
The norm of reciprocity has been considered to be universal and is one basis for the exchange relationship between individual employees and their employing organizations. This project seeks to develop a measure of reciprocity based on Sahlins’ conceptualization of generalized, balanced, and negative reciprocity and examine whether aspects of equivalence of resources exchanged, the immediacy of the reciprocation of exchanges, and the degree of mutual interest between the parties operate similarly among U.S. and Chinese employees.

Organizational Support Theory Applied to Understanding Union Loyalty and Participation
Research collaborators: Lynn M. Shore
Perceived organizational support has been shown to relate to employees’ organizational commitment and organizational citizenship behavior. This project extends this research to the union environment in which some of the fundamental aspects of the exchange relation differ from the employment exchange relationship.

What research are you looking towards starting in the future?

Employee-Organization Relationship Interest Group
Research Team Members: Katie Baughman, Tiffany Bludau, Michael Camburn, Lindsey Firme, Krista Langkamer, Jen Lee, and Rob O’Connor
This interest group has been exploring the role of socialization, trust, and reciprocity in understanding the development of the psychological contract and potential agreement as to the employment relationship between employees and organizational agents.

Occupational Health Psychology Interest Group
Research Team Members: Katie Baughman, Amber Beam, Meredith Cracraft, Mike Ford, Zack Horn, Beth Kikta, Kate Morse, Rob O’Connor, and Laura Poms
This interest group has been exploring several issues concerning the work-family interface, the role of emotions that may be associated with certain work-related events in predicting health outcomes, and potential organizational interventions to reduce stress and create a positive work environment.

Dr. Steve Zaccaro

One theme in my research concerns the examination of leader attributes, particularly those that influence adaptive performance by teams and leaders. We are conducting a study with Air Force majors that links several cognitive, social, and personality attributes to performance in a military role-play exercise. In other studies, we are also focusing on leader developmental work experiences and how they contribute to growth in leader attributes. In addition, this research examines how certain attributes moderate the influence of such experiences on leadership outcomes. We are also developing leader assessment tools.

We are planning and conducting both field and laboratory experiments investigating training parameters that promote growth in leader and team adaptability. Part of this research focuses on attributes that moderate the influence of particular training interventions (i.e., ATIs). Finally, we are examining processes and attributes of both distributed and multinational teams, and how to facilitate the effectiveness of such teams.

Is there anything else you are working on?

Dr. Tetrick has just finished co-editing a book with Jacqueline A-M. Coyle-Shapiro, Lynn M. Shore, and M. Susan Taylor entitled The Employment Relationship: Examining Psychological and Contextual Perspectives. In addition, she, in collaboration with several other contributors, are working on a chapter entitled The Employee-Organization Relationship: A Timely Concept in a Period of Transition to appear in Research in Personnel and Human Resources Management being edited by Joe Martocchio.

In addition, Lou Buffardi and Dr. Tetrick are working on a chapter on the measurement of work-family balance to appear in Work Home Interface: A Psychological Perspective being edited by Fiona Jones, Mina Westman, and Ron Burke.

Also, Dr. Tetrick is working on a brief article entitled Organizational Structure with Michael Camburn for the section on Industry and Organizations headed by Sheldon Zedeck for the Encyclopedia of Applied Psychology.
Advancing to a Ph.D. Program
By Gabrielle M. Wood

For a variety of reasons, Master’s students in our program decide to apply for admissions to Ph.D. programs in the field of I/O. Whether you plan to apply to George Mason or another university, there are several ways that you can make yourself a competitive applicant while completing your Master’s work. Although different programs will put more value on the different parts of your application, in general, Ph.D. programs are interested in your research experience. This fact works in the applicant’s favor, as the research experience you can acquire at George Mason is predominantly a function of your own initiative and effort.

Based on this, the most important advice I can give is to get involved in research that you have an interest in pursuing a career in. Here is an example of a temporal guideline that can maximize your research experience gains in the Master’s program at George Mason:

**First Semester:**
During the first semester, try to determine what areas of research you are drawn to. Some suggestions for doing this include: reading articles from a variety of journals and areas, attending research meetings of different faculty members, joining a local professional society and/or SIOP, doing internet research, and just talking to people in the field.

