A Warm Welcome to...
Dr. Lois Tetrick
By: Katie Baughman

The I/O students and faculty at George Mason are very excited to welcome Dr. Lois Tetrick as our new Program Director! Dr. Tetrick joins us from the University of Houston where she has been an influential researcher investigating occupational health issues and the psychological contract. Before Dr. Tetrick began her move here to the East Coast, I got a chance to talk with her about her career experiences, her research interests, her vision for the I/O program at George Mason, and her life outside I/O.

Where did you grow up? What did you want to be while you were growing up?

My family moved around quite a bit when I was growing up. We moved to Kansas City, Missouri when I started 8th grade and I graduated from North Kansas City High School. My parents and sister still live in Kansas City so I consider Kansas City “home.”

I have always been interested in science and envisioned a lot of different careers while I was growing up. It wasn’t until later, however, that I became interested in psychology.

When and where did you earn your Ph.D.?

I earned my Ph.D. from Georgia Tech in 1983.

What has your career path involved?

I think I’ve had a couple of careers – at least. I worked in industry and government in a number of jobs for 12 years before starting graduate work in psychology. Those jobs gave me a wide perspective on the world of work and included work in information systems, program evaluation, and management. I completed my undergraduate degree at Drury College majoring in business administration and economics while working in information systems.

Eventually, I earned a Masters in Governmental Administration (MGA) focusing on economics and political science. In the course of earning this degree I met my first Industrial Organizational Psychologist. For my research project in his course, I evaluated a conference of Mental Health Program Evaluators (Tetrick, L. E., McFarland, A. M., Blumenfeld, W. S., & Canfield, M., 1980).

As I was nearing completion of my MGA, I decided to work toward a doctorate in Industrial and

(Faces of I/O on page 9)

The Many Faces of I/O Psychology
By: Meredith Cracraft and Krista Langkamer

You know the routine: You meet new people and they ask you what you do. You begin to prepare for the awkward moment when you say, “I am in the field of Industrial/Organizational Psychology.” You wait as that sinks in…. the quizzical look appears across their faces and they say, “Now what was that again?” You say, “Industrial/Organizational Psychology”…. another long pause, then the clever (or not so clever) remark, “Wow, that sounds important,” or “Bless you,” or “Hmm, interesting.”

In fact, most people don’t have a clue when it comes to explaining what an I/O Psychologist might do. Here are some of the responses we got when we asked several strangers what they thought I/O Psychology was:

“Does it have to do with unions?”
“Umm, do you study psychology in industrial organizations?”
“Is it studying brain processes in the workplace?”
“—THE BLANK STARE —”

Notice that all of these answers were not answers at all; they were questions. Perhaps it is responses like those that encourage many of us to simply say that we study psychology. It also may be such reactions as the ones listed above that prompted Ann Marie Ryan to base her 2002 SIOP presidential address around the issue of I/O’s identity quest. In her speech, Ryan pointed out that there is much controversy surrounding the mysterious entity known as an I/O psychologist, debate that even stems from within the psychologists themselves. Should we try to distinguish ourselves from other disciplines, such as human resources, or would it be to our benefit to align ourselves more closely with such professions? Does the general public need to be aware of who we are, or is it more important to focus on making sure that the organizational decision makers know what we do? And the most recent debate centers on the name of the field itself – Industrial/Organizational Psychology. Does that title really do us justice?

At the end of her address, Dr. Ryan urged all of us to talk about these topics, stating that the only way we are going to let people know about us is to discuss what we do with other people, and also discuss amongst ourselves how we should be defined. This encouragement served as the basis for this article. We asked several specific questions related to Ann Marie Ryan’s speech in which she put forth several core attributes that she thought should be identified for the
I would like to take this opportunity to welcome you to the first edition of the I/O Network Newsletter for the academic year 2003-2004. I hope that as you move through this issue, you will find the articles to be both informative and entertaining. I would like to thank the past I/O Network 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 both Dr. Rob Ployhart and Dr. Jose Cortina for reviewing the newsletter ahead of time and giving helpful feedback.

This issue is was put together by the great students in the I/O program and include topics such as: a) an interview with our new program director Dr. Lois Tetrick; b) a discussion about the possible name change for I/O; c) recommendations for building a great I/O graduate program web page; d) advice on how to attract undergraduates to I/O; e) introductions of our incoming students; f) pictures from SIOP 2003; g) GMU alumni updates; and last but certainly not least, up close and personal interviews with the GMU faculty.

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

The start of the 2003-2004 school year is already upon us. I am sure everyone is interested in what has been abreast at GMU over the summer. There have been many new and exciting events, none more exciting than the arrival of our new program director, Dr. Lois Tetrick (see full story on page 1).

Dual degree program reaches continents! A new partnership between George Mason’s School of Management (SOM) and Aachen University of Applied Sciences in Germany will allow students from both institutions to earn dual degrees and gain international business experience. Read more about this story at http://gazette.gmu.edu/articles/index.php?id=4704

New buildings will equal new opportunities. GMU began its South Sector Plan this year with the construction of a brand new technologically advanced academic building aptly named Innovation Hall (http://itu.gmu.edu/innovationhall) and a new housing unit called Liberty Square. Both are scheduled to open in time for the fall semester. Innovation Hall will be a high-technology building with classroom space; a 120-seat, 24-hour computer lab; and a state-of-the-art production studio. Other buildings are in the works such as a new 1200 car parking deck, another academic building, and a state-of-the-art laboratory, which will also include a high tech astronomy laboratory and rooftop observatory.

The GMU Web team addresses University Process Improvement Council (UPIC) survey results. As a result of the UPIC support services survey conducted last year, the development of departmental web sites was identified as an area that faculty and staff members would like to see improved. Mason Web Team members Ruth Kifer, associate university librarian, and Bob Nakles, director of the Information Technology (IT) Project Office, say many of the comments on the survey can be addressed by locating the information on George Mason’s Web Development page (http://www.gmu.edu/mlnavbar/webdev). “Some people don’t know what resources are available to them, but we have tried to provide step-by-step instructions on how to create web pages along with several other helpful links,” says Nakles. “Our site can be a one-stop-shop for faculty, staff, and students.” We here in the I/O program at GMU also feel it is important to take advantage of this opportunity and are happy that many of our students have already. You can visit the I/O program’s individual student websites at http://www.gmu.edu/org/iopsa/students.htm.

