



Practical Significance

Colorado State University

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

<http://lamar.colostate.edu/~iopac/>

SPRING 2012

Spotlight on IOPAC

By Christy Smith and Emily Nowacki

Department of Psychology
Colorado State University
Fort Collins, CO

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Emily Nowacki

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Many alumni and friends of the I/O program at CSU are familiar with the Industrial/Organizational Psychology Association of Colorado, better known as IOPAC. Despite this familiarity, IOPAC has changed in recent years in regards to our funding and leadership. Thus, we thought it was an opportune time to take a moment and explain what IOPAC is, how we are funded, and what we do.

IOPAC is a registered student organization at CSU comprised of active I/O graduate students. Each year, graduate students volunteer and are elected to serve various roles in IOPAC. These roles not only support IOPAC and our initiatives, but they also allow for further skill development in various areas. For example, these roles promote leadership (i.e. presidents), networking (i.e., speaker and alumni coord-

inators), budgetary (treasurer), and project management (social coordinator) skills, to name a few.

Funding for IOPAC is made possible entirely through the work IOPAC members do to serve organizations in consulting projects, often referred to as "practicum projects". Working in groups, IOPAC members complete various projects for organizations for course credit and often, our partner organizations are gracious enough to donate to IOPAC in exchange for services provided.

IOPAC funds are vital to the I/O program in that IOPAC funds social events such as the annual SIOP suite and the Fall Banquet. Additionally, IOPAC funds are used to reimburse academic and practitioner speakers that are invited to visit CSU and the I/O program for campus-wide talks, brown bags, and workshops. Last but not least, IOPAC provides funds for student research at the thesis and dissertation levels and

also funds SIOP registration for IOPAC members that are presenting at the conference.

Although IOPAC is entirely student-run and managed, IOPAC works closely with the I/O faculty in regards to soliciting and managing practicum projects and hosting recruitment weekend each year. Starting this academic year, we have had the pleasure of working primarily with Dr. Jeanette Cleveland. Dr. Cleveland has not only assumed her role as the newest faculty member and program director of the I/O graduate program, but she has also assumed the role of the IOPAC faculty advisor. It is through this collaboration with Dr. Cleveland, as well as the dedication of IOPAC members, that IOPAC is able to continue to fund our initiatives and serve the I/O program, the graduate students, and the community.

Master of Applied Industrial/Organizational Psychology (MAIOP) Program Update

By Christa Kiersch

The past year has brought continued growth to the online Master of Applied Industrial and Organizational Psychology (MAIOP) Program. Led by Dr. Kraiger (Director) and Christa Kiersch (Program Coordinator), in conjunction with Jenny Hannifin and Carl Melle from OnlinePlus at CSU, we now have 28 students enrolled in the program in addition to 44 students pursuing our affiliated certificates in Performance Management or Organizational Development. Many of the MAIOP students are able to apply course material immediately in their current jobs and organizations, and all are

building the skill sets to implement the data-driven best practices of our field in a wide range of workplace settings.

Doctoral students Erica Ermann, Christa Kiersch, Rachel Marsh, Emily Nowacki, Alex Rechlin, Christy Smith, Adam Vanhove, and Janet Weidert have all been key players on the MAIOP team as instructors and/or course developers during the 2011-2012 academic year. This MAIOP instructor and course enrichment team has continued to propel the program forward by blending the latest technologies with I/O content and creating an interactive multi-media

learning environment for students. As an example, we now use lecture recording software that streams our presentations as online videos and also allows students to download the lecture audio as podcasts to listen to on their daily commutes. These spring and summer semesters bring exciting new challenges and opportunities for the MAIOP team as CSU makes the transition to a new online course format (switching from RamCT to Blackboard), and as we admit a new cohort of students from our biggest applicant pool to date.

Editors Corner by Kyle Sandell and Kyla Dvorak

Welcome to the 2012 issue of Practical Significance, the CSU IOPAC newsletter! With this newsletter, we hope to keep all friends of the program informed about the most exciting events as well as the faculty and student accomplishments of the past year.

