IOOB 2006: An Incredible Success
By: Beth Heinen

IOOB 2006 was held February 24-26 at George Mason University and was a complete success! Thanks to Zack Horn (conference chair), Jordan Robbins (organizational recruitment committee chair), Tine Köhler (program development committee chair), Laura Wheeler Poms (submission review committee chair), Tiffany Bludau (marketing committee chair), Beth Heinen (boundary spanning committee chair), and Whitney Botsford (food & facilities committee chair), as well as all the committee members and volunteers. The conference went off without a hitch because of their hard work and planning!

Keynote addresses were given by Dr. Jose Cortina, Dr. David Constanza, and Dr. Walter Borman. Dr. Cortina discussed the flaws with traditional explicit self-report measures of personality and discussed other ways to implicitly measure personality. Dr. Constanza discussed the growth and interdisciplinary nature of IO psychology as a field and the issues that result, such as the departmental placement of IO programs (psychology, business, or organizational sciences). Dr. Borman discussed the nature, antecedents and measurement of citizenship performance.

The majority of sessions were centered around student symposiums and poster sessions. Throughout the weekend, students were able to learn about and discuss other graduate student research projects.

Welcome New Faculty
By: Luke Brooks-Shesler

This year we have the pleasure of welcoming two new faculty members – Eden King and Seth Kaplan – to our program. To help introduce them to our community I conducted interviews with each of them. Hopefully this will give you some insight into their unique research interests and personalities.

Introducing Eden King
While taking an undergraduate class from Bob Dipboye, Eden realized that her interests in diversity, discrimination and social justice overlapped with IO topics. Raised by socially minded parents, Eden has always felt passionate about justice and fairness. Her dad was a lawyer for 25 years and then went to divinity school at UC Berkeley. As a graduate student, Eden became passionate about IO while working with her advisor Mikki Hebl.

When it comes to IO research, Eden feels like a kid in a candy store. Although she focuses on justice and fairness topics, Eden wishes that she could research every facet of I/O, especially work/family, teams and (Eden King continued on page 12)

Introducing Seth Kaplan
As an undergraduate, Seth envisioned a career in counselling or clinical psychology, and he never took an undergraduate IO psychology class. After graduation, Seth worked with people with disabilities, helping them find competitive employment and training them for jobs. Through this work, he learned how organizations train their employees to do jobs—and he saw just how poorly some organizations are run.

Seth long has been interested in psychological well-being, stress, job attitudes and the role of work in people’s lives. In graduate school at Tulane University, Seth worked with Carl Thoresen, one of Tim Judge’s (Seth Kaplan continued on page 12)
A Word from the Editors
By: Jordan Robbins & Marissa Shuffler

Well it’s that time of year again, when the semester is ending and SIOP is rapidly approaching. As the academic year comes to an end so does our term as the editors of the ION. We would like to thank everyone for their help and support. This has been a wonderful experience and we hope you enjoyed the past years issues. That said, we would like to introduce you to the new editors for the 2006-2007 academic year: Brooke Orr and Jayme Pittsonberger. Brooke and Jayme will both be second year master’s students in our IO program.

This semester has been a very busy one for our program. As such, this issue is packed with many new developments. Beth Heinen reviews the 2006 IOOB Conference that our department just hosted, while one of our alumnai (Crystal Harold) and her students (Kevin and Zachary) give us a preview of next years events.

Luke keeps us appraised of the new happenings at GMU (such as the Patriots recent surprise success) and introduces us to our two newest faculty members: Eden King and Seth Kaplan. Brooke interviews Dr. Koslowsky as he gets ready to return to Israel, while Jayme interviews Dr. Gessner as he gets ready to retire to see their reflections about their time at GMU.

To help guide our way at this years SIOP conference Tiffany Bludau put together a guide to Dallas. Whitney assembled a list of GMU’s SIOP contributions, while Katie Elder talks about the SIOP reception and Johnathan provides us with an Alumni update.