**Second Semester:**
During the second semester, you should probably have a clear idea of what areas you intend to pursue. You should determine what faculty member(s) specialize in your area and whom you would like to work with. If you aren’t already, you should try to get involved in actual research projects or begin to plan your own. It is important to get involved with research and work with multiple faculty who can write you a letter of recommendation. Contributing to a research project(s) is a great realistic job preview for doctoral work!

**Summer:**
During the summer, start planning a study that you will lead in the fall semester. This will give you a chance to collect data in the fall and apply what you’ve learned in your coursework. I would even recommend writing up the study and submitting it as a “writing sample.” If you worked on a research project(s) during your first year, get involved with the write-up that will be submitted to SIOP for the following year.

**Third Semester:**
During the third semester, you should be finalizing your application plans and ensure that you have all of the information needed for each university. Start writing your “Personal Statement” early. This is the one part of the application process that you are really able to express yourself in and give supplementary information that will not be found in other places. Finally, make sure to include a detailed Vita that gives your research experience justice. I would recommend having a faculty member read over your materials before sending them in.

Another tip: If you plan on applying to the Ph.D. program at Mason: Don’t start making fun of your advisor until after you get in! Most of all, remember the key to success is research! For more suggestions of this nature, feel free to contact me gmary@gmu.edu.

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Spotlight On… SIOP Program Committee Chair Dr. Rob Ployhart
by Mike Ford

As one could imagine, much goes into SIOP program development in terms of soliciting, developing, and evaluating program ideas. We have recently taken the opportunity to interview an individual who is closely involved with the process, GMU Associate Professor Dr. Rob Ployhart, who is the Chair of the SIOP Program committee for 2004.

**What brought you to get involved with the SIOP Program committee this year?**

When Ann Marie Ryan was SIOP president, she asked if I wanted to do it. The president picks several committee chairs, and this was one of them. The timing wasn’t exactly great (i.e., we had a baby, and I was going up for tenure), but it was an opportunity I couldn’t pass up.

**What are your main duties and responsibilities as Chair of the SIOP Program committee?**

Responsibilities include everything from preparing the call for papers, to soliciting reviewers, to assigning reviewers to submissions, to making submission decisions, and then scheduling the accepted sessions into the program. I don’t do this alone; but direct and coordinate the efforts of about 20 people who are on the Strategic Program Planning Subcommittee. I also work in collaboration with the SIOP administrative office, and last year’s/next year’s program chairs Donald Truxillo and Lisa Finkelstein.

Beyond the program, there are lots of other things we do. Each chair has (to a certain extent) the ability to set new goals. This year, we tried to streamline the submission and reviewer signup process, create two new sessions (a Sunday morning theme session on emergency response, OHP, and public safety; a session on SIOP identity issues), develop guidelines for reviewers, develop a procedure for providing continuing education credits, and so on. Basically, the program chair builds on the strengths of the previous conference, but tries to offer something new and different.

**What have you most enjoyed about the experience so far?**

You get a chance to improve things, to try to enhance the conference experience, and to really appreciate the variety of topics in I/O and SIOP. You also learn about the workings/background issues SIOP and our profession are facing.

**What has been the most challenging part of the position?**

The most challenging part has been keeping track of everything (with over 1,000 submissions and 900 reviewers, you can imagine the number of questions one gets) and planning ahead. There is a lot of work and it is often difficult to predict when it will come. Keeping up on emails is the hardest part; I got a lot before but now it is sometimes just massive and it takes a day or two just to get through them...but you have to respond quickly because people are waiting on you.

**Has there been anything new that you've learned from this experience in soliciting, developing, and evaluating SIOP program ideas? If so, what?**

Yes, there are some things I've learned. To sum it up:

(SIOP Continued on page 12)
Fall Picnic 2003: A Joint Venture Succeeds
By Meredith Cracraft

The first annual I/O – Human Factors beginning of the year picnic got off to a great start on August 23, 2003. Traditionally, we have had students and faculty from the I/O department get together in September as a way to welcome the new students and spend some time with everyone before the semester work piles up. But this year we had a joint picnic, inviting the Human Factors students and faculty to participate. This was a great opportunity for all of us to meet some of the familiar faces we see when walking around David King Hall.