Welcome Back!
By Bryan Wiggins

As the upcoming school year approaches, the new IOPSA officers would like to welcome all returning as well as incoming students to the Fall semester. This year promises to be bigger and faster (well maybe not faster) than ever before. If you have any questions, comments, or suggestions feel free to contact one of the 2003-2004 IOPSA officers:

- President: Bryan Wiggins (BWiggins@gmu.edu)
- Vice President: Katie Baughman (Kbaughman@gmu.edu)
- Treasurer: Dianna Belman (Dbelman@gmu.edu)
- Secretary: Meredith Cracraft (Mcracraft@gmu.edu)
- Social Chair: Deirdre Lozzi (Dlozzi@gmu.edu)
- Webmasters: Zachary Horn (Zhorn@gmu.edu)
- Justin Lebiecki (jlebieck@gmu.edu)

The new school year also brings a new program director for our I/O program. Dr. Lois Tetrick, formerly of the University of Houston, will be filling the GMU program director void that was left when Dr. Richard Klimoski became George Mason’s dean of the School of Management. We would like to encourage everyone to introduce yourself and make her feel welcome in her new home. All of us in the George Mason community would like to offer Dr. Tetrick a heartfelt welcome and we look forward to great things in the future.

Another change that will take place during the fall ‘03 semester involves the Brown Bags. While the majority of the Brown Bags will continue to be held at Mason on a new date, Wednesdays at noon, we will also be experimenting with a few joint brown bags this semester. These joint Brown Bags will involve students and faculty from GMU, University of Maryland, George Washington University. These Brown Bags will be rotated between the three schools and will give students and faculty the chance to meet other members of the I/O community and hopefully collaborate on some ideas and projects. Hopefully these events will be well received and we can continue more of these sessions in the future.

The complete Brown Bag schedule will soon be posted on the IOPSA website (www.gmu.edu/org/iopsa/events.htm). We continue to encourage people to show up 15 minutes early to discuss questions or issues throughout the year and we look forward to many well-respected and enthusiastic speakers this semester.

IOPSA will also continue the Mentor/Mentee program in which current students provide advice and answer questions for the incoming students. This year will involve the first Mentor/Mentee dinner between Ph.D. and M.A. students in an attempt to introduce all incoming students. Besides the Mentor/Mentee dinner, the beginning of the school year will also mark the first time that the I/O and Human Factors programs will combine for a beginning of the year picnic. This year’s picnic will be at Burke Lake Park and promises to be a great time for all attendees. The upcoming year should be a great one and we hope to do anything possible to make it that way. Therefore, if you have any suggestions or comments please feel free to contact one of your IOPSA officers. Thanks and good luck in the upcoming year!
The Night Before Graduate School

By: Dianna Eve-Orion Belman

'Twas the night before graduate school and, as they prepared, the students were excited and a little bit scared. They tossed and turned about in their beds while visions of data danced in their heads.

Dr. Louis Buffardi is an Associate Professor of Psychology at GMU. His research is concerned with work and family issues. Current projects include analyzing data from the Quality-of-Work-Life Survey that was administered to the faculty and staff at GMU this past year; co-authoring a work-family chapter on measurement issues with Dr. Lois Tetrick; and developing a survey of telecommuters looking at such variables as organizational justice, perceived organizational support, and work-family balance. Dr. Buffardi considers his vice to be dark chocolate and enjoys listening to variety of music (mostly jazz, classical); attending GMU basketball games; and following the New York Yankees. Two of his favorite movies are Inherit the Wind (Spencer Tracey version) and A Thousand Clowns (Jason Robards, Jr). Does he have any advice for you? "Time should be savored, not spent."

Snacks and calculators and pencils galore were stuffed in their backpacks and set by the door. Outfits were hung in the closets with care knowing that soon the first day of graduate school would be there.

Dr. Jose Cortina is an Associate Professor of Psychology at GMU. His areas of interest are personnel selection and statistical/methodological issues. Current projects include developing and evaluating a leader self-assessment and development system for the Army; looking at predictors of citations in Journal of Applied Psychology articles; and exploring psychological contracts. Dr. Cortina relishes in playing bridge, bridge, and still more bridge. He also loves the movie Lawrence of Arabia and the Lord of the Rings trilogy. Does he have any words of advice for you? "For every complex problem, there is a simple solution...and it is always wrong." – H.L. Mencken

In the morning it came–school starts today! Would the professors be nice? Would students still get to play? Faces were washed and teeth were brushed white. Ready for action – eyes sparkling bright. Students packed snacks and hopped in their cars as if they were boarding a spaceship to mars.

Dr. Lynn McFarland is an Assistant Professor of Psychology at GMU. Her research is concerned with non-cognitive measurement (e.g., personality tests and interviews); explanations for subgroup differences in both cognitive and non-cognitive selection measures; and faking personality and biodata tests. Current projects include examining how people use impression management tactics in different types of interviews (depending on their motives) and exploring the process by which raters on interview panels reach consensus. Dr. McFarland is also analyzing how interviewer note taking may effect reliance on stereotypes when making decisions regarding applicant ratings. Dr. McFarland thrives on Dove milk chocolate miniatures and "can eat an entire bag in one sitting." She loves Star Wars, riding motorcycles, swimming, and watching reality TV, though, she says, "this probably counts as another vice." Does she have any advice to share with you? Well, it's more like her favorite quote: "Kids—the sooner they talk, the sooner they talk back. I hope you never say a word." (Homer Simpson to his daughter Maggie)

Some students wore sweats or their favorite t-shirt, in hopes they could nap like they did as undergraduates. Then, they exclaimed, "I'm a grown-up—wow! Maybe I should wear something more mature. The students now looked as if they would cry - feeling their childhoods slip fast behind. But, before they could cry, they heard a voice whisper "just keep your nose to the grind!"

Dr. Robert Ployhart is an Associate Professor of Psychology at GMU. His research looks at personnel selection, modeling latent job performance, statistics/measurement, and organizational justice. Current projects look at various issues related to web-based testing (e.g., how test scores relate to applicant perceptions, score equivalence, proctoring, etc.) demographic differences in job analysis and competency ratings (with explanations for such differences), and multilevel implications for staffing and performance. Dr. Ployhart “absolutely loves beef jerky” and enjoys customizing/restoring; driving Harleys and American muscle cars; doing home renovations/carpentry/landscaping; and reading military history. Two of his favorite movies are Terminator 2 and Dumb and Dumber. Does he have any guiding phrases for you? "The pathway of excess leads to the palace of wisdom.” – William Blake

The professor greeted the students with a smile and invited them to stay for a while. The classroom was filled with computers and books and maps—oh, my! Within a minute, several students were plotting to initiate a group nap—envying the days where they colored, painted, and played Simon Says.

