



# Practical Significance

Colorado State University

The Annual Newsletter of the Industrial/Organizational Psychology Doctoral Program at Colorado State University

<http://csuiopac.org/>

SPRING 2010

## Virtual Workforce Assessment Network (VWAN) update

By Natalie Wolfson

This year, Drs. Kurt Kraiger and Bryan Dik received nearly \$500,000 in funding from the Fund for Improvement of Post-secondary Education (FIPSE) for their project revolving around the Virtual Workforce Assessment Network (VWAN). The VWAN is an online career assessment system that uses validated psychological assessment tools to match job seekers to occupations/jobs. First, job seekers fill out psychological assessments of personality, skills, abilities, values, and then the online system creates a unique profile for that person and makes

suggestions for professions for which the individual is well-suited. The grant will begin to integrate VWAN into Colorado community colleges by building out the software to enable students to create individualized study plans given their occupational choice. The purpose of this grant project is to customize VWAN to the community college context and to test its effectiveness on criteria such as student retention, transition to four-year schools, and development of students' career-related self-efficacy and skills.

This spring, Dr. Kraiger, Dr. Dik, and several students from

the Counseling and Industrial-Organizational Psychology doctoral program are working on securing a pool of students from Colorado community colleges, conducting a literature review for the design of a workshop to accompany the VWAN assessment process, and tweaking VWAN's interface design. In the long term, once the database has been populated with job-seeker information, the VWAN can be used as a tool for employers to find well-suited job candidates.

## I/O Volunteering by Stefanie Putter

In Fall 2009, we started a new IOPAC initiative called "I/O Volunteering" to help bridge the gap between the I/O program and the Fort Collins community. Our goal is to bring the I/O graduate students into the community, once a semester, to work with local non-profit organizations that are in need of a few additional helping hands.

Our first event took place on December 10, 2009 at the winter festival for The Family Center/ La Familia, a local 501(c)3 non-profit organization that provides services (in both English and Spanish) to support and educate

low-income, high-risk families who want to improve the quality of their lives.

Ten I/O students spent the evening greeting local families, serving food to hundreds of guests, and helping kids meet Santa! The evening was a lot of fun and our efforts were definitely appreciated by the many parents and children who were able to get a free meal during the holiday season.

The Spring semester 2010 volunteer project is currently in the works. We will post more information on our website once an event has been confirmed. If you

have any suggestions for future volunteer projects or events, please let us know!



Industrial Organizational Psychology Association of Colorado

**Department of Psychology**  
**Colorado State University**  
**Fort Collins, CO**

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# What's New With Current Graduate Students by Emily Nowacki

The graduate students have been hard at work! Here are some of the graduate students' accomplishments and major events since the last IOPAC newsletter.

## First Years

**Tristan Nelson**, who received his B.S. in psychology at Utah State University, is working with advisor Dr. Peter Chen. He has been working on a data set gathered by Dr. Loranne Stalones involving accidents among adolescent farm workers. In other news, Tristan and his wife Chailyn, welcomed a new baby boy, Radin, into their family on January 8, 2010. **Christy Smith** received her undergraduate degree from CSU and an M.A. in General Psychology with a clinical emphasis at The New School for Social Research. Christy is working with advisor Dr. Zinta Byrne. Christy has been working on employee engagement for her thesis. **Krista Hoffmeister**, who attended Colorado State University for her undergraduate degree, has continued working with Dr. Peter Chen for her first year of graduate school. She has been busy working on a 5-year grant focused on improving occupational health and safety in the construction industry. **Emily Nowacki** received her B.A. in psychology from Rutgers University and is currently working with advisor Dr. Peter Chen. She is currently working on Project Safety Net, a 3-year grant to evaluate suicide prevention trainings in Colorado.

## Second Years

**Adam Vanhove** is currently teaching an undergraduate industrial psych lab. He is planning to propose his thesis this semester, and has two conference presentations on assessment centers coming up; one at SIOP and one in the fall at the assessment center congress. **Janet Weidert** is presenting at SIOP and APA. Additionally she proposed her thesis and got engaged. **Tommy Cavanagh** has taught four different labs over five semesters, and is slated to teach PSY371 again over the

summer, along with PSY317: Social Psychology. Tommy collaborated with Lauren Garrison to write the resource guide for SIOP's Leading Edge Consortium in Denver during the fall, and is working on finalizing a draft of his thesis proposal.