We had some significant changes to our program over the past year with Dr. Jan Cleveland

taking over the Program Director position after Dr. Kurt Kraiger become the Psychology Department Chair. We are also excited to have Dr. Kevin Murphy take on teaching and advising roles, and we welcome Dr. Darja Maslic Sersic as a visiting scholar from Croatia. As usual, faculty and students 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 14 for an invitation to our SIOP suite, which will be held at Buster's Beach House in San Diego. We'd like to thank everyone for their continued support of our program!



Practical Significance

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If you know of someone who would like to receive this publication, please have him or her contact Kyle Sandell at kyle.sandell@colostate.edu or call 352-442-1576

V-WAN: The Virtual Workforce Assessment Network

By Natalie Wolfson

Approximately three years ago, Drs. Kurt Kraiger and Bryan Dik received funding from the Fund for Improvement of Post-secondary Education (FIPSE) to conduct a formative and summative evaluation of the Virtual Workforce Assessment Network (V-WAN), an online career management tool that matches job seekers to occupations based on their career-related interests and values. The V-WAN requires that job seekers fill out assessments of their interests, work styles, and values, and then the system creates a unique profile for that person and suggests professions for which the individual is well-matched. Once the database has been populated with job seekers' information, the hope is that organizations can register with V-WAN and search for applicants that suit their open positions.

Over the course of the past two years, the V-WAN research team (consisting of Drs. Kraiger

and Dik as well as several students from the Counseling and I/O Psychology doctoral program) has gathered evaluative data for this online career assessment and management system from approximately 1,000 students (including Colorado community college students and CSU students). Data analyses are currently being conducted to evaluate the efficacy of the V-WAN and to determine whether face-to-face career workshops add something unique beyond the V-WAN in terms of promoting positive career-related outcomes.

This spring, the team will complete the data analyses and begin further development of the website. The team is also moving forward with two smaller-scale studies. The purpose of the first study is to gather validity evidence for our work styles inventory. The purpose of the second study is to determine the extent to which applicants can and do

fake on our career interests and values assessments in a selection context and how faking affects the surveys' ability to predict job performance, job satisfaction, and motivation.

Finally, the future for V-WAN is looking bright! Recently, Drs. Kraiger and Dik and two business partners received \$275,000 from an angel investor in the Fort Collins area to help launch a CSU-sponsored startup. They are also preparing 3 proposals to the CSU Super Energy Cluster. They plan to take a top-down approach to marketing by linking the clean energy industry (employers) to the higher education industry (job seekers) and establishing V-WAN as the go-to tool for connecting students and job seekers to jobs within these industries. Their hope is that V-WAN as a matching tool will then spread to other industries. Things are certainly getting exciting in V-WAN land!



SIOP Suite Invitation (Page 14) designed by Zach Steiner. The CSU SIOP suite will take place Thursday, April 26th at Buster's Beach House, located right across the street from the Manchester Grand Hyatt. Food and drinks will be provided!

Faculty Updates

Dr. Zinta Byrne By Janet Weidert

This past year has been both productive and exciting for Dr. Zinta Byrne and her students.

Dr. Zinta Byrne continues her work on a four-year NSF grant designed to investigate security threats and risks associated with Internet activity. This activity has resulted in a number of conference presentations and papers under review. In the last year, Zinta published 6 journal articles, 6 book chapters, and completed an APA co-edited book "Purpose and Meaning in the Workplace" with Drs. Bryan Dik and Mike Steger of CSU's counseling program. Additionally, she secured a book contract for an organizational psychology textbook with Kendall-Hunt Publisher, and co-presented 5 conference papers with her students. She and her students are slated to

present another 5 conference papers at SIOP, and she is co-chair of a panel discussion with Drs. Mort McPhail (1978 CSU alumna), that includes Milt Hakel, Jose Cortina, Tim Hayes, and Jeff McHenry. She remains a committed teacher as evidenced by her nomination for Best Teacher Award at CSU for the third year in a row.

Zinta continues to demonstrate the scientist-practitioner balance that won her the JEHDA Alumni Award in Fall 2011, by continuing to consult with local health care organizations, including a regional mental health care organization, in which she involved several CSU I/O students to identify factors of work engagement and to conduct an analysis of customer service behaviors. She was recently contacted by Coca-Cola to work on a project, as

well. Such community service work with organizations translates directly into research data and great practical experience for students, not to mention classroom stories for both Zinta and her students, and visibility for CSU.