What’s New at GMU?
By: Luke Brooks-Shesler

GMU Invited to the NCAA Basketball Tournament
The GMU men’s basketball team earned the school’s first-ever at-large bid to the NCAA Tournament. They were seeded 11th in the Washington D.C. Region and beat 6th-seeded Michigan State and 3rd-seeded University of North Carolina. The Patriots made their 4th appearance in the NCAA tournament in school history.

New Astronomy Observatory to Be Completed by June
An astronomy observatory will be built on top of Research Building 1 on George Mason’s Fairfax campus. Approximately 1,200 students studying astronomy have been using computer simulations to for their laboratory data, so this new facility will be of great benefit.

The Search for “Mason Idol”
The George Mason student government is staging a “Mason Idol” competition. Students will compete in a format similar to “American Idol;” however, instead of judges Randy, Paula and Simon, the “Mason Idol” judges will be George Mason faculty members with some experience in music.

George Mason Students Assist the U.S. Department of Homeland Security
The U.S. Department of Homeland Security (DHS) selected the Technology Management Program in the School of Management to pilot a new program designed to prepare business executives for major security and emergency preparedness challenges faced by U.S. businesses and government. The goal of the program is to improve future business leaders’ awareness, understanding and investment in protective security strategies.

George Mason’s Loudoun Campus Expanding
George Mason’s Loudoun Campus will increase from 8,000 square feet to 20,000 square feet by Fall 2006. “The expansion should provide us with six additional classrooms, a student lab that will hold about 35 people and 35 computers and two additional seminar rooms that will seat 8 to 12,” said Sondra Patrick, director of Loudoun operations.

George Mason Constructing Campus in the UAE
George Mason’s first campus abroad will be at Ras al Khaimah (RAK) in the United Arab Emirates (UAE). “Through learning more about the Persian Gulf region, the United Arab Emirates and the greater Dubai and Ras al Khaimah areas in particular, we as a community of higher learning at George Mason’s Fairfax Campus can explore how to both serve and benefit from the communities of learners, teachers and researchers in that part of the world,” says Gordon Brent Ingram, associate dean for campus development, RAK.
IOOB at IUPUI In 2007
By: Kevin Nolan, Zachary Steiner, Crystal Harold (IUPUI)

In March 2007, Indiana University-Purdue University Indianapolis (IUPUI) is excited to host the 28th Annual IOOB graduate student conference. The Industrial Organizational and Organizational Behavior (IOOB) conference is an annual gathering of graduate student research. IOOB has the distinct tradition of being a student developed and executed conference, designed to showcase leading graduate student research as well as provide professional networking opportunities.

The theme for the upcoming conference is: **IOOB in the Information Age: The Evolution of Work, Worker, and Workplace**. This theme aims to capture the manner with which technological advances and information availability have dramatically changed the work environment. The advent of modern day technologies, such as the internet and advanced telecommunications, allow work to be done anywhere at anytime with anyone. For instance, work teams now span continents to further the goals of multi-national organizations. Organizations routinely turn to web vehicles such as Monster.com or Careerbuilder.com to identify job candidates from around the world.

Technology has changed the knowledge, skills, and abilities required of the worker such that today’s worker succeeds not by mastering one particular skill, but by mastering the ability to constantly learn and apply new skills. The changes in work, workers, and workplaces present new challenges to I/O, Human Resource, and Organizational Behavior professionals. At IOOB 2007 we plan to explore these issues in more detail through poster sessions, workshops, and symposia.

IUPUI has a number of exciting events planned to continue with the great tradition of IOOB. Given the success of the First Annual Networking Social hosted by GMU, IUPUI plans to continue and expand on this new tradition. Given that IUPUI is centrally located, we hope to give students the opportunity to network with a variety of organizations located around the nation. IUPUI is also located near some of the most prominent I/O, HR, and OB programs in the nation, thus we plan to attract some of their faculty to serve as keynote speakers and workshop leaders. We also plan to introduce a student panel discussion. This goal of this panel will be for student attendees to debate and discuss issues surrounding the conference theme.