The day consisted of the usual barbeque (with Nick Vilelle in charge of the grill), but we had some exciting new developments from the year before. As some of you might remember, last year someone forgot to request that people bring utensils, so disaster struck when we wound up with only a few plates, two forks, three knives and a couple of serving spoons. (Eating pasta salad with your fingers is easier said than done.) However, this year the request was made early and we had so many stacks of plates and boxes of utensils that we will be prepared for the next three picnics, literally.

We also expanded our normal day of eating and playing volleyball to include a golf tournament at Burke Lake Park, which took place in the morning before the picnic. We teamed up in a match play event with I/O competing against Human Factors. The course itself was not particularly demanding, however the heat and dodging goose droppings made things a bit more challenging than expected. While I/O dominated the tournament, in the end everyone claimed to have had a wonderful time. Brian Griepentrog took home the individual first place prize, and Raj Ratwanni was the proud winner of last place. It was his first formal golf outing and he claims that he thought he was supposed to be aiming for the highest score. Lessoned learned though, he’s coming back for more next year.

All in all it was a fun-filled day that sparked some new friendships and golf rivalries that are sure to provide us with many more joint events in the future. Thank you to Deirdre Lozzi and Carl “Mac” Smith for coming up with the idea for the golf tournament and organizing such a fun day!

We have included pictures from the picnic for your viewing pleasure. If only they were in color and you could see the sun burns you would know that the golf tournament was well worth the pain!

‘There is only one thing worse than coming home from the lab to a sink full of dirty dishes, and that is not going to the lab at all’

- Chien-Shiung Wu, physicist
though.....

So what are these credible ways you might ask? Simple, think about any relationship you may start. Who do you like more, the person who likes the things you do and does the things you do? Or the person who is the complete opposite from you? I think that choice is clear. Show our family members that we are similar. That we have similar goals. That we care about the same issues. If we want them to pay attention to us, then do things they like to do. In other words, publish in their top journals making connections between the disciplines. Invite other family members to give talks so that we can learn about their past and what words of wisdom they have to offer us. By showing them that we are interested, they have to not only notice that we are here, but realize that we are part of the family too.

Realize that any disconnect between us and the rest of the family may not be intentional. Borrowing from our Developmental brethren, we could view ourselves as the youngest child. Being the youngest usually means that mom and dad are not running around frantically after us watching our every step, making sure that if we fall they pick us up and give us a kiss. By the time we came around, our parents were pros. Instead of kissing every boo-boo, they simply send us on our way to explore the world. Sure, if we were really in trouble they would be there for us, but a few bumps, bruises and broken bones are not going to cause them to react the same way as their first born’s first cough. So take comfort in the fact that our feelings of solitude may not be because they don’t like us. Like it was said before, it could just be because they don’t know us well enough.

Before we end this article with our hearts all aglow with feelings of warmth and love, we do have to do one last thing. We have to mention that relative. You know, the one of which no one is allowed to mention their name because they are the black sheep of the family? You know the one we are talking about, our favorite relative which we lovingly call aunt/uncle Business. Yes, now you know what we are referring to. Good ol’ business, the only relative who has accepted us with open arms. I’m sure the rest of the family feels as though we may have run off with this relative to live in a galaxy far, far away. Let’s admit it. We love Business. We feel comfortable with Business. It doesn’t speak about ‘uninteresting’ things like the rest of our family.

Interestingly enough, I/O has managed to show Business our value. We did this by showing it credibly that we belong. That we have something to contribute. This was done by doing the things Business likes to do, mainly, publishing in its journals, presenting at its conferences and citing its work in our work. Why then do we have trouble with the rest of the family. Is it because we are seen as the youngest, thus having nothing to contribute to the family as a whole? Is it because we hang out too much with Business and therefore have been deemed as not caring about the family? If we only take the same approach we used with Business with the rest of the family, perhaps we will be able to bridge the gap that exists.

If Dorothy is right and there is no place like home, then the important question to ask ourselves is, where is our home? Although our parents will always have a room ready for us, we don’t really live there mainly because our parents feel that our association with Business is simply to ‘hard core’. Sometimes we stay with our relative Business, but that doesn’t really seem like home either because soon we are talking theoretically about things and that makes Business a little uncomfortable. So if home is where the heart is, where is I/O’s heart?