**Erica Ermann** will be presenting at SIOP in April and is continuing to work on a grant project focusing on improving worker safety in the agricultural industry. **Uma Kedharnath** has proposed her thesis and will be presenting a feedback acceptance poster at SIOP this April.

## Third Years

**Paige Gardner** has proposed her thesis on workplace safety and hopes to defend this spring. She has had numerous conference presentations related to OHP research projects. **Christa Palmer** has proposed her thesis on experiences of injustice in the workplace and hopes to defend this spring. She is currently working on her teaching comprehensive project as well as some exciting side projects. **Stefanie Putter** has proposed her thesis on nonprofit leader self-development. She has also co-authored a book chapter on physical capabilities and occupational health of older workers and continues to work on multiple practicum projects. **Natalie Wolfson** has proposed her thesis related to cognitive aging and computer-based instructional design. She is collecting data slowly but surely and she hopes to defend in the summer. **Zach Steiner** passed the comp exam. Zach is working on completing his empirical comps and teaching the graduate statistics lab.

## Fourth Years

**Erin Crain** passed the comp exam and is still working at CH2MHill. **Julie Sampson** defended her thesis in May. She is also one of the leads on a new large-scale evaluation project. Additionally, Julie passed the comp exam. **Alex Rechlin** recently passed the comp exam. **Jenny Pitts** recently got a job and will be

joining the faculty in the Department of Psychology at Shippensburg University (in Pennsylvania) as an Assistant Professor (tenure-track) beginning fall 2010.

## Fifth Years

**Josh Liff** and **Martin Lanik** both successfully defended their dissertations in March and will be graduating in May. Josh is currently searching for applied positions in the Denver area, and Martin is teaching psychology courses at the University of Colorado at Boulder and Metropolitan State College of Denver. **Lauren Garrison** and **Christina Wilson** both passed the written comp exam, and Christina is teaching in the psychology department at the University of Colorado - Denver and is scheduled to teach a psychology course to inmates at the Denver Women's Prison. **Brian Hurd** and his wife Kristin announced the birth of their daughter Carolyn on May 28 and moved out to northern California this past fall where Brian accepted a position with Intel Corporation. **Lara Summers** moved to Chicago last summer where she serves as the Managing Director at the Chicago office of Legacy Alliance.

# Faculty Updates

## Dr. Kurt Kraiger By Tommy Cavanagh

As usual, Kurt Kraiger enjoyed a busy and successful year since our last update. Along with counseling professor Bryan Dik and a number of graduate students, Kurt is currently working on a major grant project, known as the Virtual Workforce Assessment Network (V-WAN). See 'VWAN Update' on page 1 of this newsletter for more information on this exciting project.

Kurt was also instrumental in getting the I/O Online Masters Program up and running. The program already has ten full time students, with an additional 20 students projected to enroll in the fall. Besides offering a quality masters level education to students around the country, the program provides a helpful source of funding for the department. A significant proportion of the tuition is allocated directly to the I/O program. One Ph.D. student is funded for each ten masters students, and plans are in place to use additional

funds to establish a travel account for graduate students attending conferences, set up an endowment for fellowships, and give our hard working professors a raise.

Kurt is also busy working on his five-year plan to change the world by shaping the future landscape of I/O on a large scale in his role as president of SIOP. One of his first accomplishments was getting a fair vote on the contentious issue of changing the name of SIOP. SIOP members voted to keep the current name by a small margin, and Kurt is happy to have provided an open, transparent process to resolve the issue. Kurt has bigger plans for SIOP than addressing the name, though. Currently, he is busy carving out a strategy for I/O advocacy at a national level by setting up a process where I/O psychologists can affect federal policy within our areas of expertise. Kurt is accomplishing this goal by creating a committee to monitor legislation that affects busi-

nesses, hiring practices, and other organizationally related topics. The committee is designed to anticipate the need for information, and put in place a process that is able to respond to situations where I/O psychologists might be helpful.