Finally, Zinta is embarking on a new adventure for the 2012-2013 academic year, when she will be on sabbatical. During this time, Zinta will be traveling, writing, and immersing herself within several organizations. The sabbatical means that Zinta will be stepping down from her position as faculty supervisor for IOPAC after ten years, and we thank her for her dedication to that role. After such a whirlwind of activities, Zinta will return to her normal schedule at CSU in the fall of 2013. Congratulations, Zinta!

Dr. Kurt Kraiger By Jaclyn Menendez

Dr. Kurt Kraiger has had a busy year! As usual, he was frequently on the road. He gave an invited address at the biannual congress of the European Association of Work and Organizational Psychology in the Netherlands, he presented at the Academy of Management in San Antonio, and he also organized and chaired SIOP's Leading Edge Consortium on virtual work.

In November, he attended a project directors meeting in Washington for his Department of Education FIPSE grant, where he had a chance to have dinner with two CSU alums,

Ed Rudow and Paul Derby. He is scheduled to travel to Russia, Japan, and Ireland in the coming months, two for work and one for fun.

Kurt has recently taken over as Department Chair for CSU's Psychology Department, although he maintains ties with the I/O program and his advisees. He had the opportunity to apply his KSAOs related to recruitment and selection as he oversaw three faculty searches in the department. We are excited to report that his initiative and drive has also led him to co-found V-WAN, an industry level solution matching jobs

and people (for more details, see page 3).

Kurt will be very active at this year's SIOP conference in April - in addition to multiple poster presentations, he is also chairing one symposium and is a discussant on another. In all, he is on 6 sessions at SIOP this year. And, last but certainly not least, he cheered on his son in 8th grade tennis and golf, and helped his daughter through the college application process.

Faculty Updates Continued From Page 4

Dr. Alyssa Gibbons By Erica Ermann

Dr. Alyssa Gibbons has enjoyed another productive year of teaching and research. Alyssa continues to teach Measurement courses at both the undergraduate and graduate level. For her undergraduate course, she was nominated for the CSU Alumni Association "Best Teacher Award." Additionally, the students in her graduate Measurement course are currently working on scale development projects for three interesting constructs: work centrality, professional self-awareness, and technological adaptability.

Alyssa also remains very active in assessment center research. She is collaborating on a project with CSU alumnus Dr. Martin Lanik to compare technologically advanced, web-delivered assessment centers with traditional, live assessment centers. Additionally, Alyssa is collaborating with Dr. George Thornton and an organization in the UK to examine international assessment center practices, with a particular emphasis on areas of the world that have been underrepresented in past research. Alyssa and George are also collaborating with re-

searchers in Russia to study the construct validity of assessment center dimensions and personality. She will be chairing a 2012 SIOP symposium about this project, entitled "Inside Assessment Centers: New Insight about Assessors, Dimensions, and Exercises." Beyond assessment center research, Alyssa is also working on a distributional assessment study and a leadership development training project in the construction industry.

Lastly, as Alyssa continues to make a number of significant contributions to assessment center research, she welcomes alumni who have an interest in collaborating to contact her.

Dr. George Thornton (Emeritus Faculty) by Travis Drake

It has been a busy year for Dr. George Thornton at CSU. On the publication front, George and Nigel Povah's new book, "Assessment Centers and Global Talent Management," was recently released; George also has another book chapter coming out later this year reviewing the dimension based assessment center literature. Additionally, he is currently working with colleagues in Saratov Russia on the validity of final dimension ratings.

On a more applied front, George is working on several consulting projects and has spoken at various international conferences. He hosted a set of workshops in Singapore, worked with the civil service commission in Dallas, delivered a talk about employment litigation in assessment centers at the Assessment Center Congress in Florida, and gave two talks at the Organizational Psychology conference in Saratov, Russia. Despite how busy he has been with work, it has not deterred him from his training. George recently com-

pleted 8.5 hours of open ocean swimming in preparation of his upcoming July swim of the English Channel. We wish him luck, and we are excited to see what he will accomplish in the coming years.

