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Dr. Tetrick to be SIOP President
By Alicia Stachowski

Dr. Lois Tetrick was elected to become the President of the Society for Industrial and Organizational Psychology (SIOP) and began her term as President-Elect this past May, at the end of the SIOP Conference. “This is an incredible honor although it does entail considerable responsibility,” Dr. Tetrick stated.

The primary duty of the SIOP President is to ensure that SIOP is meeting the needs of its members and representing the field of Industrial and Organizational Psychology. This involves working closely with APA, APS, and other societies and organizations to benefit Industrial and Organizational Psychology and responding to issues that may affect SIOP members.

The length of term for the president is one year. However, responsibilities cover three years from start to finish. The first year is spent as President-Elect, followed by the year of Presidency, and then a year as Past President. Lois is currently President-Elect, and will become President at the end of the upcoming SIOP conference (2007). The President-Elect, President, and Past President are all on the executive committee as elected officers of SIOP, and all serve as part of the long-range planning committee. Some of the major responsibilities of the

2006 SIOP Annual Conference Recap
By Jayme Pittsonberger

As I deplaned in the Dallas Love airport and stepped out into the warm May air to catch a cab to the Adam’s Mark Hotel where SIOP was held this year, I really wasn’t certain what to expect. I had been to some conferences prior to this (APA, IOOB and the American Sociological Association conferences) and had heard that it was somewhere in between all of those. Regardless, I was excited to see a large portion of the I-O world concentrated in one place – an

Applied Side Experience
By Erin Senter

One of the advantages of attending George Mason University for graduate school is the abundance of incredible internship opportunities in D.C. and the surrounding metro area. In addition to the numerous private sector companies that offer internships, the Consortium Research Fellows Program is a great resource for psychology students seeking year-long internships. Current I-O students Eric Kidwell, Brooke Orr, Erin Senter, Ryan Hargraves, Kim Hylton, Kristin Olson, and Lisa Howard hold Consortium Fellows positions at Defense Manpower Data Center (DMDC) in Arlington, VA and Jordan Robbins, Whitney Botsford, Tiffany Bludau, Krista
A Word from the Editors
By Brooke Orr

The summer was a productive one with most of the students gaining unparalleled internship and research experience at elite organizations. At the same time, students and faculty alike had time to take an abbreviated break from the daily grinds of the academic world and take exciting vacations, welcome a new baby to the Herman’s, and therefore, the Mason family and enjoy the social side of the program through various summertime events.

As the summer quickly ends, we find ourselves surrounded with new faces and new opportunities. With 5 new PhD students, 15 incoming M.A. students, and 2 new faculty members, the ever-evolving I-O Program is in for an exciting year. We would like to officially welcome Dr. Seth Kaplan and Dr. Eden King to the program along with all of our promising new students. Each and everyone of these new faces will strengthen the foundation of Mason’s I-O program. Research lab meetings are being coordinated, teaching assistantships and internships are commencing, and many social events are in the works to help get everyone settled and excited for the 2006/2007 academic year.

Among all the buzz, the I-O program is perhaps most proud of the election of Dr. Lois Tetrick as the new President Elect of the Society for Industrial and Organization Psychology (SIOP). This election is an honor and testimony to Dr. Tetrick’s accomplishments. Congratulations Lois! We are proud to have you as a teacher and a mentor.

Graduate Teaching Assistantships
By Luke Brooks-Shesler

Being a teaching assistant (TA) is an excellent opportunity to improve teaching skills, interact with undergraduate students, and deepen knowledge of psychology. In addition to a monthly stipend, tuition remission (especially if you’re out-of-state!) is one of the biggest perks of being a TA.

Your students will be of diverse backgrounds and ages. As a general rule of thumb, you will have more “traditional” students during the day and more “nontraditional” students in the evening and early morning classes.

Many GMU students are juggling courses, a full-time job and perhaps even a family. For this reason, it is crucial to be up-front about course requirements, attendance policy, meeting times and assignments so that students can structure their time in advance. It might be helpful to ask students to bring their personal calendars to class to go over each class meeting. Anticipating schedule conflicts reduces unexcused absences and allows you to make alternate arrangements for assignment deadlines and content covered in class.

It is also important to be responsive to students’ emails and to be flexible enough to meet with students who are unable to attend your regular office hours. While demands placed on you by students can seem like more work on top of an already hectic semester, maintaining a professional demeanor at all times is essential.

Sometimes after class a line of students will form to speak with you. For one reason or another, students have refrained from asking you a question in front of the class and wish to speak with you individually. They might wish to discuss topics ranging from questions about a grade that they received to a personal problem that is impacting their coursework. Depending on the situation, scheduling separate appointments to meet with students might be the best option.

Being a TA, especially for the first time, can be stressful and perhaps a bit overwhelming. If any issues arise, your TA advisor and experienced graduate students are a valuable source of guidance. Other TA’s teaching the same labs or courses provide excellent support—from planning lessons to brainstorming ways to handle challenging students.

I-O program graduate students, both PhD and Master’s students, receive teaching assistantships in the Department of Psychology and in the School of Management.