Dr. Lois Tetrick is the new Director of the I/O program at GMU. Her research focuses on individual’s perceptions of the employment relationship (e.g., commitment to their union and employer); occupational health and safety; and understanding the employment relationship (e.g., norm of reciprocity and psychological contracts). Current projects include developing a measure of reciprocity; comparing social exchange in the U.S. and China; and examining emotional reactions to breach and violation of the psychological contract – looking at implications for individual and organizational health. Dr. Tetrick is not sure if she has a vice, but "perhaps, dark chocolate fits in this category." She takes pleasure in sailing, biking, reading novels (historical fiction – for entertainment). Although she may not have a favorite movie, she ranks Lion in Winter, Star Wars ("all but the first one was the best"), Kansas City, and Chicago very highly. Does she have any pearls of wisdom for you? Dr. Tetrick recently moved from Houston, TX to Fairfax, VA and is currently “transitioning from students I’ve worked with at the University of Houston to George Mason University.” Once she settles down, we have no doubt that she will have many wise words to share with us.

They did not sing silly songs from beginning to end, but within a few weeks each student had a friend–as well as some work. The students were happy. There was no need to tear; not one sniffling nose did appear. This was not a goodbye after all; it was the beginning of something bold and tall. The students all waved to one another from the classroom door, quietly thinking, “No need to cry–graduate school is cool!”

Dr. Stephen Zaccaro is an Associate Professor of Psychology at GMU. His research explores leadership, leader development, leader-team interfaces, team performance, and multi-team systems. Current projects include developing computer-based leader assessment batteries; examining complex attribute patterns as they relate to leader adaptability; and investigating principles of effective leader training. Dr. Zaccaro stays motivated by “eating late at night.” He loves the Godfather II, as well as competitive country-western dancing. Does he have any knowledge to share with you? “There is nothing so practical as a good theory” – Kurt Lewin

Are you still worried? Not feeling up to snuff? Maybe you’re blaming genetics and lamenting, "I don’t have the right stuff!!" It is quite normal to feel a bit scared, but rest assured that you are not alone out there. Below is a list of what your colleagues do. Feel free to inquire and/or peruse the latest in research at GMU.
What Makes a Great Graduate I/O Web Page?

By: Zachary Horn and Justin Lebiecki

The answer: “It’s all relative.” Why is it all relative, you ask? Because in order to build the ideal Industrial/Organizational web site, each program must take into account its audience. Each person who visits an I/O graduate web site is potentially visiting for different purposes, thus requiring the program to furnish many different types of information.

For instance, a potential applicant to the program will most likely place greater importance on information that pertains to the admission process. Applying to graduate school is a long, arduous process that requires the gathering of a broad spectrum of information. Information including application materials and deadlines, the faculty’s research interests, and bios of the current students in the program would be desired by potential applicants to the program. In contrast, a researcher designing an experiment in a particular domain of I/O psychology might be more interested in the current research being conducted by the faculty in different programs. Therefore, we are suggesting that a top-notch I/O web site should be evaluated in terms of how well it supplies the information desired by its wide array of visitors. The remainder of this column addresses both the content and stylistic issues that need to be considered to construct a great graduate I/O web page. The following information pertains to global issues that any I/O graduate web page should present to its audience.

To address the issue of content, we first turn to a program’s current research. Being that the reputation of an I/O program centers largely around its research productivity, graduate I/O web pages should emphasize the publications and presentations put forth by its faculty and students. The web page should emphasize previous publications as well as the most up-to-date research. This upkeep of current research – appealing to all visitors – will have a profound effect on the way in which the web site is evaluated. Consider again the two examples in the previous paragraph: the potential applicant and the inquiring researcher. Details regarding the research of the faculty and students tend to be of great interest to both types of visitors, however we propose that providing this information within personal faculty/student web pages adds an additional – and very important – dynamic to the program’s web site.

Personal web pages not only demonstrate research interests, but also illustrate the individual contributions to the climate of the program. Therefore, visitors will get the information they came for and also get to know each individual a bit more personally. The more information provided regarding the people within the program, the easier it is for a potential applicant to determine whether he or she would identify with the climate of the program. For example, a paper presented at the 2003 SIOP conference by Harold and Ployhart (2003) demonstrated that a large number of potential graduate applicants desire more individual experiences of the current and former graduate students, which are most easily found on student web pages.

Having mentioned the usefulness of student web pages, the necessity of individual faculty pages cannot be ignored. These pages are among the most highly visited pages on the web site, simply because they contain research interests and accomplishments of the faculty in the program. Along with research accomplishments, these pages also provide information regarding the activity of the faculty in professional, educational, and honorary associations (e.g., SIOP, APA, AoM, etc.). Being that this wide array of student and faculty information can be found on each individual’s curriculum vitae, one should consider making updated vitae available on the individual pages.

Another content area important to any I/O web page would be information regarding research labs and facilities. For programs emphasizing research as a key learning experience, the research lab will most likely be the students’ home away from home for the next 2 to 5 years. According to Harold and Ployhart (2003), graduate applicants felt that more information detailing the faculty’s research interests and facilities would make for a more improved graduate web page. Need we say anything more?

Keeping with the “up-to-date” theme, current program news would be of interest to all visitors. This would include recent faculty additions to the program, faculty/student/alumni awards, special recognitions, placements of recent graduates, etc. In particular, introducing incoming faculty is extremely important for keeping the audience aware of the current research in that particular program. As an example, the acquisition of a professor whose research interests add something new to the program would make your program more appealing to a greater audience. Therefore, a prominent display of all major program news is beneficial for every program’s I/O web site.

Lastly, in terms of content, a page offering frequently asked/answered questions remains a great reference for visitors who are struggling to find the answers to their existing questions, or even for those who perhaps are unaware of the questions they should be asking. This not only helps the visitor, but also reduces time. In short, make access to this page easy from the start – you won’t regret it!!

In addition to providing all the necessary content to a graduate I/O web site, the organization of this information is of utmost importance. More specifically, there should be a logical order to which the information is presented to the visitor, so as to increase the ease of navigation throughout the site. For example, placing all recent program publications on one page would make life easier for the aforementioned ‘inquiring researcher.’ While content brings people to your web page, the ease of navigation will be what keeps them perusing your site. To accompany ease of navigation, another crucial aspect is the aesthetic nature of your site. In short, it has to look good!