Dr. Kevin Murphy (Special Appointment Faculty) by Javier Ospina

This academic year we are excited to welcome Dr. Kevin Murphy back to Colorado State after some time away. Kevin was a faculty member at CSU from 1984-2000 before heading to the Penn State I/O program in the interim. He is as excited as everyone else to be back in Fort Collins and to work with the rest of the excellent faculty and graduate students. Kevin is currently teaching the multivariate class this spring semester, but is interested in possibly teaching other courses in the future. With experience

teaching classes on measurement, decision making, and personnel psychology, Kevin has a lot to offer our program.

Kevin has several research interests; among them are validation methods and personnel selection. He is currently working with Rick Jacobs at Penn State on a number of papers measuring adverse impact in organizations. He also has a contract with Dan Putka, principal staff scientist at HumRRO, to author a book on measurement error in organizational research. Kevin is also preparing to start a

term as an incoming editor of *Industrial Organizational Psychology: Perspectives on Science and Practice*.

The program is excited to have such an exceptional professor back at CSU and the opportunities it presents for everyone.

Faculty Updates Continued From Page 5

Dr. Jan Cleveland By Lauren Cotter

Dr. Jan Cleveland is very excited to be returning to Fort Collins as a faculty member at CSU with her husband, Dr. Kevin Murphy. She took on all four first year students as advisees this fall. Jan is also enjoying coauthoring book chapters with both Zinta Byrne and Alyssa Gibbons in addition to senior graduate students Tommy Cavanagh, Rachel Marsh, and Emily Nowacki.

It has been an exciting year of international travel for Jan. This past fall, she gave two talks at University of Limerick in Ireland in addition to wrapping up her four years as an external examiner. She

also traveled to Roverto, Italy to give a talk on Mature Women in the Workplace at a special conference on aging and work (EAWOP).

Jan, along with one of her first year advisees, is working with Darja Maslic Sersic, a visiting Fulbright scholar from Croatia this academic year. They are collaborating on research concerning unemployment, job insecurity and perceptions of older workers. She hopes to continue this collaboration and visit Croatia! In the summer and fall of 2012, the I/O program and psychology department will be hosting international scholars from Ireland, including Dr. Jean McCarthy, a

three month Fulbright scholar. She will be collaborating with Dr. McCarthy on perceptions of aging and diverse workers.

Jan would like to thank the outstanding graduate students, the supportive colleagues within the department, her two terrific young adult children (Kathleen and Michael), and her best friend, husband and colleague of 32 years, Kevin, for being wonderful throughout all the transitions this year. We are excited to have Jan and Kevin back at CSU!

Dr. Doug Reynolds: Recipient of Hautaluoma Award

By Tristan Nelson

The I/O program at Colorado State University is pleased to name Dr. Doug Reynolds as this year's recipient of the Jacob E. Hautaluoma Distinguished Alumni Award. Named after one of the I/O program's most influential and distinguished faculty members, the Hautaluoma award is presented annually to a graduate of the program who has demonstrated the principles of the scientist-practitioner approach in order to make a positive impact within an organization. Dr. Reynolds has continually demonstrated his ability to combine both science and practice in a way that

benefits both the study and applied work of Industrial/Organizational Psychology.

Dr. Reynolds is now embarking on his sixteenth year with Development Dimensions International (DDI) where he serves as the Vice President for Assessment Technology. In this role, Dr. Reynolds has sought to apply his scientist-practitioner based knowledge to real world problems faced by many large international corporations including General Motors, Walmart, and Bank of America. During this time Dr. Reynolds has also managed to publish multiple journal

articles, a number of book chapters, and two books: *The Handbook of Workplace Assessment*, and *Online Recruitment and Selection*. In addition to his work with DDI, Doug has recently assumed the Presidency of the Society for Industrial and Organizational Psychology (SIOP).

Dr. Doug Reynolds will be presented with the Hautaluoma award during this year's SIOP conference in San Diego. The award will be presented at 9:30pm at the CSU suite on Thursday night. We hope you will drop by to congratulate Dr. Reynolds on his great achievement.

What's New With Current Graduate Students by Adam Vanhove

The graduate students have been hard at work! This article describes some of our graduate students' accomplishments since the last IOPAC Newsletter.

