CSU to Host 2008 I0OB Conference by 100B Committee

The Industrial and Organizational Psychology program at Colorado State University was selected to host the 29th Annual I0OB graduate student conference. The Industrial Organizational and Organizational Behavior (I0OB) conference is an annual celebration of graduate student research that provides attendees an opportunity to share research ideas and discuss the most recent trends in the field through key notes, workshops, symposia, and poster presentations. The conference enjoys nation-wide attendance of 100-150 graduate students and invited prominent guests. The conference is scheduled for March 14th through 16th, 2008, in Denver, Colorado. The theme of 29th Annual I0OB conference is “Shifting the Paradigm: Work in the 21st Century.” This theme reflects the changing nature of jobs and organizations, an emerging topic of interest for both researchers.

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George’s Legacy by Konstatin Giclarov

This article is about George, also known as Dr. George C. Thornton III. Some of us have been fortunate to have worked with him. Some of us continue to work with him. Some of us know him better than others. All of us, students, alumni, faculty, spouses/partners, and other friends of the program, know George in some way or another. How is that possible? The answer is simple. Before George (and Jack), there was no I0 Psychology program at CSU.

George has been the pillar of the I0 program since its founding in 1966 (41 years ago, for those who do not have their calculators handy). I would not be surprised to get a 100% correct response rate if I asked you the following analogy question: “George is to the CSU I0 Psychology program, as the _______ is/are to the tree.” Possible answers: (a) roots, (b) trunk, (c) crown, or (d) all of the above. How many of you thought of (d)? You are correct! George is ‘all of the above’ and much more. This became particularly evident to the current Ph.D. students during the challenging last 2-3 years of program restructuring. Consequently, the program continues to thrive! George chaired the recruitment and selection committee, which put in two years worth of effort to demonstrate to the Department and Dean that this is a viable and valuable program, which deserves support. And they succeeded. Two new faculty members are joining the team next academic year (please see the new faculty updates details in this newsletter).

Last year was a busy one for George, just like any other year. He published the long-anticipated book Assessment Centers in Human Resource Management: Strategies for Prediction, Diagnosis, and Development, co-authored by Dr. Deborah Rupp. He served as the program chair of the International Congress on Assessment Centers (ACs) in London, where he also made two presentations on the utility of the AC method and findings from the international survey of AC practices with Dr. Diana Krause. George also remained

Continued on Page 3
2007 Distinguished Alumni Award: Dr. Rod Freudenberg

by Dr. Zinta Byrne

It gives me great pleasure and honor to announce this year’s recipient of the Jacob E. Haitaluoma Distinguished Alumni Award. The award is given in recognition of the individual who embodies the spirit of Dr. Haitaluoma by demonstrating (1) work towards improving organizations at the team, group, company, and international levels, and (2) a dedication towards helping individuals and organizations become more effective and well adjusted.

This year we are honoring Dr. Rod Freudenberg. Dr. Freudenberg received his Ph.D. in Industrial and Organizational Psychology from CSU in December of 1982. His nomina- tors were so thorough in his nomi- nation that I draw from their letters to share with you Dr. Freudenberg’s accomplishments and contributions.

“Upon completion of his degree, Rod spent one year as Visiting Professor of Psychology at Purdue University before assuming the position of Supervisor of Selection Research at the County of Los Angeles (1984-1992). Subsequently, he moved to the private sector as Manager of Employee and Organizational Research for Hughes Institute for Professional Development (1992-1997). He then moved to Hughes Electronics Corporation as Manager of Organizational Effectiveness (1998-2001). In 2002 Dr. Freudenberg redirected his career back to the public sector as Assistant Personnel Director of Selection for the L.A. Unified School District where he currently supervises 78 employees.”

Dr. Freudenberg is a model scientist-practitioner. His organizational work is grounded in the scientific method via systematic data collections, analyses, and recommendations based on the findings. As a practitioner, he has worked for many years towards the betterment of organizations in a variety of roles and continues to do so today.

Throughout all aspects of this process [an 80,000 person survey] at Hughes Electronics his high ethical standards and personal integrity were obvious. He built in excellent processes to ensure that respondent anonymity was respected and protected. He protected all proprietary rights in using various resources and sharing material. He established appropriate minimum response thresholds so that every single survey report included enough responses to guarantee promised confidentiality. He ensured survey results were provided in a way that responsible managers understood in advance whether or not higher levels within the organization would have direct access to their unit data. Further he rigorously and effectively controlled the manner in which company survey data was shared and used for benchmarking purposes. All of these are examples of Rod serving as an ideal role model for high ethical standards.