Top-10 I/O Website Necessities

The Must-Need Information:
1. Provide information with multiple audiences in mind
2. Include detailed descriptions of research accomplishments
3. Make all Program News easily accessible to the visitor
4. Offer access to faculty and student research interests
5. Give information about the program’s culture/climate
6. Provide a useful list of frequently answered questions

A Little Touch of Style:
7. Maintain a logical order to information
8. Make navigation through your site easy to follow
9. Keep with the theme/attitude of your program
10. Make it look good!!

If quality time is spent making the site easy to look at, this will in turn reflect a degree of professionalism upon the program. In contrast, if every page is sloppy (e.g., unprofessional) and out-of-date, this could reflect poorly upon your program.

To sum up, with the World Wide Web at everyone’s fingertips, it is vital for great I/O web page to present the desired content in a professional and stylistic manner, while keeping the audience in mind. Please email charold@gmu.edu regarding the cited paper.

Did you hear about the ancient roman statistician who was always called a nerd? Turns out he was just a Latin nerd! http://www.ilstu.edu/~geramsey/Gallery.html
Look What's New...  
By: Dianna Belman


Baughman, K., Cortina, J., & Ferro, G. (2003). *Article Attributes that Predict Citation Counts: A JAP Case Study*. Poster to be presented at AOM Annual Conference; Seattle, WA.


(Continued on page 6)
Congratulations to Dr. Rob Ployhart who has been promoted to tenured Associate professor here at George Mason University!

We are all very proud to have him as part of our faculty and look forward to many more years to come!
Disagreement over the identity of I/O can clearly be seen by the fact that when asked if there were any identities that should be expanded upon or any disciplines that should be reached out to, it was suggested by one person that we should create a closer alliance with the clinical division. This of course opposes the previous comments that this is one group that we should disassociate with. Dr. Bostic stated that because clinical, I/O, and consulting divisions are “all experts in the art and science of human behavior in individuals and groups,” a closer association would be beneficial. Both Dr. Ployhart and Dr. Cortina believe that we need to connect more with social sciences.

Focusing on the PR aspect of our profession, the majority of those psychologists surveyed believed that it is a necessity to make the general public aware of our profession. Dr. Wisecarver, conversely, was not sure if this should be a significant effort, stating, “It almost seems like visibility will have to come from within.” Reasoning that if we perform well for clients our value should be evident, and that there seems to already be considerable demand for people with an I/O degree. The most common responses for why we should make the public more aware revolved around the survival of the field and funding opportunities. As Dr. Chambers pointed out, “The future success and survival of any discipline is contingent, in part, on the extent to which others know about it and truly understand what it is all about.”

Truly understanding who we are means making distinctions between I/O and other fields. So how do we go about making ourselves distinct from disciplines such as HR? The most common responses to this question, by both academics and applied consultants, was that we need to use scientific terminology, psychological background as well as make people aware of such approaches. Dr. McFarland summed up the answers to the question in her response, “We’re coming at it from a psychological perspective. We just need to make our distinctions clear to the public.” The same sort of answers were seen again when asked how to show organizations the benefits of our approach over other disciplines. Several psychologists spoke of showing organizations the “value” of our approach and that we realize the “bottom line” is important. Dr. Ployhart stated, “You have to link what we do to business outcomes, and that requires a multilevel approach.” Mainly, it is believed that our distinction from other fields becomes clear when our approach is made clear to organizations. Going into the organization, involving the client in the process, and achieving their goals is what will make us distinct and show the benefits of our approach over other disciplines.

Finally, we asked our panel of psychologists if they believe there even is an identity problem and would a new name help the field. The responses indicated, with one exception, that our contributors think we have an identity problem in the sense that the general public (and some of APA) is unaware of who we are and what we do. It was suggested that this “identity problem” may be the result of simply having many of us who are trained in I/O using titles in the workplace other than “I/O Psychologist.” However, Dr. Van Iddekinge provided some encouragement in saying, “As Dr. Ryan mentioned in her message, identity problems are common in scientific disciplines and in professions in general... Although it is important to establish our identity as I/O Psychologists, we need to recognize that this is a normal event in the evolution of a discipline.”

In regard to a name change, we find it interesting that the only suggestion mentioned by more than one person was “Organizational Psychology.” The other suggestions included: Personnel Psychology, Work Psychology, Human Resource Psychology, and surveying our clients to see what would make the most sense. Two individuals opposed a name change, and several who mentioned possible name changes did so in the context of making other changes as well.

Spotlight on…

Dr. Stephen J. Zaccaro

By: Gabrielle Wood


He has co-edited two books: Occupational Stress and Organizational Effectiveness and The Nature of Organizational Leadership; and authored one The Nature of Executive Leadership. Another co-edited book with David Day and Stan Halpin on Leadership Development is currently in press. Steve has given countless presentations and was even asked to give a testimony before congress, on behalf of the APA, in 2002.

Maybe you’ve seen him walking (or dancing) the halls of DK with a coffee cup in one hand and an overstuffed briefcase in the other; but what do you really know about Steve Zaccaro? For this edition of the I/ON, I sat down with Steve to get the answers to key questions about his academic and research background, hobbies, and more importantly, what he’s been up to this summer.

Steve Zaccaro, the spotlight is on you:

Where did you earn your degrees and what areas are they in?

I earned both my Master’s degree in 1980 and Ph.D. in 1981, in Social Psychology from the University of Connecticut.

What is your academic lineage?

Steve had three advisors during his graduate school career: David A. Kenny, Karl Hackmiller, and Charles A. Lowe.

Can you please describe your research interests?

My research focuses on collective processes, particularly in groups and teams.

What psychologists had the most influence on the development of your intellectual persona?

Kurt Lewin’s work on group dynamics and his philosophical, theoretical, and conceptual descriptions of group processes. Also, Daniel Katz & Robert Kahn’s research on the notion of leadership was a big influence.

What direction do you anticipate your research to go in? “I expect that I will continue to investigate leadership dynamics and key leader attributes. I’m interested in exploring, in more detail, the multi-attribute patterns of leadership. I am focusing more on the psychological dynamics and growth principles that underlie effective leader development, particularly executive leadership.”

What do you do in your spare time?

Competitive country-western dancing.” Steve is actually a 3 time World Champion at the Newcomer and Novel levels of country-western and line dancing. Recently, Steve Zaccaro was part of a duo that was named OVERALL CHAMPION in the 2003 CLASSIC DIAMOND III.

(Continued on page 8)
Steve, what we really want to know is: how did someone that was born in Bronx become a world-class country line-dancing champion?