In addition to co-chairing the I/O department and presiding over SIOP, Kurt found the time to co-author an Annual Review of Psychology article examining training and development literature published in the last decade, and authored the training chapter for the second edition of the Handbook of Industrial/ Organizational Psychology. Congratulations on all your accomplishments, Kurt!

## Dr. Zinta Byrne By Christa Palmer

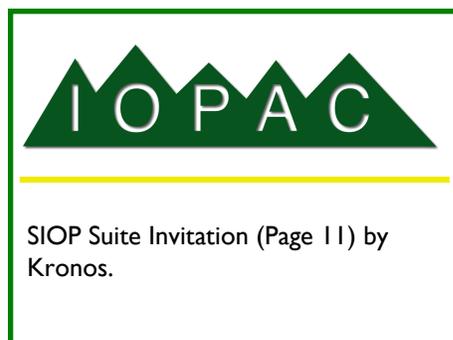
The past year has been one full of exciting projects for Zinta. Along with her team of five advisees, she is currently pursuing research on employee engagement, organizational justice, organizational culture, and computer-mediated communication.

Zinta continues to collaborate with other disciplines in her work, including one exciting grant project integrating I/O with computer science to examine internet threats. Her forward thinking and interdisciplinary focus has been rewarded with two grants in the past year, including one from NSF worth \$977,776 for four years.

The impact Zinta is having on

the field is illustrated by the five articles published, five presentations given, and three editorial board appointments she received over the past year. She is also currently co-editing a book with Drs. Bryan Dik and Mike Steger called *Purpose and Meaning in the Workplace*, to be published by APA.

Zinta's excellence as a professor and advisor is evident in her nomination for the 2009 Best Teacher Award at CSU and also in the success of her two most recent PhD graduates – Drs. Anne Hansen and Mark Mazurkiewicz – who are both employed at PDRI. Many thanks and congratulations to Zinta for all of her contributions!



# Faculty Updates

## Dr. Alyssa Gibbons By Uma Kedharnath

Alyssa Gibbons is currently teaching undergraduate industrial psychology and a graduate level psychometrics course. In addition to teaching, Alyssa continues to work with STRETCH - the STRETCH program is a developmental assessment center which strives to help undergraduates to identify and improve on skills that are valuable in the work-

place (e.g., communication, teamwork, and critical thinking).

Alyssa has recently published an article on the validity of assessment centers for personnel selection in *Human Resource Management Review*, and on dimension consistency as an individual difference in the *Journal of Management*. She is also collaborating with Peter Chen on a study of leader-

ship development in the construction industry. Her future projects include exploring opportunities for managerial DAC work, and motivation involved in learning. She will be presenting with three of her students on various projects at this year's SIOP conference in Atlanta.

In her spare time, Alyssa enjoys outdoor activities and spending time with her husband, her daughter Leighanne, and her dogs.

## Dr. Peter Chen by Julie Sampson

Peter Chen has enjoyed another fun year with his family and colleagues. In May, he hooded his mentee April Smith during her doctoral graduation ceremony. Although he was sad to see her go, he is very proud of all she accomplished while at CSU and was thrilled when she was hired at CH2M Hill in Denver. He also enjoyed celebrating the thesis defenses of Julie Sampson and Taylor Moore last May. In the fall, he welcomed three additional students to his research team: Krista Hoffmeister, Emily Nowacki, and Tristan Nelson. He is delighted to be working with all of them and is looking forward to watching them grow and develop throughout grad school. Last fall, he was happy to chair Paige Gardner's thesis proposal and is looking forward to her defense this spring. In February, another of his mentee's,

Taylor, took a full-time position at the Colorado Department of Public Health and Environment. He is extremely pleased that Taylor has found what he loves to do and is looking forward to continuing working with him as he finishes up his dissertation.