I could go on if space permitted. It is truly an honor to bestow this award to Dr. Freudenberg.

The decision as to who should receive the award is always tough, as we have many outstanding candidates that are nominated. Thank you for the nominations to the award. We hope that we will see you at the suite at SIOP this year to honor our award winner.

What’s New With Current Graduate Students by Joshua Liff

The past year has been a productive one for our graduate students in terms of both personal and professional achievements. Please join me in acknowledging their accomplishments.

First, I would like to congratulate Konstantin Ciglarov, Rachel Johnson, Mark Mazurkiewicz, Mike Potemra, and April Smith who were all successful in passing the written comprehensive exam!!

Tasha Eurich will be defending her dissertation in May (Title: “Situational and Dispositional Uncertainty as Moderators of Justice-To-Outcome Relationships: Testing Uncertainty Management Theory in Virtual Teams”). In addition, Tasha is on the job market, searching for applied positions.

Congratulations to Brian Hurd and his wife Kristin who wed this past June in Sacramento, CA.

Congratulations to Rachel Johnson, who was presented with the Thornton Outstanding Graduate Student of the Year award at this year’s IO Banquet. Rachel was also busy presenting her thesis on whistle-blowing at the annual meeting of the Academy of Management (Title: “Personality Correlates of Whistle-Blowing”). In addition, Rachel, along with colleagues at the University of Georgia, published an article in the Journal of College Orientation and Transition (Title: “Even a Weekend Works: The Value of a Weekend-Long Orientation Program on First Year College Students”).

Joshua Liff was second author on articles appearing in Educational Psychology (Title: “Cognitive Style Index: Further Investigation of the Factor Structure with an American Sample”), and the Journal of Management Education (Title: “Cognitive Styles and Approaches to Studying in Management Education”).
George’s Legacy Continued from Page 1

involved in the international project on Achievement Motivation, collaborating with students and colleagues from around the world. Data was collected from Brazil and Bulgaria. The project has resulted in conference presentations and publications. In addition, this was the last year that George taught PY370 Psychological Measurement & Testing. He also taught PY440 Industrial Psychology in the spring. Among these professional activities, George also found time to complete the Iron Man triathlon in Idaho and the 10K swim at Horsetooth Reservoir. To dispel the rumors in the hallways regarding the near future, I consulted with a credible source (George himself) to find out about his near future plans. Next fall, he plans to be on paid leave and visit South (and may be North) Korea, as well as India. Next Spring will be his last regular appointment with the Department. The status after next Spring is not determined yet. Whatever that status is, we thank you, George, for being the root, the stem, and the crown of our program and wish you endless happy moments with your 10 grandchildren (and possibly more) and the rest of your family.

New Faculty Profile: Stefanie Johnson by Lauren Garrison

Stefanie Johnson is one of our program’s new hires. Stefanie is new to Colorado and is very excited to start working at CSU. She received her Ph.D. in 2004 from Rice University in Houston. Stefanie then taught for two years at the University of Wisconsin, Madison. Stefanie was recently married and now lives with her husband in Broomfield, CO.

Stefanie looks forward to co-teaching a new course called Psychology of Individual Differences this coming fall and spring as well as the graduate Research Methods course in the spring. Stefanie is currently working on several projects: an examination of the effect of positive and negative affectivity on work-family balance, a meta-analysis of gender differences in the expression of emotion, and an evaluation of the effects of trainer and trainee mood on training outcomes. She also has

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New Faculty Profile: Alyssa Gibbons by Anne Hansen

Alyssa Mitchell Gibbons is completing her doctoral dissertation at the University of Illinois, Urbana-Champaign under the supervision of CSU alumna Dr. Deborah Rupp. Alyssa is very happy to be joining the CSU faculty and is eager to get started with research and teaching, especially the graduate measurement course. Alyssa’s work on developmental assessment centers was recently featured in a special issue of the Psychologist-Manager Journal and received the inaugural Douglas W. Bray & Ann Howard Award for research on assessment centers and managerial development. Her dissertation research addresses the problem of inconsistency in assessment center performance by exploring inconsistency as an individual difference. She presented her initial results at the International Congress on Assessment Center

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Recruitment Weekend, March 2007
Online Terminal Master’s Program at CSU by Christina Wilson

In 2002, the University of Colorado at Denver closed their terminal master’s program in I/O Psychology. This left the state of Colorado without a terminal master’s program in I/O Psychology. In the country, there are about 120 I/O master’s programs, three of which are online. Of the three online programs, only one, Kansas State, is linked with a brick and mortar campus. With online advanced degree programs gaining in popularity, the market is wide open.