The current list of Fall 2006 Graduate Teaching Assistants in the Department of Psychology is:
Alicia Stachowski - Social Psychology (PSYC231)
Douglas Haynes - Psychology (PSYC231) and Working in Groups & Teams (PSYC467)
Katy Ryan - Statistics (PSYC300) labs and Research Methods (PSYC301) labs
Mike Ford -Personnel Training & Development (PSYC435)
Richard Hermida - Statistics (PSYC300) labs
Joe Luchman - Statistics (PSYC300) labs

The individuals below will be TA’s this Fall (2006) in the School of Management for MGMT 301 (People & Organizations):
Johnathan Nelson, Katherine Hildebrand, Katie Elder, Kevin Smith, Tiffany Bludau, Tine Koehler, and Whitney Botsford
Tine Koehler, Beth Kikta, and Laura Poms are also teaching Global & Cross-Cultural Management (MGMT 461) in the School of Management.

If you are interested learning more about teaching assistantships, contact Mike Hurley at mhurley2@gmu.edu.

New students, Kathy Stewart, Ryan Hargraves, Lisa Howard, Lindsay Hawkins, and Johnathan Bryson enjoy the Welcome Weekend Applied Psychology Picnic arranged by IOPSA.
A Warm Welcome from IOPSA

By Johnathan Nelson

I would like to personally welcome all of the incoming students, in addition to our two new faculty members Eden King and Seth Kaplan to Mason. We are excited to have you all here! I would also like to welcome back all of our returning students and faculty. I hope we have all had a great summer, and I am looking forward to seeing more of everyone now that another semester is getting under way. As we begin this next school year, the new IOPSA officers are working to carry out the vision of IOPSA. Previous officers have left big shoes to fill, and we hope to carry the work on in our own style. The IOPSA officers for this next year are:

President: Johnathan Nelson
Vice-President: Whitney Botsford
Treasurer: Katy Ryan
Secretary: Alicia Stachowski
MA Liaisons: Eric Kidwell and Erin Senter
Social Chairs: Kevin Smith and Brooke Orr
ION Editors: Brooke Orr and Jayme Pittsonberger
Webmaster: Luke Brooks-Shesler

IOPSA is one of the things unique to our program. As such, we are pursuing activities this next year that will help to meet IOPSA’s mission of aiding the professional development of students, providing a forum to discuss research and practice related to I-O Psychology, facilitating communication within and out of the program, and of course providing much needed social activities.

This summer, the mentoring process has already begun. As in years past, incoming students have been contacted by student mentors in the program, and a variety of activities have been planned to help welcome the new students into the program. In addition to the traditional

(Welcome from IOPSA—continued on page 8)
**Current & Future Research**

By Katherine M. Ryan

As any graduate student can tell you, research is a core part of the I-O program at George Mason. In fact, at last year’s SIOP conference, the Patriots were involved in a total of 46 posters, symposia and panel discussions. Whether you’re just starting the program or looking to diversify your research interests, this article is meant to give you a little taste of what each research group will be doing in the fall. If any or all of them interest you, go try them out! All of these groups welcome new members at any time, so stop by and see if you’d like to stay a while. For up to date information on Research Lab meeting times and locations, refer to the IOPSA website at http://www.gmu.edu/org/iopsa.

**Current Faculty Research Groups**

Dr. Lou Buffardi’s research group is looking forward to using online survey data just collected from GMU employees. A work attitudes survey, commonly referred to as the Quality of Life Survey (QWL), was administered in June 2006 as well as in 2000 and 2003 (for details see the full report at www.gmu.edu/qwl). A few students are currently working to get the spring data ready for analyses, while Dr. Buffardi is planning on distributing the survey again to another sample of Mason employees in September. As you may imagine, Dr. Buffardi is particularly interested in the “Final Four effect” on GMU employee work life. Joking aside, he also hopes to develop a longitudinal survey assessing parallel constructs of students that could track their subsequent behavior (academic performance, involvement in campus life, dropout rate, etc.). If you are interested in any of these ideas, or have any ideas of your own that you’d like to bring to the table, attend Dr. Buffardi’s weekly meetings on Wednesdays from 9-10am in 213D Robinson B.

(Research continued on page 8)

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**What’s new at GMU**

By Whitney Botsford

Llaranaga receives ESPY Nomination for Best Moment and Best Coach

The GMU basketball team was nominated by ESPN for “Best Moment” after their Cinderella trip to the Final Four. Additionally, Coach Jim Larranaga was nominated by ESPN for “Best Coach.” The winners of the ESPY (Excellence in Sports Performance Yearly) awards were announced at the ceremony on Wednesday, July 12th at Kodak Theater in Los Angeles. However, the show was aired on Sunday, July 16th at pm on ESPN. While Coach Larranaga was not honored with this particular award, he’ll always be number one in the hearts of everyone at Mason. Go Patriots!

GMU Receives 3 Donations Totaling $3 Million

Milton V. and Carolyn S. Peterson support music scholarship with their one million dollar donation. Their support over the past three decades has benefited the arts, public policy, and athletics. Robert A. & Diane Levy awarded GMU’s nationally ranked School of Law with one million dollars. In 1995, Robert Levy also gave the School of Law one million dollars, creating the Robert A. Levy Endowed Fellowships in Law and Liberty making him the first alumnus ever to donate this much money to the university. Finally, The Bernard Osher Foundation donated one million dollars to the Osher Lifelong Learning Institute

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**Adventures at the 2006 ISSWOV Conference in Tallinn, Estonia**

By Zack Horn and Tine Köhler

Tere tulemast Eesti! Welcome to Estonia! The 10th biannual conference for the International Society for the Study of Work and Organizational Values (ISSWOV), held in the medieval capital city of Tallinn, was hosted by the University of Tartu and offered first-class facilities, diverse international research, and incredible hospitality. As first-timers to an ISSWOV conference, we got far more than we imagined!