So why Indianapolis? The nation’s 12th largest city has gone through...
IOPSA Action
By: Whitney Botsford

IOPSA has had an excellent run of Brown Bags this spring. We were lucky enough to have Eden King, future GMU IO faculty, join us and share her expertise on what makes a successful instructor. We have had two guests from the GMU School of Management, Dr. Zhike Lei speaking on error identification, and Dr. David Kravitz sharing his work on affirmative action. We also had the privilege of hosting Dr. Rose Mueller-Hanson from Personnel Decisions Research Institutes (PDRI) to discuss training needs assessment, design, and evaluation. And, we look forward to closing out our semester with a visit from Dr. Susan Taylor, UMD, who will be joining a panel including Rich Klimoski, Lois Tetrick, and Jose Cortina who will offer their insight into the world of publishing.

It’s that time of year again for the IOPSA officer changeover. Before introducing the 2006-2007 IOPSA officers, I would like to thank the current officers for their hard work throughout the year: Beth Heinen (Vice President), Jeff Herman & Katherine Hildebrand (Co-Treasurers), Katie Elder (Social Chair), Jordan Robbins (Secretary), Marissa Shuffler (MA Student Liaison), and Douglas Haynes & Megan Shaw (Co - WebMasters). And, we congratulate the 2006-2007 IOPSA officers:

President: Johnathan Nelson
Vice President: Whitney Botsford
Treasurer: Katy Ryan
Co - Social Chairs: Brooke Orr & Kevin Smith
Secretary: Alicia Stachowski
MA Student Liaison: Eric Kidwell & Erin Senter
WebMaster: Luke Brooks-Shesler

Although the end of the semester is fast approaching there is still a lot to accomplish. The officers are hard at work planning and preparing for our annual Applied Brown Bag and SIOP reception. We are fortunate enough to have six organizations joining us for the Applied Brown Bag where students learn about applied opportunities including internal and external consulting, and private and government work. This event always proves to be an interesting and valuable experience for the students and we are looking forward to another successful day. Also, the GMU SIOP reception planning is well under way! Katie Elder has been busy securing the location and planning the evening, and we look forward to many of you joining us in Dallas, TX.

Interview with Dr. Gessner:
Reflections on His Career at GMU
By: Jayme Pittsonberger

When did you begin working at Mason?
The beginning of the 1973-74 academic year.

What drew you to George Mason?
I attended Maryland University, and was settled in the area, so I was looking locally for employment. After I finished graduate school (which took me longer than it should have), it was the late 60’s. At this time, all of the baby boomers were filling academic positions, which is what I was seeking. So, I attended an APA convention that was in Washington, DC that year, and one of the booths set up for employment information was George Mason University. I spoke with a representative and learned that at the time there were about 4,000 students at Mason, so I could really see the potential for growth, particularly for a MA/PhD program. By September of ’73 I was teaching here.

Do you expect to keep some connection with Mason after retirement?
Yes. I have been a part of this program for a long time, and have ongoing interests that will definitely keep me connected. I don’t have any plans to move anywhere, so I will still be here and in touch with the program.

Interview with Dr. Koslowsky:
Reflections on His Year at GMU
By: Brooke Orr

The George Mason Psychology Department was privileged to have Dr. Meni Koslowsky from Bar-Ilan University in Israel as a visiting professor this year. In his short time at Mason, Dr. Koslowsky made a lasting impact upon his students and the program. His students classify him as “a very enthusiastic teacher, with an endless supply of stories! His style of teaching reflects his enthusiasm for research and his fascination with alternative points of view and counter-intuitive research findings. He’s very passionate about the research he enjoys, especially topics in social deception and organizational misbehavior - quite entertaining,” Zack Horn commented. All of his students and fellow faculty will miss him but wish him the best of luck.

How would you characterize your experience at Mason?
I had a great time both professionally and personally.