We will now do something that you may not expect. We are turning this discussion to you the reader and posit these questions to you for discussion.

- Where is I/O’s heart?
- How should we go about mending our strained relations with our numerous family members?
- Which family members should be our top priorities?
(SIOP chair interview continued from page 9)

-A small percentage of the membership makes the conference happen. We need more reviewers and volunteers!

-I fail to see an over-emphasis on scientist or practitioner issues at SIOP. People complain about it being too much of one or the other, but if you look back over the years, both perspectives have been pretty consistently represented. I believe very strongly that our (SIOP’s) unique contribution is a science-based approach to predicting, understanding, and controlling applied workplace behavior. We therefore need to keep the science and practice perspectives together. It is always a tension, but a tension we must manage--not ignore or eliminate.

-Lots of papers that are rejected, but just barely, seem to be caused by sloppy work. I have no data on that, but infer it from the comments. There is a slight correlation between when a paper is submitted and its acceptance status (papers submitted earlier are more likely to be accepted). I suspect the reason is because they are less rushed and thus have fewer mistakes.

-We don't need another session about what graduate students didn't learn in school, or which programs are best, etc. We need more presentations that discuss solutions, like what additional skills you should try to pick up in graduate school. We don't need presentations simply identifying what is wrong with something.

-PLEASE--no more titles like, "IO, IO, it's off to work I go" or similar ones. These have been used a 1,000 times!

-There is no guaranteed acceptance. "Big name" people get rejected too.

-You cannot appreciate the importance of getting things done on time!!!

What would you like to change, if anything, about SIOP program development in general?

I'd like to see the program have more money to do more innovative things, like bring in outside speakers from other areas of psychology. Everything we do comes out of a very small budget, and innovative things happen primarily because members devote their personal time to making them happen. As SIOP and the conference get bigger, these things will probably become more difficult for volunteers to handle.

I'd also like to see the more novel formats continue (e.g., interactive poster sessions). These are designed to make the conference more interactive and personally relevant.

Finally, although it has been a truly GREAT experience...one change I'm looking forward to is becoming past program chair. ☺

(Heart of I/O Continued from page 11)

If you would like to respond to either these questions or the article in general, please feel free to do so. We would like to begin a discussion with our audience and print some of the responses in the next edition of our newsletter. Please send your responses to ion@gmu.edu.

'I don't see the logic of rejecting data just because they seem incredible'

- Fred Hoyle

What Did You Do During Hurricane Isabel?

By Dianna Eve-Orion Belman

As many of our readers may know, Hurricane Isabel came knocking on our doors with full force. The week began with many locals saying not to worry, that Northern Virginia seems to always get bypassed by hurricanes. One of our own, Deirdre Lozzi, who has lived here for almost 17 years, was laughing at the fact that people were running to the store to buy supplies. "I just never in my life thought we would actually get hit by the storm! Who knew!" Some of our students and faculty were without water or power for over a week! Try getting your dissertation done in those kinds of conditions!

Now that the storm has cleared and everyone has their power back, we decided to check with folks and see how they survived the storm.

As Isabel approached, it knocked our power out around 3:00, before the worst part of the storm even hit. We decided to have some people over and play trivial pursuit in the dark (even though all of the other people had power and we didn't)! As the storm hit, we periodically walked out onto our deck to see how bad the winds were. We were continually disappointed. The next day, we were surprised to find so many trees down (on top of cars and houses) in our neighborhood, but we later found out most of these trees had been uprooted by the first winds around 3:00 pm. We didn't have power for 5 days afterward, but we still had the beginning of the year party at our house in the dark! - Bryan Wiggins

Our power was out for 5 days, as a large tree took out a power line and fell on top of a car; had friends over and played board/card games by flashlight and candlelight; watched the sky light up in bright blue colors as transformers exploded throughout the area. - Zack Horn

We had a small hurricane party for my friend Carissa's birthday. The next day we went down to Old Town and looked at the flooding. It was like an Old Town neighborhood party. I couldn't find a cup of coffee to save my life. All of the coffee lines were out the door. Everyone was outside. There were catfish left on the pier and a guy kayaking through Union Street. - Kara Orvis