**Getting to Know ISSWOV**

The International Society of the Study of Work and Organizational Values (ISSWOV), founded in 1988, has about 700 members from all over the world who collaborate to advance the study of work and organizational values. Members of the organization meet every other year for an international conference where they exchange ideas, in-
interact with other scholars interested in the study of organizational values, explore data collection opportunities, and initiate publications concerning research on values.

The conference is a great opportunity for graduate students as well as junior faculty to make contacts with other researchers in the field. Few other conferences have so many opportunities to get introduced to more senior researchers in the field in such a collaborative conference environment. Furthermore, conference papers are published in a book of conference proceedings.

At the conference
As we entered the Sokos Viru Hotel just outside of Old Town Tallinn, we were greeted by a smiling, jubilant Meni Koslowsky – former GMU Visiting Professor and ISSWOV President. The first night at the ISSWOV welcome reception set the tone for the conference, as we met the majority of the 150+ researchers from all over the world: Canada, Mexico, Chile, South Africa, and Singapore to name a few, along with a large contingent from Israel and all throughout Europe.

The research at the conference covered all areas of workplace values, such as organizational culture, attitudes, cross-cultural issues and diversity, organizational misbehavior, teamwork, leadership, and ethics. The keynote speaker for the conference was our own Dr. Lois Tetrick, who started the conference with a talk about health protection and health promotion at work. Soon after the keynote speech it was announced that all papers being presented at the conference have been published in a book of conference proceedings – this publication incentive for submitting to ISSWOV conferences in the future cannot be overstated, especially for graduate students!

While the quality of papers was very good, the post-conference festivities that were offered in the evenings by the hosts from the University of Tartu were the most memorable attribute of the conference.

Estonian Events for Conference and Beyond!
During the second evening of the conference we got our first taste of Estonian culture. Eleventh- and twelfth-century medieval buildings surrounded by a city wall approximately 2.4km long greeted us as we took a two-hour walking tour of Old Town Tallinn. After the tour, we had dinner with Lois at “The Piglet,” a recommended restaurant that has a great selection of Tallinn’s greatest delicacy: seafood. The following evening included a very nice dinner in the garden of the Estonian National Opera House – complete with a string quartet and a duet of opera singers – followed by a tour of the Opera House.

Meet the New Students
By Eric Kidwell & Alicia Stachowski
The I-O program at George Mason University is very proud to introduce our incoming class of 2006. This year’s incoming class is comprised of five PhD students and fifteen MA students. With their varied backgrounds and interests, we are sure that the incoming class will continue the tradition of excellence that has been established at GMU. With the brief interviews that follow, we hope to give you a glimpse into the lives of each of these individuals. Each student was asked to respond to the following questions:

Where are you from and where did you go for undergrad?
What organizations were you involved in as an undergraduate?
If you know your research interests, what are they?
What do you like to do with your free time (hobbies, interests, etc.)?
What are some fun facts about you?

PhD Students
Cory Adis
My name is Cory Adis. I am originally from Jersey, and I went for my undergrad at Mary Washington College. In my undergraduate program, I was mostly involved with the Ultimate Frisbee Team.

Richard Hermida
My name is Richard Hermida. I’m from everywhere (I grew up in a military family), but I usually tell people I’m from Southern Arizona. I went to Purdue University for my undergraduate work. Some of the organizations I was involved in as an undergraduate were Psi Chi, Habitat for Humanity, various sport organizations, and College Republicans. Right now my research interests are mostly in the areas of leadership, motivation, selection, personality (related to performance), evolutionary psychology and statistical topics. I’m especially interested in seeing evolutionary psychology’s application to I-O. I enjoy playing almost any sport and working out. I also love music (mostly classic rock) and probably listen to it way too much. I enjoy comedy acts and silly movies. My favorite comedians are Steven Wright, Bill Hicks, and George Carlin.

Vivek Khare
My name is Vivek Khare. I went to Framingham State College, a small liberal arts school, and graduated with a B.A. Economics and Minor in Psychology. I worked at MetroWest Economic Research Center, where I was involved in analyzing employment, wages, inflation of cities and towns in the Boston Area, and making findings available for local companies and community leaders. My research interests are in the area of organizational psychology, leadership, and groups. I’m into sports, music, photography, cooking, writing, cars/automotive work, outdoor activities,
and movies. I’m half Indian, half French Canadian but consider myself American. I’ve lived in the Boston area most of my life and I am looking forward to being here at GMU.

**Joseph Luchman**

My name is Joseph Luchman and I finished my B.A. at the University of Iowa. I was involved in many organizations during my stay (Golden key, NSCS, Psi Chi) but not heavily. I did a great deal of work in the psychology department, which consumed the majority of my time. My research interests are mainly in assessment/measurement (especially of personality and individual differences). I also have some developing interests in organizational politics. In my free time, I enjoy running, biking, “outdoorsy” things, reading, films, etc. I was, for 3 years, the DJ in “The Yellow V’s” an Iowa-based hip-hop band.