What research have you been able to tackle while at Mason? Is this research going to continue through Mason?
Yes. I have been a part of this program for a long time, and have ongoing interests that will definitely keep me connected. I don’t have any plans to move anywhere, so I will still be here and in touch with the program.

The biggest project is the commuting stress study that I am doing with the research group. Also, it looks like I will try to write a book on ethics.
Welcome to Dallas, Texas, Y’all!
By: Tiffany M. Bludau

As one of the few (and proud) Texans in the IO program, I would like to welcome y’all to the great state of Texas! Even though most of you may be planning on staying in downtown Dallas the whole time you are there, there is so much of Dallas to see and do. Since I have only visited Dallas a few times, I contacted a few experts in the area to aid me in my recommendations. One note: In May, average temps during the day are in the low 80s, and the lows are in the 60s, so prepare accordingly!

Entertainment and Culture

Sadly, there are no exciting concerts or sporting events going on in Dallas while we will be there. Of course, the Texas Rangers will be taking on the New York Yankees (yes, the Yankees) on Saturday at 7:05 at Ameriquest Field in Arlington. If that is still a little too far for you to travel, there are plenty of opportunities to pick up the game in the hotel sports bar or other bars in the area.

If you want to do a little ice-skating (in May) while you are there, the Plaza of the Americas (only a block away) has an indoor ice rink. See www.americasicegarden.com for times.

Of course, if you have any free time, Dallas is known for its great shopping. Neiman Marcus was founded here, and the flagship store is nearby in downtown. McKinney Avenue (accessible by the trolley, see below) has a number of shops and boutiques located along it as well, and Galleria Dallas (www.galleriadallas.com) rivals Tysons Corner if you’re looking to do some serious ($$$) shopping.

The conference hotel is located right next to the Arts District. The Dallas Museum of Art ($10, www.dallasmuseumofart.org) and the Nasher Sculpture Museum ($10, www.nashersculpturecenter.org) are located within walking distance, and the Crow Collection of Asian Art (free, www.crowcollection.org) is nearby as well.

Located downtown, a short light rail trip away, is the Dallas World Aquarium and the 6th Floor Museum at Dealey Plaza (www.jfk.org). The 6th Floor Museum is dedicated to “the life, times, death and legacy of JFK” – not just the assassination and is located in the former Texas School Book Depository on (surprise, surprise), the 6th floor.

Nightlife

In the downtown area there are some bars/clubs to check out: O Bar & Purgatory. These are both “serious clubs” as my friend put it, but if you’re in mood for some serious dancing, it might be the place for you.

I’ve run across good reviews on Purgatory, and of course, it has plenty of levels so everyone is bound to find something for them. A Tex-Mex restaurant (see below for yummy places to eat), called the Iron Cactus is in downtown, and the 2nd floor has a bar/dancing area if you are so inclined. The Iron Cactus is known for their margaritas, and they serve over 80 varieties of tequila. My fellow graduate student friend recommended traveling to the Uptown bars for a night out in Dallas. O McKinney Ave. there are a number of restaurants and bars, so with a short cab or trolley ride, there are more possibilities if you are trying to please a number of people. Some recommendations: The Gingerman (for the beer drinkers and live music on Saturday), Idle Rich (an Irish pub), Tribeca, Primo’s (a swanky Tex-Mex restaurant), Quarter Bar, Republic, Thomas Avenue Beverage Co. (a.k.a. TABC), Martini Ranch (mmmm....), and Dragonfly/Urban Oasis (poolside) in Hotel ZaZa (dress is “Sensual Chic,” whatever that means!). I have been warned though that some of the Uptown bars can be pricey and a bit “yuppie,” so you have been forewarned…it’s just like DC!