I never lost water or power (I was one of the lucky few). I waited out the Hurricane in my apartment, watching the news and weather. Quite a few trees behind my apartment snapped and fell down, that was the only exciting thing I have to report. - Diana Hayes

We didn't lose power or water – just had to boil it for a few days before drinking. (I don't like telling people that we didn't lose power at all. We live in Old Town Alexandria, and there were people just down the street from us who had a tree fall over the power lines in their front yard and were without power for several days. Also, others who live closer to the water in Old Town really suffered from the storm surge flooding.) I was pretty grouchy when they closed George Mason on Friday because I was supposed to collect data for my dissertation all day. No school that Friday meant I would lose a possible 3 teams worth of data. Then, I woke up Friday morning and saw how many trees were down. I also watched TV and saw how many people in the area were affected by power outages and flooding. I then realized it was probably best that we didn't have school. Instead of collecting data that afternoon, I took a much-needed break and went shopping at Potomac Mills! - Andi Rittman

(Continued on page 13)
We were out of power for about 2 days, and no water for about a day. When it came back it was pretty black! Probably the most interesting thing was watching the sky turn a teal green color as the power fluctuated on Thursday evening. Our power flickered in time to the lightening and the neighborhood generator made a very valiant effort to keep up with everything. My husband and I were trying to watch the video of Chicago, and every time we got to a big dance number, the power went out. We finally gave up. We just visited with family, helped clean up lots of branches and stuff, and generally had a good time. We read lots of books and played lots of games that we ordinarily wouldn't have time to do. - Laura Poms

I lost power at around 3:00 pm on Thursday and didn't get it back until late Sunday night. I thought it was fun. I grew up in Alaska, so I'm use to blizzards, avalanches, tsunami's, earthquakes (that's a wild one... waking up in the middle of the night and the earth is moving), and ice storms. When I moved to VA, I experienced heat waves, tropical storms, and tornadoes. When I lived in FL for 2 years, I experienced a category 3 hurricane. I think I've run the gamut of natural disasters. I thought that the hype was funny and far too overdone. Yes, it was dangerous but one would think the world was coming to an end. I read and journaled by candlelight, I cooked dinner for folks at my church since I have gas cooking. I also slept a lot. - Darby Wiggins

The Griepentrog family did what any safety-conscious family did; we went out for kabobs and drove down to Shirlington movie theatre. - Brian Griepentrog

It was interesting. We had about a 100-foot tree come crashing down. It missed our house by less than 5 feet. However, it hit the edge of our neighbor's house and tore off part of his roof. During the storm, I went onto his roof and nailed down some plastic sheeting (very hard to do in that wind and rain). I must have done a good job; it was up there for weeks! When I got back in the house, we'd lost power and water for what turned out to be the next couple of days; so it was like camping in a house. - Dr. Rob Ployhart

What I did during the hurricane may best be described by what I didn't do. I didn't wake up to my alarm clock. I didn't take a hot shower. I didn't play any video games. I didn't watch TV. I didn't listen to the radio. I didn't surf the net. I didn't check my email." - Gabrielle Wood

We lost power on Thursday night so my roommates and I got together in the living room and just chatted in the candlelight and tried to drink the beer before it got warm. On Friday, the power was still out and the water was unsafe to drink. I decided to go camping in Richmond, VA because it was pointless to stay in the dark house. By Saturday, the power was back on. - Paige Bader

## Keep an eye out...

In our next edition we will have a full listing of SIOP conference presentations by George Mason faculty and students.

Hope to see you at SIOP!
Morath, Jillian Petro, and Evan Brownstein. So, there is obviously opportunity for internships and work from time to time at Caliber. I'd direct interested parties to our HR department.

What are the advantages and disadvantages of the consulting life?

I like the diversity and pace of the work. I also like working for an organization that encourages us to present at conferences and write papers for journals and other such research outlets. In that regard, I think I get the best of both worlds. I have exposure to applied work and I can do some research work based on problems that arise from the applied work. The pace of the work can also be a disadvantage, but so far so good.

What are some of the greatest challenges you've faced as a consultant?

Right now, I would say that my biggest challenge is learning how to balance the technical demands of my work with the administrative demands such as project management and personnel supervision.

As a professor?