**Heather Tovey**

My name is Heather Tovey and I am from Atlanta, GA. I graduated from Agnes Scott College (a private liberal arts college for women) with a B.A. in Psychology. While at ASC, I participated in Orientation Council, National Society of Collegiate Scholars (we mentored young women at local middle schools), and Psychology Club. I was also the Vice President of Psi Chi, the Assistant Editor on the Silhouette Yearbook Staff and the Editor of Psychobabble (the psychology department newsletter). My research interests are all over the place and include selection and placement processes, interviewing, work-family interactions, and diversity in the workplace. While I have been involved with work-family conflict research, I have also become interested in more selection/placement-oriented research through internships. I am hoping to try a little bit of everything before I narrow my interests down further. I enjoy painting pottery (if only I was talented enough to actually make my own pieces), reading, and listening to music (I like all kinds, but I’m going through a new rock/alternative rock phase). I also cook whenever I get the chance. Oh, and as incredibly geeky as it may sound, I play video/computer games with my friends.

**MA Students**

**Jonathan Bryson**

I was born in Alexandria, VA but I have lived in a lot of different places (Georgia, Utah, Germany, Hungary, etc.). I earned a BS in Accounting from the University of Utah. I was a member of the Utah Army National Guard. My research interests include leadership, teams, personnel selection, work-life Issues, and psychological contracts. In my free time, I spend time with my family, camping, hanging out with friends at the beach, and snowboarding. I also have a thirteen-month-old son named Michael.

**Elizabeth Conjar**

I am originally from Steelton, PA which is right outside of Harrisburg, PA. I attended the University of Pittsburgh as an undergraduate earning two degrees at the same time, in Psychology and Communications. In undergrad, I was involved in Psi Chi and Golden Key, however I did most of my volunteer work through Psi Chi. I was also involved in an undergraduate research program, Directed Research, doing social psychology and health research for two years. I would love to learn more about Occupational Health Psychology as well as about leadership, motivation, and work/family conflict. I love to read and enjoy pretty much all genres of books. I also like to play sports, hang out with my friends, go to concerts/Broadway shows, and do work that will benefit others. I spent a semester abroad my junior year in London and did a lot of traveling. I would love to travel to a lot of other places I didn’t get to go, including Greece, Croatia, Australia, Scotland, etc. I guess another interesting thing about me is that I look really young (even though I’m 22) and constantly get asked how old I am, do I have ID, etc. The only fun part about this though is that I will be able to celebrate my “21st Birthday” for the next 10 years. I also love cats! Not sure how “fun” that is, but I really do love them.

**Manjit Jathoul**

I am from Falls Church, VA and I also went to GMU for my undergrad. I was involved in a few different organizations including: Psi Chi, NSCS, Golden Key International Honor Society, Indian Students Association, and Alpha Lambda Delta. I’m interested in a broad range of things right now that include diversity issues, individual differences, work and family conflict, motivation/leadership, and workplace health. I enjoy learning new things, watching TV and movies, listening to Indian music, surfing on the internet, and spending time with family and friends. One fun fact about me is that I have never moved in my life!

**Ryan Hargraves**

I am from Houston, Texas and I went to undergraduate at Texas State University in San Marcos, Texas. I was involved in Psi Chi at Texas State. My interests in research include personnel selection, job evaluation, performance appraisal, occupational effectiveness and program evaluation. During my free time, I like to attend concerts, watch movies, play sports, and go tubing. I also enjoy bowling, and taking trips to the beach. Some fun facts about me include: I have a twin brother, I play bass guitar, I played on my high school softball team, and I used to play alto saxophone in high school.
Elizabeth (Lisa) Howard

I am from Sterling, VA (lived here all my life!) and received my undergraduate degree from GMU as well, although I have also attended Virginia Tech (1 year), UNC at Charlotte (1 semester), and NOVA (1 semester). Here at GMU I was in the Alpha Chi National Honor Society and Psi Chi (I served as secretary this past year), as well as completing the Honors Program in Psychology. My honors thesis was on Psychological contracts between undergraduates and their university and academic program and I plan to continue doing research on this subject throughout grad school. I like to relax and hang out with my boyfriend and my friends. I love cars, taking pictures, music, doing Sudoku puzzles, watching lots of TV, and going to the gym. I am an only child; my parents were 16 and 19 when they had me. They are by far my best friends. I have been to 4 colleges (as mentioned before), I have three big dogs at home in the small condo that my parents and I share (their cages have to be stacked since we don't have the room, and my one dog has to jump up into his cage). We refer to their cages as "doggie condos."

Kim Hylton

I'm from Roanoke, VA and I went to Virginia Tech for my undergrad. I was a research assistant for the Center for Applied Behavior Systems. We did a lot of behavioral research in the field of alcohol consumption, and also driving behavior. I was also involved in a few organizations such as NSCS and Psi-Chi, but C.A.B.S. took up most of my time. I'm still pretty open in terms of strong research interests, but I am interested in things such as the work-family balance and multicultural issues in the workplace. I like to just hang out with friends, whether it be hanging out at home with a movie or going out to bars, etc. Dance is also something I was really into in the past and would like to get back into soon. I went to undergrad 30 minutes from home, so while Mason is only 3 hours away, it's really branching out for me, and I'm really excited about it and about not living in a town where the first thing you smell coming down the highway are the cows.