Over the past year, Peter has been busy working on various projects including Project Safety Net, Tony Grampass Youth Services (TGYS) evaluation project, a safety metrics project, Project LEAD, Colorado Corn Growers Project, and others. Although he has enjoyed the technical side of these projects, the two aspects that he has found most enjoyable are the relationships he has built and the good times he has had working with everyone involved on the various projects. One highlight of the TGYS project is working with three wonderful grad

students, Julie Meartens, Stefanie Putter, and Julie Sampson. The safety metrics project has provided him the opportunity to work closely with Paige, Krista, Emily, and Tristan as well as his friends, John Rosecrance and Natalie Schwatka in the ergonomics program. The safety metrics project has also provided him the opportunity to travel including a recent trip to Chicago. The highlights of his Chicago trip were enjoying a triple shot cappuccino at Bittersweet Café and meeting Julie S.'s sister, who works there. He is grateful for all of the projects he has been involved in over the past year because of the strong bonds that have been created and for the fun times he has had working with his wonderful team.

Peter is looking forward to all the challenges and fun times ahead of him in the upcoming year!

## Dr. George Thornton by Adam Vanhove

When asked to state one word to describe retirement, George said "Fulfilling." Although still very active in the profession, George is able to spend more time on the pleasant professional activities, e.g., writing, consulting, and projects. Away from psychology, George is busy skiing, training for triathlons and swimming, and spending time with his 10 grandkids. George is serving as race

director for the Horsetooth Swim in August. He will swim the 10K event for the 11th time.

At CSU, George is writing three book chapters: one with Deb Rupp on 50 years of the reciprocal influence of science and practice of assessment centers, another with Uma Kedharnath on work samples, and a third with Raimund Birri of Credit Suisse on maintaining sustain-

ability of assessment centers in organizations. He is editing a book on assessment center research and practice with co-editor Nigel Povah in the UK. In addition, George is teaching a mini-seminar on the law and personnel psychology for CSU grad students. With Adam Vanhove and Alyssa Gibbons, he is investigating same-race and same-sex bias in assessment center ratings.

Uma and George just completed a project for the Colorado Department of Education. They developed a self-report questionnaire for teachers and administrators to assess their own competencies in using information technology in the classroom.

As for upcoming events, George is preparing for a panel discussion at SIOP on the Ricci v New Haven case. He is on the program committee for and be making presentations at the International Congress on Assessment Center Methods this October in Singapore. While

there he will also be doing some consulting at Nanyang University on the assessment of cultural intelligence.

## Update on Dr. Peter Chen's Grants by Krista Hoffmeister

Dr. Chen and his students have been very busy working on various grant projects, some of which are just beginning, and some of which have been operating for many years.

A large-scale program evaluation contract with the Child, Adolescent and School health unit at the Colorado Department of Public Health and Environment was recently awarded. This project is a large multi-year evaluation that serves 94 grantees across the state of Colorado.

A new grant project with colleagues from The Center for Construction Research and Training (CPWR) has also been starting up. As opposed to the traditional method of using lagging metrics, the project focuses on using leading metrics (perception surveys, training, and audits) to prevent safety problems before they occur. The project aims to understand the challenges of implementing these performance metrics and gather input

on their collection on the job site. Another project, Project LeAD, aims to reduce injuries and illnesses in the construction industry by strengthening safety culture through improved safety leadership skills. This goal will be accomplished by developing and evaluating a safety leadership program, and subsequently implementing this program and disseminating it throughout the construction industry. The program will involve *learning* of leadership skills, *assessment* of progress, and *development* of the skills learned (LeAD). The program will include real-world examples of on-the-job situations involving key leadership skills, goal setting techniques and strategies, and provide exercises for incumbents to practice what they have learned.

Last, the first cycle of Project Safety Net wrapped up on September 30, 2009. Over this three-year period, 2,453 participants in

six Colorado communities have received Gatekeeper Training. Gatekeepers are people who come into contact with suicidal individuals, and the training is designed to train these people how to handle and support suicidal individuals. Anyone can be a gatekeeper, and the training is not limited to any specific group of people; however, many students, nurses, firefighters, teachers and parents have taken the training. Our evaluation demonstrated the effectiveness of two gatekeeper training programs, ASIST & QPR. Based on data received from trainees about the number of referrals and direct interventions they have made since the training, we estimate that at least thirty lives have been saved as a direct result of this project.

All of these projects are well underway and the individuals working on these projects look forward to continuing to follow their research plans and goals.