That's a simple one. Trying to stay current on the research and finding a way to communicate research findings to students in an interesting/useful manner.

What would you consider the highlight of your career thus far?

Being able to do work in the DC area is great. I work with a great bunch of people and through them, I've been able to meet many other terrific people in the field. This sounds corny, but I'm just jazzed to be doing the work.

What do you wish you would have known more about before you began working after graduate school?

I wish I knew how much I would have liked actually doing the work. I would have made myself get out of school faster.

What are your favorite activities outside of work?

I actually like working in the yard, gardening and such.

If you don't mind, would you tell us a little about your family?

Right now, my family consists of my wife, and our Jack Russell terrier and two cats.

Any words of wisdom for our graduate students?

Oh man, keep plugging away. Get done as fast as you can, but not at the expense of learning what you need to know. Graduate school is sort of a state of arrested development, but things are very nice once you get out.

(Adjunct interview continued from page 13)

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The beginning of the fall semester signified the end of the lazy, hazy days of summer. While it may feel like we never stopped, some things have changed since the summer. Classes are now in session, the parking lots have once again gone from deserted to disaster, and the first year students and faculty are now calling the George Mason campus home.

Several events this fall have created a smoother transition for these newbies and veterans alike. The first event, before the school year even started, was the Applied Experimental picnic in August. Before the picnic those avid (and not so avid) golfers got a chance to take some swings in the first annual Applied Experimental golf outing. While the results (a landslide victory for I/O) were sweet, the most important thing was that everyone had a great time on a beautiful day. For those who did not hit the links, there were plenty of burgers and dogs for everyone and the picnic provided a great opportunity for faculty and students, both old and new, to meet and mingle.

Another event, the mentor/mentee dinner, was held to specifically introduce the new Ph.D. and M.A. students to one another as well as their mentors. Mentors are upper year students who provide guidance early on for the new students and answer any questions they may have throughout the year. Thank you to all of the mentors this year, you have all done a great job!

The beginning of the year party was not geared specifically toward the new students, instead it was held with the intent to get all of the I/O students together. Unfortunately, as mentioned elsewhere in this issue, Hurricane Isabel turned the lights off on this party. On the bright side (no pun intended), the party provided an opportunity to cook rotting food, light all those tiny, little candles you never thought you would use, and bump into friends in the dark.

Obviously the George Mason I/O program has had a lot going on this fall semester, and this includes intramural sports. An IM soccer team composed mainly of I/O students went 3-0-1 before losing in the second round of the playoffs. Congratulations to everyone who participated! The same cannot be said for the volleyball team, currently looking for its first win. Ohh well, there is still flag football and basketball season is just around the corner!

As for some closing remarks on this semester, I interviewed several students and asked what their favorite social event was for this semester. Here are some replies:

**Zack Horn:** "My favorite social event for the semester thus far was the big happy hour at Carlos O'Kelly's, among the I/O, Human Factors, and Developmental programs. There must have been over 30, close to 40 people, from a variety of years in each program. It was a great opportunity to catch up with people you don't get to see every day (especially those who aren't still in the program), and get to learn more about people you only seem to work with! It was an overall great time."

**Kate Morse:** My favorite event this semester was Hurricane Isabel. Spending a night with fellow grad students and playing card games in the dark was a unique bonding experience. As a first year and recent transplant to the area, it's been really nice to have so many planned and spontaneous social events--there's always something to do (other than work, that is).

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‘One can measure the importance of a scientific work by the number of earlier publications rendered superfluous by it’

- David Hilbert
Please Welcome…
By Rob O’Connor

In the last addition of the ION, there were a few Master’s Students who were not introduced. Here they are!

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

Hello! My name is Lindsey Firme and I was born and raised in Haxtun, Colorado. I completed my undergraduate psychology degree at Colorado State University in Fort Collins, CO in 2000.

How did you become interested in I/O?

I initially became interested in I/O during an interdisciplinary class in high school. I was assigned a research project on possible career paths and found I/O to be a good balance between my business and science interests. Throughout my college years, I was able to expand my knowledge in the area and was constantly energized by the fact that I had found an academic interest that I really liked. Since graduation, I’ve only become more convinced that I/O is my way to go, as I’ve been able to see I/O’s application in different job settings.