Jim Kutessis

I am from Albany NY, went to UNC-Wilmington and have lived in Wilmington for about 5 years. I was involved in some intramural sports and Psi Chi.

Kristin Olson

I am from Frederick, Maryland which is about an hour outside of both Washington, DC and Baltimore, MD and about an hour and a half away from GMU. I went to The George Washington University in DC for undergrad. I was involved in National Society of Collegiate Scholars (NSCS), Golden Key, and the Society for Industrial/Org. Psychology (SIOP). I was also a campus tour guide. I am a member of Psi Chi and started two organizations at GW with friends and classmates: one to participate in community service around campus and one to raise awareness on hate crime legislation. I am most interested in leadership, occupational stress, and personality's affect on work performance. In my free time I like to exercise (spin and aerobics classes), read, watch movies, ski/snowboard, play golf, travel, go out, and plan get-togethers with my family and friends. I am a huge Redskins fan. I take a ton of pictures and usually always have my digital camera with me. My current favorite TV show is Grey's Anatomy but also love Seinfeld reruns.

Marni Mankuta

I am from Ft. Lauderdale (Hollywood), Florida. I went to University of Maryland, College Park for undergrad. I was in Psi Chi, a research assistant for a year and a half, and a TA. I am very interested in teams and leadership. I like to play/watch sports and go out with my friends. Being from South Florida I have NO idea what to do with my coat in the winter when I go places so I always have to ask.

Heather McGraw

I'm a native Northern Virginian, born in Alexandria and raised in Springfield. I went to GMU for my undergrad earning a BA in Music. I was mostly involved in music-related orgs, such as Music Educators National Conference and American Choral Directors Association. I'm definitely interested in the emerging field of Occupational Health Psychology. I just finished Tests and Measurements with Dr. Buffardi, and my project for that class was creating a scale to measure "need for approval." I hope to continue this research in grad school, because I believe that need for approval is related to stress and also to negative health and job performance outcomes. I love to play with my dogs, Casey and Peaches. They're Welsh Corgis, sisters, and just turned one year old. They're so full of exuberance and so cute with their stubby little legs, enormous ears, and goofy grins that I can't help but smile every time I look at them. I used to sing in Sweet Adelines, which is a women's barbershop singing organization. I sang baritone in a quartet which placed 4th in international competition. We also got to do some really fun gigs, such as singing the national anthem for a pro-basketball game at the MCI center.

Kathleen Stewart

My name is Kathy Stewart, and I'm from Houston, Texas. I went to Texas A&M University for my undergraduate degree, graduating this past May with a B.S. in Psychology. One of my favorite extracurricular activities in college was working as a DJ for the student radio station. In addition to that, I was pretty heavily involved with an annual charity music festival in my college town. I was also part of various volunteer organizations on campus, and worked part-time at a computer company in town. At this point, nothing is set in stone, although I am currently interested in work-life balance, employee motivation, and effective managerial leadership strategies. I love traveling, being outdoors, and visiting museums (and I hear I'm definitely moving to the right place for that). I also enjoy reading and writing, and in my free time I do both of those, as well as attempting to cook. After I graduated, I spent a month in Europe, and had the most amazing time. One of my favorite things was whitewater rafting in the Austrian Alps - it was so beautiful, and the water was freezing!
We would like to welcome all of the new students to the George Mason University I-O Psychology family!

(Continued from page 1)

President include furthering SIOP’s strategic plan, appointing all committee chairs, and helping to coordinate the activities of SIOP’s committees. The President as well as the Past President and President-Elect represent SIOP to various other organizations nationally and internationally. For example, Lois presented a keynote address at SIOP—South Africa this past June. The President-Elect is responsible for coordinating the election process for all elected officers of SIOP and also preparing for the year as President, including identifying particular topics or projects for SIOP to undertake, planning on committee chair replacements for those individuals who will be ending their terms, and generally familiarizing oneself with ongoing projects and activities. In an attempt to smooth the transition to President and to assist the current President Dr. Jeff McHenry, Lois is partnering with Jeff to serve as the primary liaison to APA this year.

One important aspect is involvement. A good presidential candidate is a person who has been a good citizen of SIOP, and has volunteered and been active within the society. A second important piece is having some visibility as an I-O psychologist through involvement in the applied community and/or through research and publication. The presidential election process begins with a general call for nominations. The three individuals with the most nominations are then contacted to confirm that they are willing to run for election. Then each candidate prepares a brief statement and biographical information for the ballot. The ballots are then sent to all voting members. Unlike APA elections where there is considerable campaigning for office, there is only minimal campaigning for SIOP offices with some candidates contacting some of their friends to ask for their support.