Steve's response was; “Did you ever see the “Urban Cowboy”? For those of you under the age of 40, the Urban Cowboy was a hit film released in the early 80's, starring the young John Travolta.

Well, there you have it folks...a glimpse into the life of Dr. Stephen J. Zaccaro!

The Physicist, the Chemist, and the Statistician

Three professors (a physicist, a chemist, and a statistician) are called in to see their dean. Just as they arrive the dean is called out of his office, leaving the three professors there. The professors see with alarm that there is a fire in the wastebasket.

The physicist says, "I know what to do! We must cool down the materials until their temperature is lower than the ignition temperature and then the fire will go out."

The chemist says, "No! No! I know what to do! We must cut off the supply of oxygen so that the fire will go out due to lack of one of the reactants."

While the physicist and chemist debate what course to take, they both are alarmed to see the statistician running around the room starting other fires. They both scream, "What are you doing?"

To which the statistician replies, "Trying to get an adequate sample size."

Helpful Websites for New Students

By: Jennifer Lee, Deirdre Lozzi, and Laura Wheeler Poms

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/studentaffdefault.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 address: http://www.gmu.edu/cfa/

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 Jes@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.

Family News...

There have been many weddings and new additions since the last alumni update. Dr. Cathie Murensky was married to Robert Manard on May 31 in Clifton, VA. Cathie changed jobs this year and is now the Director, Learning and Career Development, for Rolls-Royce in Chantilly, VA. Brooke (Langley) Miller was married to James Miller on June 21st and is now working as a Training Specialist in the Organization Development department of the North Carolina Farm Bureau Insurance Company. Suzanne Logan and her husband, now living in Riverview, Florida, are the proud parents of Jaden, now eight months old. Suzanne is working as an Organization Development and Learning Facilitator at the Home Shopping Network in St. Petersburg. Dr. Jennifer (Smith) Haley and her husband Shaun Haley are now living in Las Vegas, Nevada. Their son Kenneth Robert Haley was born April 18th. Amy Harvey was married to Christopher Holtzman on July 26th. Gonzalo Ferro was married on July 12th and is currently working for the American Institutes for Research as a Research Associate. Dr. Patrick McCarthy and his wife Teresa had a baby girl, Marilyn Tessa McCarthy, on May 9th. Patrick was granted tenure by Middle Tennessee State University, where he is an Associate Professor in their I/O Psychology program. Sean Gilley’s daughter Meghan is now 9 months old. Sean has been involved in independent consulting, and starting a new business in real estate investing. On February 8th, Dr. Cindy Parker gave birth to her son Samuel Richard Parker. Warm congratulations to all!

Professional News...

Dr. Kimberly Hawley is working for the Department of Defense as a Personnel Psychologist doing employee surveys and electronic focus groups. Erin Hardin recently accepted a consulting position with CWH Management Solutions in Englewood, Colorado. Jamie Donsbach will be pursuing her Ph.D. at the University of Albany. John Sellers began Personal Computer Care ©, a computer service and web design business, and became a Microsoft Certified Systems Engineer. John co-published a visual American history book, The Great American Adventure ©, and is applying for grants to create an educational computer game from his book. Congratulations and good luck!

Publications...

Recent publications include the following:


(Continued on page 10)
(Interview with Tetrick continued from page 9)

and more specifically the stress literature, we know that anger can be unhealthy for individuals. Also, from the organizational justice literature, which is integral to both OHP and psychological contract, we know that anger felt by an employee may be unhealthy for the employing organization in that the employee may express this anger through anti-citizenship behaviors. Therefore, it would seem useful to link the employment relationship literature with the stress and justice literatures to examine the emotional reactions of employees and the consequences of these emotions.

What do you see for the future of GMU's I/O program?

GMU has a long and rich history in I/O Psychology. Graduates of the program have been successful in both academia and practice. Today, GMU's I/O Program is celebrating its success in being among the top programs in the country. Tomorrow – I see GMU's I/O Program gaining in stature in large part by continuing to excel in adhering to the scientist-practitioner model. It is important to continue to value research, both basic and applied, and also value education and training.

What in particular are you looking forward to at GMU?

I am very excited about working with a fantastic, enthusiastic group of faculty members and students. As Ben Schneider said a few years back – the people make the place. I am looking forward to getting to know everyone on a professional and personal level. In addition, I look forward to having opportunities to collaborate with faculty, graduate students, and alumni.

What are your interests outside I/O? When you have an I/O-free Saturday, what do you like to do?

Generally, I like to be outside. My favorite activity, weather permitting, is sailing. I also enjoy riding my bicycle. It is a three-speed so it is more of a form of getting somewhere eventually but without a lot of noise and with the opportunity to enjoy the scenery.

As you can see – we are very lucky to have the opportunity to add Dr. Tetrick to our program as our new Program Director! Welcome Dr. Tetrick! We look forward to getting to know you and working with you in the coming years!

How to properly fit people to jobs:

Take the prospective employees and put them in a room with only a table and two chairs. Leave them alone for two hours, without any instruction. At the end of that time, go back and see what they are doing.

If they have taken the table apart in that time, put them in Engineering.

If they are counting the butts in the ashtray, assign them to Finance.

If they are screaming and waving their arms, send them off to Manufacturing.

If they are talking to the chairs, Personnel is a good spot for them.

If they are sleeping, they are Management material.

If they don’t even look up when you enter the room, assign them to Security.

Attracting Students to I/O Psychology

By: Laura Wheeler Poms

The theme music to I/O: Life in the Workplace swells. The dashing I/O psychologist says, “Unbelievable, it’s full mediation! The secret to job satisfaction is unlocked!” The other equally good-looking I/O psychologist exclaims, “Let’s alert JAP, this is ready for peer-review!” Fade to black.

In recent years, series like CSI, Law and Order, Crossing Jordan and Profiler have spawned huge interest in the areas of forensic and clinical psychology. Although we know what a glamorous and exciting field I/O psychology really is, we still don’t have our own television show and the free public relations that comes with it. Sadly, we don’t even have our own equivalent of Dr. Phil to spark interest in what we do.

Until Hollywood calls – and I do have some ideas for a reality show if anyone has any contacts – the question of how to drum up undergraduate interest in our field remains. As we were all undergraduates at one time or another, I asked some current students and recent grads what drew them to I/O. In summary, I found a couple of recurring themes.