One of the projects Dr. Kurt Kraiger has undertaken has been to develop an online terminal master’s program in I/O psychology. While the online program will have its own courses and applicant pool, students enrolled in the Ph.D. program may be able to take some courses online to supplement on campus learning opportunities. The benefits of the online program are vast. Moreover, once the courses have been developed, the program can be managed with a minimal workload on faculty other than Kurt. Finally, and perhaps most importantly, the program will bring in much needed revenue to the University. Kurt estimates that each master’s degree would cost about $19,000.00 with 65% of the profits (after accounting for instructional costs of the program and fees to the university and continuing education)

Continued on Page 6

Alyssa Gibbons Continued From Page 3

Methods in London this past September and is looking forward to presenting further findings at SIOP conference in April. Alyssa’s second major research interest is safety culture and safety climate. Alyssa and her collaborators at the University of Illinois Institute of Aviation are exploring ways to make safety measurement in organizations more proactive. At the upcoming SIOP conference, she will co-chair and facilitate a panel discussion concerning the challenges of applying safety climate research across organizations and industries. We welcome her contributions to CSU!

CSU Develops Certification Program for Sun Microsystems by Jenny Pitts

Beginning in October 2006, George Thornton, and a team of graduate students, including Brian Hurd, Martin Lanik, Josh Liff, Jenny Pitts, Alex Rechlin, and Christina Wilson, began work on a project to identify relevant dimensions for performance of Sun Microsystems employees who work within Sun’s Global Support and Services Contact Center GSC (essentially, the customer service “wing” of Sun). The goal of the project was to develop an accurate and systematic process to assess the behaviors relevant to high quality customer service. This program consists of both an appraisal of on the job performance, and a be-

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Practical Significance
Department of Psychology
Colorado State University
Fort Collins, CO 80523

If you know of someone who would like to receive this publication, please have them contact Joshua Liff at Joshua.Liff@Colostate.edu or call 970.491.4940.
havioral assessment of customer service skills through an organization simulation. The certification program is designed so that each employee’s performance must first be evaluated by their supervisor as “satisfactory” (using the performance appraisal metric) before they can go on to complete the organization simulation component of the certification program.

This latter portion of the program uses a mock organization called “Moonlight Corporation”, modeled after Sun. At this stage of the certification, employees receive a participant packet that includes information on Moonlight Corporation’s products and services, as well as other documentation similarly used within Sun.

Employees are then evaluated on the extent to which they appropriately deal with customer issues (i.e., receiving an inaccurate quote, dealing with a difficult customer). Much of the information they need to perform effectively in each scenario must be extracted from the participant packet they received. Behavior is rated using a BARS that

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Stefanie Johnson

written a paper on the impact of social skills and nonverbal behavior on interview performance, which will be presented at the Featured Posters session at SIOP’s All-Conference Reception on Friday evening. Stefanie is also interested in starting a project on the impact of depression on workplace outcomes. You can read some of Stefanie’s current leadership research in press at The Leadership Quarterly and Group and Organization Management journal.

On a personal level, Stefanie likes watching scary movies, doing Pilates, and going to dance classes. She also loves to travel and

just started taking scuba and Spanish lessons. We are very excited to welcome Stefanie to our program!

CSU to Host the 2008 IOOB Conference

and practitioners. Colorado State University is proud to welcome a dynamic lineup of keynote speakers and workshop presenters. The keynote speakers include Wayne Cascio, Michael Frese, Frank Landy, and John Mathieu. Various workshops will be presented by Zinta Byrne, Alyssa Gibbons, Stefanie Johnson, Kurt Kraiger, Travis Maynard, Eduardo Salas, Robert Slade, Scott Tannenbaum, and George Thornton. Through these speakers and other activities, the conference will address the recent and continuing shift in the “work paradigm.” For more information about the conference or to inquire about sponsorship of the event, contact Martin Lanik at Martin.Lanik@colostate.edu.

Continued on Page 1
staying in the Department of Psychology to be reinvested. What does Kurt forecast for this money? To begin with, the funds can be used as summer stipends for faculty which will help with faculty retention and will help our program compete on salary with business schools interested in recruiting our faculty. The revenue from the program will also be used to supplement graduate student and faculty travel and in the long run could be used for student fellowships and even an endowed chair position. Of course, part of the costs associated with the program will be funding for multiple teaching assistants, one 12-month position for each 10 students enrolled in the program.