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

I enjoy music, theatre, and art. I enjoy traveling and learning about cultures throughout the world. I enjoy playing volleyball and softball and swimming. I enjoy good laughter with friends, especially when paired with great food and beverages. In my spare time I love to sleep.

Tell us something unique about yourself.

In an emergency situation, I was offered a position to teach social sciences with great food and beverages. In my spare time I love to sleep.

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

I mentioned that I traveled to Australia, but the best place that I visited in Australia was the Whitsunday Islands in the southern part of the Great Barrier Reef. It was awesome to play sand volleyball with a fun group of people one of the top 5 most beautiful beaches in the world! You bet I’d go back!!! They need I/O psychologists in Australia right, mate? I hope to visit New Zealand on my next trip south. Europe and Greece are also on my list.

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

My name is Heather Hagle. I am from Whidbey Island, Washington, near Seattle. I completed my undergraduate degree at Western Washington University.

How did you become interested in I/O?

I became interested in I/O as a combination of my two favorite subjects, psychology and business. I think that it is unique that I grew up on an island, in the puget sound.

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

As far as my hobbies, I like to go on road trips, take tons of photographs and I always try to travel at least a couple times a year.

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

As for my favorite vacation, so far, it was my summer in Europe, and someday I will plan a trip to New Zealand.

Research Opportunities

The following are possible research awards for faculty and alumni. If you would like more information, please use the contact information provided or go to the SIOP website: www.siop.org

2004 Michael R. Losey Human Resource Research Award

The Society for Human Resource Management (SHRM), the SHRM Foundation and the Human Resource Certification Institute (HRCI) are pleased to invite nominations for the 2004 Michael R. Losey Human Resource Research Award. The winner of this award will be presented with a check for $50,000 at the SHRM Annual Conference in New Orleans in June 2004 to recognize his or her research in the HR field.

Consideration will be given to individuals who have made outstanding research contributions and who will use this award to facilitate continuing research to the HR field. Please help us recognize the contributions of one of your colleagues. The nomination process is easy. All that is needed is a letter that describes the reason(s) why this individual is being nominated and includes an explanation of the nominee’s significant past and continuing contributions related to the field, along with a detailed CV. In addition, a Web site, www.shrm.org/LoseyAward, has been established that includes additional details about the award and nomination process. Any questions can be addressed either by calling the SHRM Research Department at (703) 535-6301 or by e-mail: loseyaward@shrm.org.

Request for Proposals for Raymond A. and Rosalee G. Weiss Innovative Research and Programs Grant

Goal: To support the best and most innovative scholarly work and programs in psychology that contribute to the advancement of the science and practice of the discipline and the greater understanding and improvement of human welfare.

Amount: Up to $10,000

Timeline:

◊ Applications evaluated and rank-ordered by the Foundation's Funding Review Committee by March 15.
◊ Committee's funding recommendations reviewed and approved by Board of Trustees in March.
◊ Awards announced on or after April 30, 2004.
◊ Recipient must submit a final report within one year of completing the project.
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The Consortium Research Fellows Program, founded in 1981, is a unique educational and research partnership that focuses on the training and development of young scientists. The Fellows Program collaborates with the twelve Consortium universities and colleges in this area. Over the past ten years, George Mason's I/O program has played an important and impressive role in the partnership. With this donation, we express our deep appreciation of a program with which we are proud to collaborate. For more information on the Consortium Fellows Program please contact the Director, Dr. Robert S. Ruskin (ruskin@ari.army.mil).

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We gratefully acknowledge the generous support of our Friends and Supporters. Their support is instrumental to the publication of our newsletter, the I/ON, and to other IOPSA-sponsored initiatives.

Information on Friends and Supporters can also be found on our website at: www.gmu.edu/org/iopsa/friends.htm. If you would like to become a Friend and Supporter of GMU’s I/O students, please contact Dianna Belman at deb188us@yahoo.com. You may also download information and forms from the website. Thank you!
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 (703) 993-3074 or ltetrick@gmu.edu or the graduate secretary at psycgrad@gmu.edu. Please also visit our web site at: http://www.gmu.edu/org/iopsa

I/O Alumni

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

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, Lisa Boyce, Nikki Dudley, and Mike Ingerick.

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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