Dining

First and foremost, in Texas, you HAVE to take advantage of some of the great Tex-Mex restaurants. My recommendation – Mia’s Tex-Mex (4322 Lemmon Ave.). Mia’s is known for its brisket tacos that you won’t find on the menu. They’re to die for. I had them over two years ago, and I still dream of them. So, #1, go to Mia’s, and have some brisket tacos. Granted, I’ve heard they have a lot of other good things on the menu, but I haven’t really bothered sampling anything else. Mia’s is approximately 4 miles away from the hotel, so it shouldn’t be too bad of a cab ride with friends. While desperately searching for my brisket tacos, I discovered that Mia’s brother, Manny, now operates his own Tex-Mex restaurant with a similar menu (and yes, he still has the brisket tacos). Surprisingly, it is called Manny’s, and it is located Uptown (3521 Oak Grove Road, accessible by the McKinney Ave. Trolley, see below). I have also heard good things about Mi Cocina (3699 McKinney Ave.), and wouldn’t you know it, it is owned by Manny and Mia’s older brother! If you haven’t been there before, Chuy’s also provides excellent Tex-Mex. I recommend the creamy jalapeño dip there on anything, and they make pretty tasty chile rellenos and vegetarian enchiladas. Chuy’s is not owned by the same family, but...
this Texas chain is a favorite of most who have been there before. Oh, and most importantly, when you are done celebrating at the reception on Friday, go to Taco Cabana (3923 Lemmon Ave.) for the best homemade tortillas and queso (open 24 hours). Think Baja Fresh but better. I’m a big fan of their breakfasts (served from 11pm to 11am), and they also provide fairly cheap margaritas! Make sure to take a cab (see Transportation, below).

So, when you’re done with Tex-Mex, what next? Well, Texas isn’t known for catering to the vegetarians (sorry, folks), and barbeque is next on the list. I’ve heard from multiple sources that Dallas is a great place for some barbeque, and Sammy’s (2126 Leonard St) is located downtown (lunch only!). Peggy Sue BBQ and Bone Daddy’s Restaurant are also two good picks, but are only accessible by car (North Dallas). And, if you want to focus on steaks (another Texas favorite), there is Bob’s Steak and Chop’s (a low-key joint a few miles away from downtown), Hoffbrau Steaks, and The Butcher Shop Steakhouse close by in downtown. These three just may fit into your graduate student budget. If you are on vacation and letting loose (or you have an expense account), I would recommend Nick and Sam’s or Perry’s.

FYI, since all of us will be busy conferencing during the day, the Plaza of the Americas, a block or so away, is full of numerous dining options for lunch.

**Transportation**

Most people I have talked to recommend renting a car if you want to do some serious touring or sightseeing. Dallas does have the DART (www.dart.org) system in Downtown Dallas, but most points of interest are not conveniently located. There is a Railway Express taking you from DFW to Downtown (Union Station), and then you can take a light rail train to get close to the Adam’s Mark if you are so inclined. During the weekday, the TRE (Trinity Railway Express) run every 30 minutes to an hour depending on when you ride, and the ride is only 30 minutes to downtown (only $2.25!), and the Red Line from Union Station to the Adam’s Mark (near Pearl Station) is a 10 minute ride (only $1.25). See the DART page for times and fares. Note: the TRE does NOT run on Sunday!

Most areas are not super pedestrian friendly as it is Texas and most do not walk around. That’s what our SUVs and trucks are for!

Thankfully, there IS a trolley that starts a few blocks from the hotel and takes you up McKinney Avenue to the Uptown and West Village areas…and it is FREE! See (www.mata.org) for more details

Finally, a good site to narrow down your choices is http://guidelive.com, and there is always Google! Good luck planning.

Again, Texas is proud to host you as we are known as “The Friendly State.” Can’t wait to see y’all there!

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### GMU Reception at SIOP

**By: Katie Elder**

Spring is here which means one thing for those of us in the world of IO… SIOP is quickly approaching! Fortunately for us, SIOP brings more than the requisite stress and deadlines. It also brings the wonderful opportunity to network and socialize at GMU’s Reception. As this year’s IOPSA social chair, I would like to personally invite you to The Ninth Annual GMU SIOP Reception which will be held on Friday, May 5th, from 7-10pm at the Adam’s Mark Hotel Dallas in the Majestic Rooms 6 & 7.