This is an exciting new program for CSU and we know that once we get it rolling, there will be many other exciting developments to come.

“The revenue from the program will also be used to supplement graduate student and faculty travel and in the long run could be used for student fellowships and even an endowed chair position.”
evaluates specific dimensions of behavior. Twenty-four separate simulations, modeled after real situations encountered by Sun employees, were created. The deliverables of the project also included an Assessor Training Manual (specific to the assessment center), and a separate Supervisor Training Manual (specific to the performance appraisal). As of March 2007, the certification program is currently being piloted by several of our own students, Mike Potemra, Rachel Johnson, and Josh Liff, who are working as Sun interns.

Faculty Updates

Dr. Zinta Byrne by Mike Potemra

This past year has been a productive one for Zinta Byrne. She had several presentations at both the SIOP and Academy of Management conferences, published one book chapter on emotions and justice, another on organizational politics, an article on chronic pain and support in the Journal of Occupational Heath psychology, and another article on communication media in the Journal of Business Psychology. She also has submitted an interdisciplinary grant to the National Science Foundation.

Zinta recently taught graduate courses in Organizational Psychology and Organizational Justice, and the undergraduate Organizational Psychology course. She also assisted in the teaching of the graduate course, Consulting Skills, in preparation to teach the course independently in the future. She currently teaches the undergraduate Psychological Measurement and Testing course.

Among the accomplishments of her current graduate students, Rachel Johnson and Mark Mazurkiewicz both successfully passed the written comprehensive exam last December. Anne Hansen successfully defended her master's thesis. Brian Hurd proposed his master's thesis. Jenny Pitts is currently teaching the undergraduate Industrial Psychology course. Christina Wilson will propose her master's thesis this semester.

At the SIOP suite this year, Zinta will honor a new recipient of the Jacob E. Hautaluma Distinguished Alumni Award.

Zinta's tenure decision comes up this year and we wish her luck. We are proud of her current accomplishments and look forward to future ones!

Dr. Peter Chen by Michele Baranczyk

As part of Peter Chen's sabbatical for the 2006-2007 academic year, he is spending much of the spring semester as a visiting instructor at Fu Jen University in Taiwan. However, he has also been continuing work on several projects and grants at CSU. Currently, he has a grant from the Center to Protect Worker's Rights (CPWR) which focuses on 1) training construction workers in psychosocial factors that contribute to safety performance, and 2) to disseminate the information to the management in construction companies. He is also collaborating with the Colorado Department of Public Health and Environment on a grant from the Substance Abuse and Mental Health Services Administration (SAMHSA). Peter's role in this grant is to evaluate training programs aimed at preventing youth suicide in six different communities in Colorado.

In addition to the research work, Peter also arranged for a 10-day visit for students and faculty from Fu Jen University in February of 2007. The Taiwanese visitors engaged in a variety of activities, including academic workshops, poster sessions and presentations in addition to leisure activities like skiing, snowshoeing, and visiting the Denver area for shopping.
Dr. Kurt Kraiger by April Smith

Since joining the I/O faculty at CSU during the winter of 2006, Kurt has balanced his new position as Co-Director of the Center for Organizational Excellence (see the article on the COE in last year’s newsletter) with his role as professor. Kurt currently works with seven student advisees ranging from first to fifth year students. Although he admits it can be difficult to find the time to write, since coming to CSU, Kurt has authored four chapters: a meta-analysis on learner control, an update to his 1993 monograph, and chapters on the history of training research and university-based consulting practices. Kurt is also co-authoring the upcoming 2009 Annual Review chapter on training with Dr. Herman Aguinis of CU-Denver. He is also honored to serve as Chair of the SIOP task force to review and propose fundamental changes to SIOP governance structure. Kurt and his family enjoy being back in Colorado, though the record-breaking storms of this winter keep him busy in his role as “Dad’s taxi service” back and forth from their home nestled in the foothills.

Editors’ Corner by Joshua Liff & Julie Sampson

Welcome to the Spring 2007 Edition of Practical Significance, the annual newsletter of Colorado State University’s Industrial/Organizational Psychology program. The program has enjoyed another busy and productive year. A perusal through the articles in this issue reveals that we are continuing to experience a period of positive transition and growth.