### Practical Significance

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## Dr. Zinta Byrne: Grant Updates by Christy Smith

Zinta is working with faculty from the Computer Science department at CSU to study the nature of security threats and risks that accompany normal internet activity. This is a four year, NSF funded grant project. Part of this project includes the creation of an artificial intelligence agent that will run on home computers, learn how the individual user perceives threats, and subsequently manage the computer to help the user avoid threats. Zinta's role in this project involves understanding the psychological basis for how users perceive internet security and what they consider to be risky computer use, and then testing perceptions of computer use during and after construction of the agent. Considering the

increasing difficulty inherent in managing internet security, this project has the potential to protect individual users from unknowingly giving out confidential and private information to websites that are known for data collection.

In addition to the exciting NSF grant, Zinta is also working with a faculty member from the Sociology department at CSU on a Clean Energy Supercluster seed grant. Zinta's portion of the project, entitled "Organizational Innovation for Energy Conservation," focuses on organizational transformation in the Poudre School District, a K-12 public school district in Fort Collins, CO. The Poudre

School District adopted several organizational change practices to foster energy conservation in existing schools, and sustainability in building award winning LEED certified schools. The district has been honored with many national awards for these efforts and designs; therefore, Zinta is conducting a qualitative study to examine the organizational transformation that has enabled the Poudre School District to achieve such success. The ultimate goal of the project is to understand their processes and leadership models, to then determine how to replicate this transformation elsewhere.

## George C. Thornton, III Graduate Scholarship by Janet Weidert

The Industrial and Organizational Psychology program at Colorado State University proudly announced the George C. Thornton, III Graduate Scholarship in 2007. The scholarship recognizes doctoral students in IO Psychology who epitomize the scientist/practitioner model in their training, research, and practicum experiences.

The establishment of this award has been an exciting development for George and the IO program at CSU. Through the support of alumni, family, an anonymous donor, friends of the program and George, we are **only \$5,000 dollars shy** of reaching our targeted starting amount of \$25,000! Thank you to those of you who made the first two years of the scholarship fund raising a huge success. Once we hit \$25,000, the

scholarship will begin to earn interest and the first scholarship can be awarded. **Help us make the first award** by making a contribution, of any size, to the scholarship fund. The Thornton Scholarship currently appears on the SIOP foundation page as a Foundation Initiative, and is identified as an incubator fund. Once we reach and surpass the \$25,000 mark, the award becomes a regular scholarship fund on the awards scholarship page. As many of us tighten our financial belts in this tough economy, the importance of scholarship awards such as the George C. Thornton, III Graduate Scholarship cannot be overlooked; students more than ever need assistance in completing their graduate education. This scholarship helps provide that as-

sistance through recognizing their work grounded in the scientist/practitioner model of IO psychology.

If you would like to make a tax-deductible donation, you can do so electronically by going to the following URL <http://www.siop.org/FoundationDonation/default.aspx> and choosing *Thornton Scholarship* in the "Fund List" drop down menu. To print a foundation form and mail it in, visit the following URL <http://www.siop.org/Foundation/Ways%20to%20Giveform.pdf> and mark the box next to *Incubator* and *Thornton*. Mail-in address is on the form. You do not have to be a SIOP member to contribute, nor do you have to be a member of the CSU alumni. Any donation is welcome and appreciated.

## Editor's Corner by Natalie Wolfson and Tommy Cavanagh

Welcome to the 2010 issue of Practical Significance, the CSU IOPAC newsletter! With this newsletter, we hope to keep all friends of the program informed about what's been going on in the IO program this year. As you can see, the faculty and stu-

dents have been busy working on multiple grant projects, consulting projects, and publications.

We look forward to seeing you at SIOP in a few weeks. Please see page 11 for an invitation to our SIOP suite, which will be held at the Atlanta Hilton. continued support of our program!

We'd like to thank everyone for their continued support of our program!

## CSU at SIOP by Paige Gardner

Once again, CSU faculty and graduate students will be quite active at SIOP this April! Below are some of the events in which they will be participating. Presentation types follow in alphabetical order. Names in both **bold** and *italics* represent CSU faculty and graduate students; presentations are ordered alphabetically by first author.