The reception began in 1998 when the program was under the direction of Dr. Richard Klimoski. We will continue the tradition by co-hosting the event with the School of Management, now under the direction of Dean Klimoski. This year’s reception will be complete with hors d’oeuvres, complimentary beverages, and live music. It will also be the site where the Distinguished Alumni Award will be presented to an alum (M.A. or Ph.D) who has significantly contributed to our program and our students. The IOPSA officers have been working hard to make this year’s GMU Reception a great one, so please remember to print out and bring your invitation so that you can join us for this great event. I look forward to seeing you all there!
George Mason University IO Psychology Contributions to the 21st Annual SIOP Conference

By: Whitney Botsford


Ford, M. T., & Tetrick, L. E. (May, 2006). Workplace safety: Decision policies for the self and "typical" other. Poster to be presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Ford, M. T., & Tetrick, L. E., & Mearns, K. (May, 2006). Relations between climate strength, individual function, and deviant perceptions. Poster to be presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.


Harold, C.M., & Horvath, M. (May, 2006). Toward an understanding of the antecedents of initial organizational attraction. Chair of symposium to be presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.


Heinen, B. A. (May, 2006). Polychronicity as a mediator of the multiple roles-overload relationship. Poster to be presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Heinen, B. A., & Tetrick, L. E. (May, 2006). Pruning of the work-family climate construct. Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology. Dallas, TX.


(SIOP Contributions continued on page 8)


Klimoski, R. J. [panelist] (May, 2006). Employee Attachment and Deviance in Organizations. Panel discussion at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.


Marks, M. A. [panelist] (May, 2006). Making the Move from Psychology to B-Schools: Issues to Consider. Panel discussion at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.


George Mason University’s IO Program and School of Management would like you to join them for their 2006 SIOP Reception on Friday, May 5th from 7-10 p.m. Located in Majestic Rooms 6 & 7 of The Adam’s Mark Hotel

Note: We ask that you please present this invitation at the door to be admitted
Alumni Updates

By: Johnathan Nelson

Karen L. Amendola... is currently the Chief Operating Officer of the Division of Research, Evaluation, and Professional Services at the Police Foundation, and is directing an experimental study of the impact of shift schedules and extra-duty employment on various health, safety, performance, and quality of life outcomes for law enforcement officers. She is also completing a national survey of technology in law enforcement.


Brian K. Griepentrog... and his wife Krissy just had a new baby girl, Avery Lillian Griepentrog on January 19, 2006. Congratulations!

Demaris Miller... has retired from her contract work as a research psychologist for the military laboratories, and is now pursuing other interests. She is now working on a family history project, transcribing 19th century diaries of four of her ancestors. She is finding this labor of love truly satisfying.

Roni Reiter-Palmon... is being promoted to Full professor at the University of Nebrasks at Omaha.

Publications...


SIOP Presentations...


Other Conference Presentations...


Reiter-Palmon, R., Herman, A., & Yammarino, F. (2006, August). Creativity and cognitive processes: Multi-level linkages between individual and team cognition. Paper to be presented at the annual meeting of the Academy of Management, Atlanta, GA.
The weekend also offered many interesting guest speakers and workshops covering topics such as negotiating your first job, diversity, approaches to applicant faking, and leader development. A main event that spoke to the heart this year’s theme, “Branding IOOB,” was a panel discussion on the topic. Panelists included academic, applied, and popular media representatives. Thank you to Dr. Richard Klimoski, Dr. Deirdre Knapp, Dr. Tim McGonigle, and January Payne for your insightful and thought-provoking comments!