One of Dr. Tetrick’s goals (consistent with SIOP’s strategic plan) is increasing SIOP’s status as a citizen of the global I-O community. This includes building and maintaining relationships with international I-O psychology societies and associations such as those already established with the European Academy of Work and Organizational Psychology and SIOP-South Africa. SIOP has many international affiliates and Lois hopes to strengthen the exchange with I-O Psychologists both at SIOP’s conference as well as encouraging SIOP members to attend the conferences of international societies. This exchange is intended to increase the dialogue and collaboration of I-O psychologists internationally in both research and practice. In addition to the international advancement of SIOP, Lois also plans to work toward enhancing the visibility of SIOP and I-O Psychology within the broader psychological community and to business leaders and public policy makers. She believes that to attain this visibility it is necessary to give equal recognition to the value that is added from the science and practice of Industrial Organizational psychology.
tigated by Z-group at the moment is: Which training parameters appear to be necessary for building better adaptation? In addition to a fall lab study, Dr. Zaccaro plans to extend his examination of adaptability beyond the laboratory by collecting experimental and survey data in both applied and academic settings. With several of the more advanced students in the group beginning their dissertations, as well as numerous new studies planned for the fall, there will be plenty of opportunities for interested students to begin working with Z-group immediately. Dr. Zaccaro will be holding research lab meetings on Wednesdays from 10am-12pm in 215 Robinson B.

New Faculty Research Groups
Incoming faculty member Dr. Seth Kaplan is looking forward to working with an enthusiastic group of students this fall. He plans to continue his work concerning the influence of dispositional affect on job behaviors and performance. Along these lines, one project he intends to get off the ground is a lab study examining how affectivity impacts different types of performance during stressful situations. He is also planning to begin a meta-analysis exploring issues regarding affectivity and performance. Seth invites all interested students to attend his meetings on Thursdays from 12 - 1pm in 209 Robinson B.

Dr. Eden King is also eagerly anticipating the start of her GMU career as the school year gets underway. In the fall she will continue her research on diversity and discrimination in organizations and welcomes any interested students to join. Potential research projects will cover areas such as the advancement of working mothers, diversity in groups, concealable stigma identity management, women’s support of subordinate women, and consequences of paternalism. If any of these topics appeal to you, Eden would be glad to hear from you and/or see you at one of her meetings on Thursdays from 9-10 am in 209 Robinson B.

Student Research Groups
After a successful initial year at GMU in 2005-2006, the “Global Group” will begin its second year in August. Initially founded by Jeff Herman, the group will be facilitated by Luke Brooks-Shesler beginning this fall. Students interested in international and cross-cultural issues are invited to join this group in reviewing key global themes in the literature. The Global Group intends to kick off a new group research project during first semester, while continuing its mission of fostering global research in the I-O program and on the GMU campus. Again, all are welcome to bring their ideas, suggestions and opinions to share in this group’s open-format discussion. If you have any questions or would like more information, please email Luke Brooks-Shesler (lbrookss@gmu.edu).

(What’s New at GMU—continued from page 4)

(OLLI), an independent non-profit organization that seeks to enrich the lives of the retired community through intellectual and cultural courses. We thank all of the donors for their extreme generosity to George Mason University.

Controversial Global Warming Study
Researchers at George Mason University and the Center for Ocean-Land Atmosphere Studies in Calverton, MD recently published a study, “Climate Model Fidelity and Projections of Climate Change,” that took a new (and controversial) approach to evaluating climate models. The author’s rank ordered (name and country of origin was kept confidential) the climate models, which is not usually done due to the possibility of denigrating other authors’ work. After rank ordering the models and performing their detailed mathematical analysis, the author’s revealed higher estimates of global warming, 4-5 degrees C as opposed to 2-4 degrees C. This is an important study because it is the first to rank order models and recognize that not all models are equal, while also identifying more accurate estimates of global warming for the next 100 years.

Mason Alumna is New Virginia Poet Laureate
Carolyn Kreiter–Foronda will be sworn in as a Virginia poet laureate. In addition to receiving two masters degrees from Mason (master of education and master of arts in English), she became the first person to receive a doctoral degree in arts in education in 1983. She has also spent 31 years working in the Fairfax County Public Schools, published 4 books of poetry, runs writing workshops at the Virginia Museum of Fine Arts, and is currently editing an instructional manual on the Virginia Poet Laureates from 1996-2004 and established a Poetry-in-the-Schools program to promote poetry at all levels.

As I entered the hotel, there was the familiar hustle and bustle of conference check-in activities, and it wasn’t too long before I saw some other first-years checking in as well. Later that evening was a welcome social hour for first-time SIOP’ers. I hadn’t discussed this with past SIOP attendees, so once again, uncertainty was present. It turned out to be a wonderful experience, with key members of the SIOP board explaining what to expect, simple rules of respect for speakers, and most of all to have fun, fun, fun! There were a few ice-breaker activities that allowed us to mingle with other graduate students, chief I-O researchers and even some of the SIOP board members.

Bright and early the next morning, symposia, seminars and posters began. I had the chance to see current research on top management credibility and employee cynicism, the effect of trust and information sharing on team performance, and employee reactions to electronic performance monitoring. Then in the afternoon it was on to the evolution of 360-degree feedback, which was a very interesting session indeed. The rest of the weekend was filled with other posters, seminars and symposia on topics such as: culture, turnover, career management, conflict, counterproductive behavior, decision making, diversity, emotions in the workplace, human factors, innovation, and attitudes, to name a few. I was lucky enough to attend a symposium that included one of our new professors Dr. Eden King. She spoke on her research of Understanding Tokenism: Antecedent and Consequences of Psychological Climate for Gender Inequality. Please see: http://www.siop.org/conferences/06Con/Program/Default.aspx for a complete list of the topics that were covered at the 2006 SIOP annual conference. There were many presenters from GMU, and among them were Tiffany Bladou, Whitney Botsford, Katie Elder, Mike Ford, Jen Lee Gibson, Beth Heinen, Jeff Herman, Katherine Hildebrand, Tine Koehler, Krista