Fifth years:

Christa Kiersch recently won the Thornton award in November of 2011. She will defend her dissertation in May and will be taking a position in the management department at Wisconsin LaCrosse next fall as an assistant professor. **Natalie Wolfson** has recently submitted two studies examining the effects computer-based instruction on older workers. She is targeting research-oriented consulting firms for next fall. **Zach Steiner** proposed his dissertation in December of 2011 and will defend in May 2012. He is currently on the job market. **Stefanie Putter** continues to work as a training and leadership consultant for C Cubed, a consulting firm based in Fort Collins. Stefanie is also working on her dissertation and hopes to graduate within the next year! Her dissertation explores strategies for accelerating training transfer in a technology-based training program.

Fourth years:

Janet Weidert is currently involved in both consulting and academic projects that investigate employee engagement. She has also been nominated for the Master Teaching award at Front Range Community College and was recently awarded the 2012-2013 CSU Teaching Fellowship. **Uma Kedhar-nath** is completing an internship with Singapore Civil Services, and has coauthored a paper on cross-cultural leadership competencies with Tucker International. **Adam Vanhove** has two papers under review and is a co-

author on the cross-cultural leadership paper with Tucker International. **Erica Ermann** continues to work at Strategic Programs, a Denver consulting firm. She is currently finishing her comprehensive projects, and will complete an executive coaching training program this summer. After passing the written comps in November, **Tommy Cavanagh** has turned his attention towards practicum projects, working with two Colorado organizations. He recently received the teaching fellowship, and will be teaching introductory psychology classes in the fall.

Third years:

Christy Smith defended her thesis last Fall and is currently completing her teaching and empirical comps. She plans to propose her dissertation within the year. **Emily Nowacki** is scheduled to defend her thesis in May, 2012. In addition to working on two consulting projects, she is currently planning her comprehensive projects. Emily is interested in research on mentoring and employee engagement and is pursuing executive coaching training to prepare her for future applied experiences. **Tristan Nelson** is currently conducting research on work-family issues with Dr. Chris Henle of CSU's department of management. He is also leading an applied practicum project as part of a collaboration between CSU's I/O program and Sentis consulting. Tristan hopes to defend his Master's thesis this semester.

Second years:

Kyle Sandell is planning to defend his thesis examining the effects of transformational leadership on engagement and performance this

May. He and Dr. Thornton recently finished analyses for an assessment center project, and Kyle is part of two poster presentations at SIOP. **Travis Drake** is currently analyzing his thesis data comparing two measures of employee engagement and will defend his thesis in May. **Rachel Marsh** is working on her thesis on motivation and has an internship with a local OD consulting firm. **Angela Bowen** is currently working on her thesis and will be proposing this semester. She is investigating the ability to identify criteria, performance and feedback acceptance in an assessment center exercise.

First years:

The first year cohort, **Lauren Cotter**, **Kyla Dvorak**, **Jaclyn Menendez**, and **Javier Ospina**, are mainly getting their feet wet while focusing on course work. This cohort is all working under Dr. Jan Cleveland. Lauren received her B. A. in Psychology and Sociology from Bucknell University in Pennsylvania. Kyla graduated from Colorado State University in 2010 with a B. S. in Psychology and is glad to be back. Jaclyn earned her M.S. in Organization Management from George Washington University. Javier received his B. S. in Psychology from the University of Illinois at Urbana-Champaign.

CSU's graduate students have made great progress this year! Way to go, everyone!

CSU Applied Projects Update by Tommy Cavanagh

Practicum (field application of industrial and organizational psychology knowledge, skills, and abilities) has long been an important part of the education that graduate students receive in the I/O psychology program at Colorado State University. Through practicum projects graduate students get much needed industry experience and hands-on education, and clients receive high quality work at competitive prices. Also, the Industrial and Organizational Psychology Association of Colorado (IOPAC) receives a portion of the funds earned from each project, which are then used to sponsor graduate student travel to conferences, host a banquet in honor of the program's alumni, and sponsor other outreach activities. Below is an example of a practicum project recently completed by IOPAC.

This summer and fall, Janet Weidert, Kyle Sandell, and myself worked with shlPreVisor on a project assessing the validity and reliability of a computer administered assessment test. Students were involved in project design, as well as data collection. The project helped shlPrevisor by providing them with an easily accessible research pool, and it provided students with data for research projects, in addition to valuable practical experience. Additionally, several third and fourth year students are currently working with Sentis, an organiza-

tion committed to the application of psychology to safety, leadership, and well-being in the workplace. The students are responsible for designing innovative training and coaching programs. The experience provides the students with practicum hours and hands-on experience, while giving Sentis access to our students' top notch research ability.