One new addition to this year’s conference was the first annual networking social. This event allowed students to meet, network, and learn about potential job and internship opportunities with prospective employers from both the private and public sectors. Thanks to all organizations who were represented, including our principle sponsors: Personnel Decisions Institute and PreVisor; our platinum sponsors: Air Force Research Laboratories, American Institute for Research, Booz Allen Hamilton, C-Squared Technologies, Hogan Assessment Systems Inc., HumRRO, IBM, and ICF Consulting; our gold sponsors: Brainbench, ROCS Temps Inc., and US Army Research Institute; and our silver sponsor: Federal Management Partners. For many students, this event was one of the highlights of the conference.

IOOB 2006 was not only about learning, networking and presenting, but it was also a lot of fun! Congratulations to Penn State University who demonstrated tremendous knowledge of IO and OB concepts on their way to winning the annual IOOB Jeopardy competition. All competitors did a great job and enjoyed this challenging event! Mexican food was the overwhelming favorite at the Cuisine Cornucopia Friday evening, where students mingled with each other while enjoying their favorite genre of food. Lastly, students were able to experience a little of Washington, DC while socializing some more at the 51st State bar on Saturday night.

Thank you again to all who planned, sponsored, spoke, presented, and attended the 2006 IOOB Conference! Without you, it could never have been such a great success. See you at IOOB 2007!

An impressive revitalization over the past decade. Indy provides a balance of cosmopolitan style and small-town charm that makes it a vibrant destination for travel and conference activities. Indianapolis is the home of the world’s largest sporting event, the Indy 500 and is also home to the NCAA National Headquarters. IUPUI is located steps from the heart of downtown, where you will find a wide-range of dining and entertainment opportunities. Additionally, the Indianapolis International Airport is located just 8 miles from IUPUI.

We intend to continue the great tradition of IOOB. Additional information about this conference, hotel and flight accommodations, as well as submission procedures will be available soon. Informational brochures will be made available at SIOP, so please see one of our representatives for more information. We hope to make this conference a great success and with your participation we know it will be. We look forward to seeing you in Indy!!

In its inaugural year as a grassroots student organization, the Global Group is building a core from which to expand Mason’s already extensive international research projects. Anyone interested in learning more about the Global Group, collaborating on current or future projects, or simply offering suggestions, is encouraged to get in touch with the author at jherman1@gmu.edu.

will present in this year’s Academy of Management conference with Professors Lois Tetrick and Lou Buffardi. Tine Koehler and Janet Yun discussed topics related to their dissertations, and professors Steve Zaccaro and Jose Cortina shared their expertise in conceptual and methodological considerations in this area.

In its inaugural year as a grassroots student organization, the Global Group is building a core from which to expand Mason’s already extensive international research projects. Anyone interested in learning more about the Global Group, collaborating on current or future projects, or simply offering suggestions, is encouraged to get in touch with the author at jherman1@gmu.edu.
Eden attributes her success to the good fortune of having had so many opportunities, to hard work and, most importantly, to her advisor Mikki Hebl. In her new role as a faculty member, Eden hopes to embody her own advisor’s magical qualities. In the upcoming year Eden wants to carve a niche for herself, have a research lab up-and-running, and get to know students, faculty and the DC metro area. And, of course, she hopes to collect data and to publish. At first, Eden was scared of statistics but she has since come to view them as an amazing tool. Her favorite statistics phrase is “ANOVA, MANOVA and Anna Kournikova.”

When teaching, Eden prefers interacting with students, not just lecturing. By preparing lectures and learning from what students bring to the course, Eden learns just as much as the students in her classes. She views teaching as a tremendous addition to her research, and in no way an impediment to research.

Eden views advising as a two-way street that involves mutual learning. She finds research much more fun when it is done with other people. She loves the enthusiasm and knowledge that students bring from their classes. She hopes to be a supportive advisor, both personally and professionally.

In her free time, Eden loves to bake, dabble on guitar (5 chords and counting) play and watch sports, including (but not limited to) soccer, softball and basketball, and hang out with friends at her home and her friends’ homes.

When asked to name his favourite statistic, Seth said he likes t-tests because they’re easy, but he also likes meta-analyses because they foster extensive understanding of a given research area. The fact that they’re likely to get published helps as well.