Some of us were lucky enough to go to undergrad at schools with well-regarded I/O programs. The professors were dynamic and really drew these individuals into the subject area. A couple of us attended schools where there were concentrations in personnel or work psychology. A fair number of us attended smaller liberal arts schools with perhaps an elective in work psychology but nothing more so our own work experiences drove our interests. The majority of us knew that we needed a graduate degree to get a decent job in psychology, knew that we did not want to work in clinical psychology and we had some interest in business. Through our own investigations, we discovered the siren song of I/O, which translated for some of us into “show me the money.”

Interestingly, not one person mentioned hearing about I/O in his or her introductory psychology class. I ran this by several of our esteemed professors, who agreed that the majority of intro textbooks don’t cover our area. Another noteworthy fact is that the introduction to I/O psychology course is a lower level elective at GMU and other universities, so it is not nearly as enticing as those upper level courses that go towards satisfying graduation requirements. In fact, GMU’s Psychology Department will be looking at moving the undergrad I/O class from a 200 level course to an upper level course, which may convince more undergrads to give it a try.

Another issue, which is no surprise, is the actual name of our specialty. Not many undergrads know what I/O psychology means when they see it listed in the course selection list. We also don’t have any name link between the intro I/O class and the two follow on electives – Groups and Teams and Personnel Training and Development. In addition, we tend to be somewhat (okay, very) statistically oriented, so those that know a little about us are sometimes scared away. I could go on and on about the challenges, but how about some solutions?

Resolving some of the challenges particular to GMU are clearly up to our faculty, for example course number and name changes. But there are some things we as I/O students can do help increase I/O awareness and interest in undergrads:

1. Volunteer to give a lecture about I/O psychology in an intro level class. Although intro classes move at a fairly brisk pace, most professors are happy to have someone else do

(Continued on page 11)
In conclusion, until Katz and Kahn are in the regular rotation on Personnel Testing Council of Metropolitan Washington, D.C. (PTC) is an association that students can join. The membership costs $15 and includes a subscription to their newsletter and entrance into monthly meetings where well known I/O psychologists share their research. An application can be obtained at the following address: http://www.ptcmw.org

As a graduate student, you have access to various online sources through GMU. If you want to access these sources from home, you will need to enter your student id at the appropriate time. The following are a list of useful online sources that allow you to access journals:

- http://library.gmu.edu
- http://www.wrlc.org
- http://www.viva.lib.va.us

Here at GMU, the college sporting events are free to students with your id. They play at the Patriot Center which also features large venue concerts at times. For a schedule of events, please go to the following address: http://patriotcenter.com

We hope that this list of websites will be useful to those of you whom have just entered graduate school. If you have any other questions or concerns please do not hesitate to ask a faculty member, a fellow student, or anyone in the Psychology Department.

Finally, if you need to know where to go and get a new driver’s license, etc. please go to the following address: http://northernva.com

The end of the spring semester ended with a bang at the SIOP conference in Orlando. The GMU reception was a hit again with hundreds of guests enjoying free food and beverages.

The end of the semester also signifies that time of the year when both students and faculty break out from behind their computers and enjoy the big, bright, yellow ball in the sky. Unfortunately Mother Nature interrupted this annual festival, deciding to water our yards day after day after day this summer.

However, the rain has had a positive impact on the GMU community, causing faculty and students to span the globe in search of some nice weather. Trips were made to such places as Spain, Italy, London, and Montana. Hopefully this travel will refresh everyone for the upcoming year.

One such trip involved many of the GMU guys heading to West Virginia for Gonzalo Ferro’s bachelor party. This was not your average bachelor party and we have the video to prove it! Ben Porr, Brian Holtz, Luke Viera, Nick Vilelle, Zack Horn, and Bryan Wiggins joined Gonzalo in a whitewater rafting/bachelor party that involved 5 hours of rafting and a thunderous crash into a 20-foot rock! Luckily everyone survived. As Gonzalo so eloquently exclaimed, “Holy Brightness Batman!”

The GMU students were not the only ones enjoying the summer. On vacation in Italy, Dr. Stephen Zaccaro proposed to his new fiancée Gail Olson. Apparently anything can happen on the canals of Venice after a few bottles of wine! Congratulations Dr. Z!

As the summer draws to a close, the Fall promises even more excitement. And as always, the social side promises to deliver those great (and not so great) moments.

When you first entered undergraduate, most people were shocked at the amount of students going to their school versus how many were in their high school. There are so many people to meet and become friends with that you see new people everyday. Even if you went to a smaller college/university, there were still a lot of people to meet.

Then you get to graduate school and suddenly you are surrounded by the same small group of people everyday for the rest of the time you are in school. Slowly, but surely, just like a family, people begin to get irritated with one another or simply dying to meet new people. However, when you have just moved to a new area it may be difficult to get out and meet new folks when you are so busy with your work.

What is the solution you may ask? Why not branch out of your department into another graduate department?! Here at GMU, the students have been making friendly connections with our close relatives over in the Human Factors and Applied Cognition (HFAC) Department. For those of you who may not be aware of our close cousin, HFAC studies human performance from a more psychological physical and mental perspective. They are the cousin you never knew we had!

As this year progresses, we hope to make our readers aware of what types of research the HFAC groups is working on specifically when it is relevant to our own field of I/O. We hope to interview some of the faculty and students and show how I/O and HFAC should be more synergistic in our research and in our daily lives.

To kick things off, the I/O group is hosting the First Annual I/O and HFAC picnic and golf tournament. Pictures and details about the event will follow in a subsequent issue.
Say Hello to New Students!

By: Nicholas Vilelle

George Mason University’s I/O program is proud to introduce our incoming class for 2003. This class is comprised of four PhD students and eighteen MA students. I invite you to join with me as we welcome these students and get to know them as the interesting and unique individuals that they are. Without further ado, I present our new students.

PhD Students

Kate Morse

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

My name is Kate Morse. I am from Tempe, Arizona. I was an Arizona State Sundevil and graduated in 2001.

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

My interest in I/O developed out of my social research with Steve Neuberg and my clinical research with Laurie Chassin at ASU. I/O is a nice balance between social research and the applied aspect of clinical work. I am currently interested in work-life balance (particularly, the focus on balance instead of conflict) and how it relates to health and well-being. I am really looking forward to working with Drs. Buffardi and Tetrick.

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

In my spare time, I enjoy spending time with my family and friends, going to plays and baseball games, and painting (walls and furniture, not pictures). My hobbies include running, reading, and socializing.

Tell us something unique about yourself.

I love quoting movies and song lyrics. At any given moment, I can be thinking about a situation that happened on the TV show ER, listening to a peacock. I got my nickname from what my friend called his dog. Cool, huh?