### Panel Discussions

Presenters	Title	Date & Location
Eurich, T., <b>Lanik, M.</b> , Kramer, K., & Mobbs, T.	Optimizing Global Resources in a Recession: Outsourcing I-O Work Offshore	Saturday, April 10 <sup>th</sup> 3:30 pm 212
<b>Lanik, M.</b> , Bernthal, P., Hartog, S., Moses, J., Potosky, D., & Rupp, D.	Assessment Center 2.0: Holes, Fixes, and Projections	Thursday, April 8 <sup>th</sup> 3:30 pm Grand Ballroom C
Levine, P., Zink, D., <b>Thornton, G.</b> , Ross, R., & Hutt, E.	New Haven Discrimination Case: What Does It Mean For Us?	Friday, April 9 <sup>th</sup> 10:30 am Salon D

### Poster Presentations

Authors	Title	Date & Location
Chiaburu, D., Diaz, I., & <b>Pitts, V.</b>	Social and Economic Exchanges With Organizations: Do Leader Behaviors Matter?	Thursday, April 8 <sup>th</sup> 11:30 am Galleria
<b>Hansen, A., Byrne, Z., &amp; Weidert, J.</b>	Interpersonal Leadership and Identification: Roles in Employee Engagement	Saturday, April 10 <sup>th</sup> 10:30 am Galleria
<b>Kedharnath, U., Garrison, L., &amp; Gibbons, A.</b>	A Multidimensional Measure of Feedback Acceptance	Friday, April 9 <sup>th</sup> 9:00 am Galleria
<b>Lanik, M., Kraiger, K., &amp; Premarajan, R.</b>	Citizenship Performance: Development of a Culturally Universal Measure	Friday, April 9 <sup>th</sup> 9:00 am Galleria
Mokuolu, F., Snyder, L., Rupp, D. & <b>Gibbons, A.</b>	Gender Demography Effects on Developmental Assessment Center Performance	Thursday, April 8 <sup>th</sup> 11:30 am Galleria
<b>Sampson, J., Gardner, P., Cigularov, K., Ermann, E., Chen, P.,</b> Henry, M., Dougerty, J., Wilson, V., & Merrill, A.	Fit with Nursing: A Longitudinal Study Examining Fit and Health	Thursday, April 8 <sup>th</sup> 3:30 pm Galleria

## Symposia

Authors	Chairs	Paper Title	Symposium Title	Date & Location
	Ford, K., Chair & <b>Kraiger, K., Discussant</b>		Transfer of Training: New Findings and New Directions	Friday, April 9 <sup>th</sup> 12:00 pm 212
<b>Chen, P. &amp; Sampson, J.</b>	Cigularov, K. & <b>Chen, P.</b>	Identification of an Organization's Developmental Need	Organizational Assessment and Development in Construction Safety and Health	Saturday, April 10 <sup>th</sup> 8:30 am Crystal Ballroom A/F
Cigularov, K., <b>Chen, P. &amp; Stallones, L.</b>	Cigularov, K.	Safety climate and error communication: Perspectives from young farm workers	Thirty Years of Safety Climate Research: Evidence From High-Risk Industries	Thursday, April 8 <sup>th</sup> 12:30 pm 206-207
Cigularov, K., <b>Thorn-ton, G.</b> , Sawheny, G., & <b>Lanik, M.</b>	Mead, A. & Murphy, S.	Medium of Administration and Proctoring Effects in Personality Assessment	Practical and Methodological Considerations for Medium-of-Administration Research	Friday, April 9 <sup>th</sup> 2:00pm 212
<b>Ermann, E., Hoffmeister, K.</b> , Rosecrance, J., & Gilkey, D.	Cigularov, K.	Safety Climate in Agriculture: Evidence from Colorado Corn Farms	Thirty Years of Safety Climate Research: Evidence From High-Risk Industries	Thursday, April 8 <sup>th</sup> 12:30 pm 206-207
<b>Gardner, P., Ermann, E.</b> , Sawheny, G. & Shtivelband, A.	Cigularov, K. & <b>Chen, P.</b>	Beyond the Scale: Integrating Qualitative and Quantitative Safety Climate Research	Organizational Assessment and Development in Construction Safety and Health	Saturday, April 10 <sup>th</sup> 8:30 am Crystal Ballroom A/F
<b>Gibbons, A.</b> , Spain, S., & <b>Vanhove, A.</b>	Jackson, D.	Describing Inconsistent Ratings in Assessment Centers: Simplex Models of Exercise Similarity	Exercise-Driven Variance in Assessment Centers: Alternate Approaches, New Insights	Thursday, April 8 <sup>th</sup> 12:30 pm Crystal Ballroom B/E
Tepper, B., Conway, J., Rogelberg, S., & <b>Pitts, V.</b>	Parker, S. & Dimotakis, N.	Perpetrators' affective reactions to CWBs: The moderating effects of empathy	Between- and Within-People Investigations of Affect and Behavior at Work	Saturday, April 10 <sup>th</sup> 12:00 pm Crystal Ballroom C/D