(Continued on page 10)
Alumni Update - 2005-2006 Graduates
By Marianne Koszorus

Nikki Dudley (August 2005, PhD) has moved to Cleveland, Ohio, and works with an exceptionally talented team of consultants at Shaker Consulting Group. Please check them out at: www.shakercg.com. At Shaker Consulting, Nikki is involved in exciting projects, working with a diverse group of Fortune 500 clients including Sherwin Williams, Starbucks, CVS, Quest Diagnostics, Progressive Insurance, and National City. Nikki greatly enjoys the work and feels lucky to be part of such an innovative team providing her with the opportunity to apply and extend what she has learned at George Mason. In fact, right now they are working on developing measures based on Nikki’s dissertation research! Congrats Nikki!

Stacy Emanuel (Spring 2005, MA) is currently working in Virginia Beach as the Director of Recruiting for Sabre Systems, Inc. She is also the Director of Race for Breath (www.raceforbreath.active.com), a charity event that benefits Lung Cancer Awareness, Education, and Research.

Brian C. Holtz (August 2005, PhD) is working as an Assistant Professor in the Psychology Department at the University of Calgary.

Kylie Green is working full time at Bearing Point, Inc. in Alexandria, Virginia.

Jon Kirchoff is working at People Answers: an I-O consulting firm in Dallas, TX.

Joe Kang (Spring 2006, MA) is a Human Capital Consultant at Deloitte & Touche in Tysons, Virginia.

Sean Marsh (May 2005, PhD), Kara Marsh (August 2005, PhD), Jennifer Gibson (May 2006, PhD) and Brian Griepentrog (May 2006, PhD) all work at Fors Marsh Group LLC with 2 of our current PhD candidates, Brian Wiggins and Luke Viera. The Fors Marsh Group is a small organizational consulting firm based in Northern Virginia. Since its founding in 2002, FMG has provided market research, applied psychological, and human resource management services to a variety of public and private clients. Some of its past clients include Department of Defense, Geospatial Intelligence Agency, Civilian Personnel Management Service, Mullen Advertising, and GSD&M Advertising.

Eugene Pangalos (Spring 2006, MA) is working at the Office of Personnel Management, an agency striving to provide and enhance cost-effective, results-oriented services and products that help to recruit, develop, and retain the best workforce and leadership talent throughout the federal government.

Megan Shaw is entering her first year in the Industrial and Organizational Psychology doctoral program at George Washington University. She will be working with Dr. Vasilopoulos focusing on issues regarding response distortions and personality measurement issues. She is currently wrapping up her internship through the consortium at Defense Manpower Data Center and will be working as a teaching assistant for Dr. Costanza this fall.

Marissa Shuffer will be continuing at the University of North Carolina, Charlotte. She will be one of the first I-O Psychology PhD students at the newly established Interdisciplinary Organizations Sciences program.

Elizabeth Stites is working for Acclaro Research Solutions in Monkton, Maryland.

Erin Swartout (Spring 2006, MA) is now working full-time at Personnel Decisions Research Institutes in Arlington, Virginia.

Gunna (Janet) Yun (August 2005, Doctoral Candidate) will be working as an Assistant Professor at the University of Baltimore. She will be working in the Division of Applied Behavioral Psychology, specifically in the field of Industrial/Organizational Psychology.

Dates to Remember
Even though summer is almost gone, no dust gathered on us here in the I-O program. Some people have been working on comprehensive exams, some on their dissertations, some moving offices, and some were busy bringing a new life into the world! Even with all of this madness, there are things on the horizon that should be marked on your calendars. Take a look below for what’s up and coming at GMU.

<table>
<thead>
<tr>
<th>Dates to Remember</th>
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<tr>
<td>First Day of Classes</td>
<td>August 28, 2006</td>
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<tr>
<td>Last day to drop classes (without penalty)</td>
<td>September 12, 2006</td>
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<td>Intramural Mini Golf Registration</td>
<td>September 13, 2006</td>
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<td>2007 SIOP Annual Conference Submission Deadline</td>
<td>September 13, 2006</td>
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<tr>
<td>Intramural Flag Football Registration</td>
<td>September 26, 2006</td>
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<tr>
<td>Last day to drop classes</td>
<td>September 29, 2006</td>
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<tr>
<td>Degree Conferral Date</td>
<td>January 13, 2007</td>
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Know of any upcoming dates that we should be aware of?
Email us at ION@gmu.edu

(SIOP continued from page 9)

Langkamer, Jordan Robbins, Alicia Stachowski, and Brian Wiggins. Another awesome event that made the 2006 SIOP memorable was the traditional GMU-hosted reception. This was a private reception, held on Friday evening of the conference and was quite the social event. Everyone thoroughly enjoyed the food and beverages, the talented harpist, and especially meeting so many I-O leaders and the two new professors: Dr. Eden King and Dr. Seth Kaplan. This amazing reception also presented an opportunity for GMU to show its gratitude by honoring Gilad Chen with a distinguished alumni award. As for other social scenes, Dallas offered up some great places to mingle; including some that Dr. Steve Zaccaro was just a blast to hang out with, especially at the famous Gilley’s Club. Not only did...
Steve lead the GMU I-O graduate students onto the dance floor for some toe-tapping, boot-slapping, twirling-good line dancing, but he also challenged many students and some alumni to show-off their bull-riding talents. Many went down hard from the mechanical bull, while some held their own against Steve, including Beth Heinen, Meredith Cracraft, and Kevin Smith.