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

As an I/O psychologist (I/O is a peacock. I used to be the Rice Mascot, Sammy the Owl. I can make a sound like a peacock. I got my nickname from what my friend called his dog. Cool, huh?

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

ESPÓNIA!!! After spending a summer in Spain, I truly fell in love with the way everyone lives there. Life is a lot slower paced, and (sadly for I/O psychologists I guess) the emphasis is on friends and family…and not work. Not to mention that the architecture is amazing, art is on every corner (visual, audio, and performing)…and the food is amazing…

Beth Kikta

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

My name is Beth Kikta and I am from Independence, OH (a suburb south of Cleveland). I completed my undergraduate degree at Miami University in Oxford, Ohio.

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

I do not know how I became interested in the area I/O psychology. A friend of mine who was familiar with the field introduced me to the area and I did a lot of research. Some of the topics have always been intrinsically appealing to me, but many of my experiences have shaped my interests. My leadership positions in my school activities, my business internship, and my coursework in psychology and business helped authenticate my interests.

My current research interests are leadership, teamwork, and work/life balance.

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

I absolutely love to travel. I am a sports fan (especially Cleveland teams, but I follow other teams as well) and I also like to play sports. I like to exercise, especially biking and lifting weights. I also really like to bake and cook in my free time.

Tell us something unique about yourself.

I was supposed to be born the 4th of July, but the doctor induced me so he could enjoy the holiday weekend (My birthday is July 2nd).
(New Students continued from page 14)

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

I studied abroad for a summer in Italy, which is a WONDERFUL country. I love all of Western Europe and would like to live there for a few years sometime in the future. The place that I have never been that I would most like to travel is New Zealand. I hear it is absolutely beautiful! I want to visit every part of the world in my lifetime (except I’m not dying to go to Antarctica—I’m a warm weather girl).

**Michael Camburn**

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

My name is Michael Camburn. I am from Doylestown, Pennsylvania, and I attended Penn State University.

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

I first became interested in I/O Psych during an Intro to I/O Psych course at Penn State. I was attracted to it because it is a field in psychology that can be applied, and it can have a significant impact on daily life. My current research interests are on the O-side, in particular, topics related to leadership.

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

I enjoy playing and watching just about all sports. I like to play team sports, but my favorite sport is golf. I also really enjoy singing in choirs. At Penn State, I sang in a gospel choir called The Essence of Joy.

Tell us something unique about yourself.

I was the president of the Penn State chapter of Psi Chi, the National Honors Society in Psychology. The chapter was one of the largest in the nation with over three hundred undergraduate members.

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

My favorite travel plans are golf vacations. Each of the last few years, I’ve traveled to Myrtle Beach or South Florida during Spring Break.

**MA Students**

**Agartha Amooson**

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

My name is Agartha Amooson and I was born in Ghana in West Africa and lived there till I was about 10. I relocated to Northern VA and have lived here ever since. I completed my undergraduate degree right here at George Mason.

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

I became interested in I/O psychology after I obtained an internship with the Institute for Defense Analyses as a HR Intern. I took the I/O class with Karin Orvis and loved it so I decided to stick with the field. I also began to work with Mike Ingerick and Dalit Lev-Arey on their research and learned a lot. My current research interests are in Personnel Selection and Team Development.

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

I love to read and have lately been more in tune with my health so I enjoy working out and running during my spare time. I am active in my church and have been an usher for the past two years.

Tell us something unique about yourself.

After pondering over this question for a few hours, I would have to say that I am always up for a challenge and continuously look for one. I am never quiet satisfied with a goal that I have attained, it only makes me eager to tackle even more challenging goals.

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

I loved Mass., just because it is a beautiful state and I go there quiet often. I just returned from Ghana in West Africa with a quick stop in Germany. I would love to go to the Caribbean and Paris sometime next year.

**Caitlin Castellano**

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

My name is Caitlin Castellano. I am from Selinsgrove, a small town in central PA, and I completed my undergraduate degree at Penn State University.

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

I took my first I/O class as a freshman at PSU, because it was the only psychology class that was still open! I thought I would hate it, but I ended up loving it, and I changed my major because of it. Dumb luck! Right now I am most interested in work teams, leadership, and work-family issues.

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

I love to go running, especially on a really sunny day. I also really like to cook, read the NY Times, and shop for shoes.

Tell us something unique about yourself.

I have been a waitress for 6 years, and I actually enjoy it! It’s been a great way to meet lots of people in lots of different parts of the country while paying the bills AND staying in shape! But don’t get me wrong; I can’t wait to start working in the I/O field— just as soon as I’m qualified!

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

For spring break last year I traveled to Spain. I stayed in Seville for 5 days and Madrid for 2 days. It was my first time in another country, and Spain was a GREAT choice! I’d definitely go back, and it made me eager to visit lots of other places in Europe (like Ireland, Switzerland, and Italy).

**Cesar Juarez**

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

My name is Cesar Juarez and I am a native of San Francisco, California. I completed my undergraduate degree at San Francisco State University.

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

Several personal experiences have developed my interest in I/O

(Continued on page 16)
(New Students continued from page 15)

psychology. In particular, an internship in which I spent a summer doing research with the I/O faculty at the University of Minnesota.

I have several research interests including Personnel Selection, Counter Productive Behavior, and Training.

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

I like spending my spare time by going to the gym, watching a movie or hiking some of San Francisco’s hills.

Tell us something unique about yourself.

I enjoy volunteering and mentoring young children by way of my city’s public library system as well as through a kindergarten class I formed part of.

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

Spending a week in Honolulu has been my most memorable vacation. I do wish to travel through Europe someday.

Karen Wessels

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

I’m Karen Wessels, originally from Miami, FL. I attended the University of Florida in Gainesville, FL and have been living here in Northern Virginia for two years.

How did you become interested in I/O Psychology?

I started researching I/O Psychology when I was promoted to my first retail management position. I found that the training program my associates were required to go through did not fully prepare them for their jobs. I started creating my own training material and found that it was effective because it focused on the challenges the associates faced on a daily basis. After I took the introductory I/O class at George Mason and became involved with a PhD student’s research, I was hooked.

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

I love playing tennis, taking a walk in Old Town or DC on a sunny day, having dinner parties with friends, going to the movies, dancing, bowling, and playing pool.

Tell us something unique about yourself.

I’ve been working for my company for 2 years and have held 6 different positions. I think that’s a record! Why some companies move their employees around so much is a question I hope to answer in grad school.