## Special Events

Presenters	Title	Date & Location
<b>Kraiger, K.</b> & Salas, E.	Opening Plenary Session	Thursday, April 8 <sup>th</sup> 8:30 am Grand Ballroom A
<b>Kraiger, K.</b> , Latham, G., & Salas, E.	Town Hall	Friday, April 9 <sup>th</sup> 8:00 am 208-209

## Catching Up With Some CSU Alums by Tristan Nelson

**Chris Henle**, a 2001 graduate, recently joined the faculty in the Department of Management at Colorado State University. She was previously a faculty member at the University of North Carolina Charlotte and a visiting professor at the University of Rhode Island. Her husband, Darrin, works at Avago Technologies and they have three-year-old twin boys.

From 1999 to 2005, **Tim DeHaan** worked with Joe Thoreson of Cornerstone, a company that specializes in conducting work sample simulation assessment centers for pharmaceutical sales representatives, eventually working his way up to district manager. Clients included corporations such as Glaxo and Boehringer Ingelheim. Tim's duties included training, administration, and writing reports. In 2006 Tim turned 55 and declared himself officially retired. "I'm still alive at 55 and it's time to enjoy my 80 acre ranch," Tim said. He thanks George Thornton and all his colleagues from CSU for helping him in all that he's achieved. "I reached my financial goals through consulting as an I/O psychologist," Tim said. "It was the right path for me."

**Konstantin Cigularov** has been busy busy teaching two courses per semester—I/O, Statistics, and Training. Along with his teaching load, Dr. Cigularov is advising twelve students and keeping up with research in measurement and cultural issues in achievement motivation as well as OHP in construction. He is preparing for focus groups in Chicago as a part of project LeAD, getting ready for SIOP, where he will be co-chairing two symposia with Dr. Peter Chen, and presenting three symposia papers. Personally, Dr. Cigularov has been spending time with his family (eight-year old Alex and three-year-old Juliana) and will be coaching youth soccer in the summer.

## Meet Our New Students

These five students comprise the 2009 cohort and are already making significant contributions.



The 2009 Cohort  
Back Row: Tristan Nelson  
Front Row: Krista Hoffmeister, Christy Smith, Emily Nowacki



# Practical Significance



CSU IOPAC Students

Back row (left to right): Jenny Pitts, Alex Rechlin, Zach Steiner, Janet Weidert, Tommy Cavanagh, Adam Vanhove, Brian Hurd, Krista Hoffmeister, Josh Liff, Martin Lanik, Tristan Nelson, Arnold Bae  
Middle Row (left to right): Natalie Wolfson, Erica Ermann, Julie Sampson, Uma Kedharnath, Erin Crane, Christa Palmer, Stefanie Putter, Christy Smith, Emily Nowacki  
Front Row (left to right): Lauren Garrison, Christina Wilson, Paige Gardner

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# *Join us for the* Colorado State University Annual SIOP Reception

Cocktail reception and presentation of the  
Jacob E. Hautaluoma Distinguished Alumni Award

*Location:* Atlanta Hilton, Suite 313/314

*Date:* Thursday, April 8, 2010

*Time:* 8:00 p.m. - Midnight

(Award presentation 9:00 p.m.)

Special thanks to Kurt Kraiger for his  
dedicated year of service as SIOP President.



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