Sunday morning, after a jam-packed weekend of I-O research, networking, and country music, a small group of GMU students met in the hotel restaurant to wrap it all up and reflect on the weekend’s events. We shared exciting new research topics that we had discovered, chatted about feeling hungry for more I-O information, and commiserated over the lack of sleep. It was a great end to a wonderful weekend. Among all the memories, Steve Zaccaro’s trip for some country dancing and mechanical bull riding was definitely an experience to remember.

We’re looking forward to seeing all of you in New York for SIOP 2007!

(Applied Side continued from page 1)

Langhammer, Andre Jackson, Johnathan Bryson, Lisa Gulick and Jeff Herman are Consortium Fellows at the Army Research Institute (ARI).

Although many students decide to accept Fellow positions with the Consortium, I-O professors Dr. Tetrick and Dr. Buffardi are continuously posting available internship opportunities on the IOPSA listserv, which is another great resource for students. Lisa Gulick, now a second-year Masters student, was in somewhat of a panic last year when she didn’t have an internship by the time classes started. She remained patient, and applied to several internships posted on the listserv, eventually accepting a position at AARP, one of the largest non-profit organizations in the country. AARP is a huge organization with many resources and internship possibilities for graduate students. Lisa loved her year with AARP, acknowledging their positive work environment, abundant development opportunities and extensive employee recognition program. Throughout the summer months, she gained excellent applied experience with Fields Consulting, performing job analyses and training analyses for several local Fire departments. Recently, she accepted a Consortium Fellows position with ARI and will continue working there throughout the year.

Jeff Herman, a third year PhD student, also decided to diversify his ARI Consortium internship experience by taking a position with Booz-Allen Hamilton this summer in their training development department.

Second-year Masters student, Kevin Smith, currently holds an internship at Personnel Decisions Research Institutes’ (PDRI) Washington DC office. He finds the work at PDRI challenging yet rewarding, and full of developmental opportunities. Kevin keeps busy assisting in the development of large-scale human resource applications. Currently, Kevin is working on a project involving the development of Competency-Based Qualifications for a number of jobs across different occupational types. Numerous other Mason students have benefited from the internship opportunities available at the PDRI-DC office.

The Society for Human Resource Management (SHRM), located in Old Town, VA, is currently in the process of developing a formal internship program for graduate students. Second-year Masters students, Belin Tai and Brooke Orr work in their benchmarking research department, developing customized reports for SHRM’s clients. Belin found the internship information on the I-O listserv and has been an intern at SHRM since January. Belin relates, “The advantages of working at SHRM are that I get the opportunity to learn from professional mentors, as well as receive training for my statistical and writing skills. The tests that I work on are not only challenging and meaningful, but they are really relevant to my area of study.” Belin compliments SHRM as a wonderful place to work, because it caters to the HR profession, and every employee is dedicated to the same mission: to serve and advance the HR profession.

When doctoral student Zack Horn is not busy working on his dissertation, you might find him in the Leadership and Culture Development Group at Aptima in Washington, D.C. Zack primarily works with government contracts relating to leadership and/or teams but acknowledges that there are a variety of projects from which to choose, providing him with a diversified internship experience. Zack loves working at Aptima, saying that, “the research is cool and his expertise in ‘work experience’ fills a current need for their staff.”

Luke Brooks-Shessler had an excellent internship experience this summer helping The Office of Personnel Management (OPM) implement the 2006 Federal Human Capital (FHC) Survey. Since the FHC survey was given to approximately 440,000 participants, Luke was able to get invaluable large-scale survey research experience and work with mentors who were available to answer any questions he had. Luke enjoyed his term at OPM and felt very welcome from his inception at the organization.

George Mason I-O graduate students are extremely fortunate to have such rich and diverse environments in which to learn and gain research and applied experience. These experiences and opportunities add to the long list of reasons why George Mason is one of the highest ranking Industrial-Organizational graduate programs in the country.

(LSSWOV—continued from page 5)

The fourth day ended early, just in time for a bus tour of modern-day Tallinn and a festive evening picnic at a local park in an open-air museum on the Baltic. The picnic included professional Estonian folk dancers, authentic Estonian cuisine, and a mysterious healthy soda flavored with rye bread – many kudos to those who drink it regularly! The final day was an optional tour of areas outside of Tallinn, but we took that opportunity to discover the medieval Old Town Tallinn in more detail, which involved a classy medieval dinner at the “Olde Hansa,” named for the old trade union that resided in Lower Town Tallinn. We highly recommend Estonia for business and especially pleasure trips!
GMU IO 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 Liberal Arts and Human Sciences, Jack Censor, Dean. For further information on the IO Program, please contact Dr. Lois Tetrick at letrick@gmu.edu or the graduate secretary at psycgrad@gmu.edu. Please also visit our web site at: http://www.gmu.edu/org/iopsa

ION Newsletter

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

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.

ION Website and E-mail

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

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ION 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.

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