Our search for two new faculty members was successful thanks to the efforts of the selection committee and graduate students who were actively involved in the process. We are excited to welcome Alyssa Gibbons and Stephanie Johnson, who will officially join the faculty in the fall of 2007. Undoubtedly, they will help contribute to the continued success and growth of our program (please see their faculty profiles elsewhere in the Spring 2007 Newsletter).

In addition, congratulations are in order to Erin Crane, Anne Hansen, Martin Lanik, Jenny Pitts, and Alex Rechlin who were successful in making CSU the host of the next IOOB Graduate Student Conference (please see: CSU to Host 2008 IOOB Conference).

In the beginning of March, the program also welcomed nine prospective graduate students to the program’s annual recruitment weekend. The recruits were wined, dined, entertained, and (hopefully) educated about our program. Events included a tour of New Belgium Brewery and dinner and nightlife in Old Town. We look forward to welcoming in a new cohort in the fall!

Once again, it will be a busy year at SIOP with a number of posters, symposia, forums, and special events presented by our faculty and students (please see: CSU at SIOP). The program will also host a suite at the Marriott Marquis in New York City on Thursday evening, April 26. We are looking forward to catching up with alumni and friends of the program.

In closing, you will find an issue that provides a flavor of the events of the past year. While there are many positive changes in store, the program continues to maintain the traditions that have defined it throughout the years. We hope you have enjoyed catching up with CSU’s Industrial/Organizational Psychology program.

Note: The faculty updates for Alyssa Gibbons (New Faculty Profile: Alyssa Gibbons), Stefanie Johnson (New Faculty Profile: Stefanie Johnson), and George Thornton (George’s Legacy) are presented as separate articles in this Newsletter.
CSU at SIOP by Brian Hurd

Our faculty and graduate students will be busy in New York this April at SIOP. Below are some of events in which they will be participating. Presentation types follow in alphabetical order. (Note: Names in bold and italics represent CSU faculty and students; presentations are ordered by date and time.)

Panel Discussion

<table>
<thead>
<tr>
<th>Authors</th>
<th>Panel Title</th>
<th>Date and Location</th>
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<tbody>
<tr>
<td>Von Thaden, T. L. (chair), Gibbons, A. M. (co-chair), Flin, R., Griffin, M., Neal, A., Wiegmann, D., &amp; Zohar, D.</td>
<td>Safety climate: One construct fits all?</td>
<td>Saturday, 8:00 AM, Wilder</td>
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Poster Presentations

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<th>Authors</th>
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<tr>
<td>Blackwell, L. V., Snyder, L. A., Cleveland, J. N., &amp; Thornton, G. C. III.</td>
<td>Ethnic identity, other-group orientation, and race effects on subtle discrimination.</td>
<td>Friday, 2:00 PM, Harlem</td>
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<tr>
<td>Conway, J. M., Rogelberg, S. G., &amp; Pitts, V. E.</td>
<td>Workplace helping: Interactive effects of personality and positive affect.</td>
<td>Friday, 3:30 PM, Westside</td>
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<tr>
<td>Henle, C. A., Reeve, C. L., &amp; Pitts, V. E.</td>
<td>Applying the theory of planned behavior to predict organizational deviance.</td>
<td>Friday, 3:30 PM, Westside</td>
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<tr>
<td>Johnson, S. K., Arboleda, M. B., Riggio, R. E., Mayes, T., &amp; Dipboye, R. L.</td>
<td>Social skills and interview performance: The mediating role of nonverbal behavior.</td>
<td>Friday, 6:00 PM, Westside</td>
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<tr>
<td>Baranczyk, M., Smith, A. E., Wilson, C. L., Sampson, J., &amp; Chen, P. Y.</td>
<td>Work-family conflict, social support, and occupational health in construction workers.</td>
<td>Saturday, 12:30 PM, Westside</td>
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<tr>
<td>Eurich, T. L.</td>
<td>Coping behavior following job loss: Applying self-determination theory.</td>
<td>Saturday, 12:30 PM, Westside</td>
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<tr>
<td>Huang, Y. H., Chen, P. Y., Chen, J. C., DeArmond, S., Cingularov, K., &amp; Sablynski, C. J.</td>
<td>Safety climate and shift work on injury: A multilevel analysis.</td>
<td>Saturday, 12:30 PM, Westside</td>
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Practitioner Forums