Hurricane Katrina set back Seth’s dissertation a couple of months. After evacuating New Orleans, Seth went to NYU where he was fortunate to have sympathetic and supportive contacts. He has been back at Tulane since December. Seth said that New Orleans is a tale of two cities at the moment. Life is pretty normal in affluent Uptown New Orleans and in the French Quarter, neither of which flooded. Outside of these areas, the city remains fairly desolate, with only about a third of the pre-Katrina New Orleans population having returned.

As a teacher, Seth aims to stimulate thought and to promote understanding of the subject matter, which he admits is easier said than done. He currently is teaching statistics and he hopes that his students understand the material, instead of simply memorizing it. He wants to get students engaged and he feels that we are fortunate that students often can relate to IO topics.

Regarding his philosophy toward advising, Seth doesn’t believe in micro-managing, but believes in supporting students whenever they need assistance. He will provide constructive feedback since strictly positive feedback does not necessarily benefit students. He would like to have several students involved in separate projects and to help students develop their own ideas.

Seth likes to exercise and stay in shape, read, and follow politics. When he has time, he attends live music events, which are plentiful in New Orleans.
What advice would you have to enable Mason to become a better institution?
Write. Write on a regular basis. [People] need to put their ideas into written form. Some ideas are academic, some ideas are professional. Now, not all of them are going to go anywhere (and he gives a light-hearted chuckle), but is it important for people to express their views of the world.

Other than the above advice, what can you pass along to the incoming IO students?
Again, write. Write about the things that interest you; it doesn’t have to be profound—just write your ideas down.

What are some of your immediate/long term plans for retirement?
I don’t have any long term plans as of right now. For immediate plans, I plan to meander, try out different things. One of the joys of being an academic is that you get to look at different things, you’re not tied down—you think to yourself: “I want to try this, and I want to try this, and this!” There are endless opportunities.

What was the biggest challenge that you faced at Mason, and how do you think it could be avoided in the future for others?
Initially, and even today, size is a problem. Size [of the university] impacts the resources that are needed, for example research space, office space, payments for the graduate students, etc. There is a definite challenge for support for the program.

Please describe the most memorable thing about your life here at Mason.
The people, both colleagues and students alike. This is what I enjoyed the most, there were so many bright and curious individuals and that is one of the things make the job.

What was the most memorable excuse you ever heard for missing a class?
(He reads from a saved email on his computer the following excerpt from a student) “In addition to being a full time student, I am also a professional [female] wrestler. I will be flying to tape an episode for the Jerry Springer show and will not be back in time for class.”

What will you miss least about life at Mason?
The emerging movement of the university toward consumerism. Students have become consumers, and not in a good way. This focus is taking away from the intellectual focus of the students, the focus is becoming more confining, the ability for students to meander is lessening.

What will you miss most about life at Mason?
The vibrant, intellectually stimulating and exuberant atmosphere that a university has. I’ve worked in the real world, and it is very different from a university setting. Life at a university never gets boring. It can become cumbersome, but never boring.

Would you like to add anything?
Write and meander. Meandering is a joy of this job.
GMU students Tine Köhler and Zack Horn entertaining a guest of IOOB

Jayme Pittsonberger enjoying the company of fellow students after IOOB

Kevin Smith and Jeff Herman presenting posters at IOOB

Panel discussion during IOOB

American Institute of Research Table at the Networking Social

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

IO 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.

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, and Tiffany Bludau.

If you would like to be included or removed from the mailing list, please e-mail us at ion@gmu.edu. The deadline for contributions to the newsletter is three weeks before distribution, which occurs on or around the first of April, August, and November.

ION Website and E-mail

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

Past Editor
Tiffany M. Bludau

Contributors
Whitney Botsford
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman

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Contributors
Whitney Botsford
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman

Future Editors
Brooke Orr
Jayme Pittsonberger

Contributors
Whitney Botsford
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman
Jeffrey Herman

Future Editors
Brooke Orr
Jayme Pittsonberger