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

I’d love to see Australia (I really just want to see the koalas and kangaroos).

David Ascione

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

My name is David Ascione and I am originally from Logan, Utah. I moved to Baltimore, MD in 1998 where I received my undergraduate degree from Loyola College in Maryland, majoring in psychology and minoring in business.

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

I became interested in industrial psychology during my junior year while interning at Sheppard Pratt Hospital in Baltimore on the psychotic disorders unit. I turned to I/O psych after realizing I didn’t want to do clinical work as a career.

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

I enjoy movies, eating, and going out on the weekends.

Tell us something unique about yourself.

I currently work at the US Department of State in diplomatic security, a job I will be leaving to attend GMU full-time.

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

I returned from a trip to Seville, Spain in March and plan on going back within the next year or so.

Kathleen (Katie) Pierce

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

Kathleen (Katie) Pierce, I’m from State College Pennsylvania, which is located right in the middle of Pennsylvania. It’s the town where Penn State University is situated, which is where I went for my undergraduate degree, so yes, I was a local.

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

My sophomore year I randomly took an introductory I/O Psychology class because it was one of the pre-requisites for some business degrees that I was thinking about pursuing. However, I ended up becoming interested in I/O Psychology after taking this class.

My research interests are rapidly and constantly changing. If I had to narrow down the list of what topics in I/O interest me I would say that I would be interested in doing cross-cultural work, perhaps something with the functioning of teams composed of members from different cultures. I also have always had an interest in work-family issues.

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

Working! Well, when I’m not doing that (which doesn’t add up to as much time as I would like) there are tons of activities that interest me. This tends to be a problem because I never seem to have enough time to do everything that I would like to. When I do have time I like to walk, swim, ride my bike, hike, run, basically anything outdoors I like to do! As hobbies go I am interested, but not so great yet, in photography and drawing. I’m working on them though!

Tell us something unique about yourself.

I have been involved with the Children’s Miracle Network’s annual telethon to raise money for better child hospital and rehabilitation services. I was one of my local branches Miracle Children in 2000 because of a car accident I was in. I am very passionate about supporting this cause and I hope I can still be involved when I am down in the Fairfax area.

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

I spent my last semester as an undergraduate in London. It was the most amazing experience of my life. Growing up and going to college in the same town didn’t really enable me to get out and experience different places. I also got the chance to travel around Europe, which was wonderful, but London is now my home away from home!
(New Students continued from page 16)

Sara Lambert

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

My name is Sara Lambert and I am from Massena, NY. Massena is at the tip of NY State, about 5 minutes from the Canadian border. I completed my undergraduate degree from Hartwick College in Oneonta, NY.

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

I became interested in I/O Psychology through my initial interest in Sport Psychology. I spoke with a Sport Psychologist while on a trip to Colorado, and through her unique experiences, she introduced me to the concept of I/O Psychology.

I’m interested in how the factors of physical fitness as well as stress may affect job productivity. I am also interested in leadership and work attitudes.

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

I’m not sure that you could call it a hobby, because hobbies don’t generally consume so much of your time, however I’ve spent the past four years playing basketball at the collegiate level. I loved the competition level and I’ll miss it terribly next year. Other than that, I’m an easy-going person and can have fun doing pretty much anything at all.

Tell us something unique about yourself.

This is a tough question! I see myself as very average. After questioning some friends and family however, the consensus was that my honest and straight-forward approach to life is what makes me unique. I’m the type of person with no hidden agenda and what you see is what you get!

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

I think I had the most fun when I traveled to the Bahamas to play in a tournament with my basketball team, but my favorite place would have to be Spain. It was so beautiful and the people were so nice. I would travel back anytime.

Dustin Scott

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

My name is Dustin Scott, and I am from Honey Brook, PA. I got my bachelors degree from Elizabethtown College in Elizabethtown, PA.

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

I became interested in I/O Psychology through my initial interest in Sport Psychology. I spoke with a Sport Psychologist while on a trip to Colorado, and through her unique experiences, she introduced me to the concept of I/O Psychology.

I’m interested in how the factors of physical fitness as well as stress may affect job productivity. I am also interested in leadership and work attitudes.

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

I’m not sure that you could call it a hobby, because hobbies don’t generally consume so much of your time, however I’ve spent the past four years playing basketball at the collegiate level. I loved the competition level and I’ll miss it terribly next year. Other than that, I’m an easy-going person and can have fun doing pretty much anything at all.

Tell us something unique about yourself.

At Elizabethtown I was a 2 year captain of the cross-country and track teams, and was All-American in cross-country my junior year.

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

The summer before my junior year I lived in Boulder, Colorado, which is an extremely beautiful town at the foothills of the Rockies. I also lived in Flagstaff, Arizona for a summer, which is another nice western town.

Stacy Emanuel

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

Stacy Emanuel
Virginia Beach, VA
Virginia Tech

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

I became interested in I/O psychology after working as an I/T recruiter for 2 years. After hearing the difficulties both employees and employers faced, I wanted to find a way to help. Currently I am interested in motivation, leadership traits and behaviors, and the role personality plays in job applicants’ reactions to the selection process and selection outcome.

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

Currently I am taking tennis and golf lessons so I am usually practicing one of those two sports during my free time. Also, I love to travel.

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

Some of my favorite places include Italy, Budapest, and Prague.

Diana Hayes

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

My name is Diana Hayes. I am from Troy, New York which is upstate near Albany. I studied freshman year at SUNY Geneseo, then transferred to SUNY Albany, which is where I completed my undergraduate degree.

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

By accident actually. I took an I/O class and loved it, so here I am. I am very interested in work and family issues and interactions.

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

My hobbies include traveling and reading. In my spare time I enjoy working with animals at a local animal shelter.

Tell us something unique about yourself.

I am very dedicated with a strong work ethic, which allowed me to complete my undergraduate degree a year early.

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

Favorite place I have traveled is Ireland - they have the most beautiful lush green scenery. Favorite place I wish to travel is Italy - Venice especially.

We will introduce Jamie Davis, Meredith Richards, Lindsey Firme, Heather Hagle, Andrea Wright, Rachelle LaRonde, Michelle Petersen, and Melinda Castillo in the next issue.
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).

PDRI, the premier research and consulting firm in the field of industrial/organizational psychology, designs, develops, and implements human resource systems based upon recent advances in the behavioral sciences and the highest principles of professional practice.

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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!
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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, Lisa Boyce, Nikki Dudley, Mike Ingerick and W. Benjamin Porr.

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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