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<th>Authors</th>
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<tr>
<td>Eurich, T. L., Thornton, G. C. III, &amp; Johnson, R. M.</td>
<td>I/O psychologists as expert witnesses in employment discrimination litigation: Descriptions and prescriptions.</td>
<td>The expanding role of I/O Psychology in employment discrimination cases.</td>
<td>Friday, 3:30 PM, Broadway S</td>
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<tr>
<td>Smith, A. E., Baranczyk, M., Chen, P. Y., &amp; Wilson, C. L.</td>
<td>Stressing protocol: Truly capturing the focus group.</td>
<td>Let’s focus on focus groups: Best practices and case studies.</td>
<td>Friday, 3:30 PM, Brecht</td>
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Symposia

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<th>Date and Location</th>
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<tr>
<td>DeArmond, S., Chen, P. Y., &amp; Vacha-Haase, T.</td>
<td>The safety of certified nursing assistants: The role of sleepiness.</td>
<td>Understanding dirty jobs: I-O and OHP research at work.</td>
<td>Friday, 10:30 AM, Odets</td>
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<tr>
<td>Baranczyk, M., Chen, P. Y., &amp; Sampson, J.</td>
<td>Work-family conflict and social support among construction workers.</td>
<td>New developments in social support research.</td>
<td>Saturday, 8:00 AM, Gilbert</td>
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<tr>
<td>Gibbons, A. M., &amp; Rupp, D. E.</td>
<td>Inconsistency in assessment center performance: A meaningful individual difference?</td>
<td>Assessment center (modern) validity: Forty years since Bray and Grant.</td>
<td>Saturday, 12:00 PM, Broadway S</td>
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<tr>
<td>Krause, D. E., &amp; Thornton, G. C. III.</td>
<td>Selection and development assessment centers in America, Asia, and Europe.</td>
<td>Assessment center (modern) validity: Forty years since Bray and Grant.</td>
<td>Saturday, 12:00 PM, Broadway S</td>
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<tr>
<td>DeArmond, S., Chen, P.Y., &amp; Vacha-Haase, T.</td>
<td>Workplace sleepiness in the long-term care industry: The role of resident aggression.</td>
<td>OHP challenges facing direct-care workers in long-term care.</td>
<td>Saturday, 12:30 PM, Plymouth</td>
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<tr>
<td>Liff, J., &amp; Kraiger, K.</td>
<td>An examination of learner control: Conceptual and empirical distinctions between objective and perceived control.</td>
<td>Measuring and molding learners’ minds: A training research perspective.</td>
<td>Saturday, 1:30 PM, Gramercy</td>
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Special Events

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<th>Authors</th>
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<tr>
<td>Gibbons, A. M., Rupp, D. E., &amp; Kim, M. J.</td>
<td>Assessment center technology.</td>
<td>Leading edge invited session part II.</td>
<td>Saturday, 2:00 PM, Broadway S</td>
</tr>
<tr>
<td>Heggestad, E. (co-host), &amp; Kraiger, K. (co-host).</td>
<td>Education and training in I-O Psychology: Open meeting of educators.</td>
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<td>Saturday, 4:30 PM, Urus</td>
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Updates on Recent Grads by Tasha Eurich & Rachel Johnson

Pam Levine
Pam Levine (formerly Hopp) has been working as a consultant for PreVisor in Atlanta since graduating from CSU in May 2006. Most of her work has focused on assessment and selection, but some of her projects have involved training, training evaluation, and performance management. A list of Pam’s current clients includes Prudential, The Body Shop, Nationwide, and Monarch Beverage. Pam has been working hard and enjoys being able to work with other I/O psychologists. On a personal note, she and her husband John are currently in the process of buying their first house!

Carolyn Wilson
Carolyn Wilson (formerly Mohler) joined Personnel Decisions International after graduating from CSU with her I/O psychology and counseling psychology doctoral degrees. She is currently working as PDI’s assessment office leader in San Francisco. In addition to managing client engagements, she is spending her time providing 360 degree feedback sessions and coaching managers. She is also enjoying leading simulation-based assessments, including assessment centers. Carolyn finds her job to be engaging, challenging, and rewarding! Carolyn is looking forward to seeing everyone while attending SIOP this year in New York.
Meet Our New Students

These four students comprise the 2006 cohort and are already making significant contributions.

Erin Crane
Jenny Pitts
Alex Rechlin
Julie Sampson

COLORADO STATE UNIVERSITY
Cordially invites you to
A Social Gathering at the
22nd Annual SIOP Conference
New York City

Thursday, April 26th
8pm to midnight
Marriott Marquis Times Square
Inquire at hotel for suite location