Under the supervision of Dr. George Thornton, a team of graduate students worked closely with The City of Fort Collins, Larimer County, and Poudre School District to develop and execute developmental assessment centers for new leaders. This project supplemented an existing leadership development program to integrate behavioral simulations into the existing leadership development courses. The students were responsible for the development of the assessment center, including assessment activities and ratings.

Rachel Marsh is currently helping a Colorado OD firm to develop their leadership development program. This includes finalizing the facilitator guide for a leadership development manual, and assisting them in developing and validating organizational surveys used in their different interventions as well as a leadership development 360 degree evaluation.

Janet Weidert, Christy Smith and Emily Nowacki are currently working on a project with a local

mental health care organization under the supervision of Dr. Zinta Byrne. This project involves both qualitative and quantitative assessments of employee engagement and customer service behaviors. The students have been responsible for about half of the qualitative interviews and focus groups, coding the data and extracting themes for the development of a quantitative survey that will go out to the entire organization. Results are expected to inform several interventions for employee engagement and a set of customer service behavioral standards.

Allow us to help you meet project objectives that might normally go unobserved because of lack of resources, or because of limited funds. If you or your firm have a project that you think would be suitable for our graduate students, would like to take advantage of our wealth of resources and education, and have a budget that cannot support an external firm but could make a reasonable contribution to IOPAC in exchange, please let us know! The students of the I/O program are always looking for our next project. We operate under the supervision and direction of the I/O faculty, ensuring that we deliver high quality and accurate products, and professional services. Feel free to contact us with any questions or comments at csuiopac@gmail.com.

CSU at SIOP by Rachel Marsh

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. Names in both bold and italics represent CSU faculty and graduate students; names in only italics represent CSU alumni. Presentations are ordered by presentation day and time.

Panel Discussions

Presenter	Title	Date & Location
Byrne, Z.S. , McPhail, S. M., Cortina, J., Hakel, M., Hayes, T., & McHenry, J.	Educating Industrial-Organizational Psychologists for Science and Practice	Friday April 27th 10:30 AM Madeline CD

Poster Presentations

Authors	Title	Date & Location
Matarazzo, K., Finkelstein, L. & Kraiger, K.	The Impact of Actual and Perceived Similarity on Mentorship Survival	Thursday April 26th 10:30 AM Douglas Pavilion BCD
Kedharnath, U. , Johnson, S. & Sy, T.	Communication in Virtual Teams: The Role of Emotional Intelligence	Thursday April 26 th 12:30 PM Douglas Pavilion BCD
<i>Henle, C.</i> & Nelson, T.	When Will Family-Friendly Benefits Work?: Role of Culture and Support	Thursday April 26 th 6:00 PM Douglas Pavilion BCD
Byrne, Z.S. , Weidert, J. , <i>Liff, J.</i> , Horvath, M., Smith, C. L. , Howe, A. & <i>Indrajit, R.</i>	Perceptions of Internet Threats: Behavioral Intent to Click Again	Friday April 27 th 1:00 PM Douglas Pavilion BCD
Smith, C. L. , Weidert, J.M. , Nowacki, E. & Byrne, Z.S.	The Perception of Organizational Prestige and Employee Engagement	Friday April 27th 1:00 PM Douglas Pavilion BCD
Steiner, Z. , Dalal, D., Sandell, K. & Byrne, Z.S.	An Empirical Comparison of Three Measures of Supervisor Trust	Friday April 27 th 2:00 PM Douglas Pavilion BCD
Kiersch, C. , <i>Hansen, A.</i> , Byrne, Z.S. , Sandell, K. & Drake, T.	Development and Validation of an Abridged Measure of Organizational Justice	Saturday April 28 th 9:00 AM Douglas Pavilion BCD
Rechlin, A. & Kraiger, K.	Effect of Degree Characteristics on Hiring Outcomes for I-O Psychologists	Saturday April 28 th 9:00 AM Douglas Pavilion BCD
Ermann, E. & Kraiger, K.	Age Differences in Coping With Job Loss	Saturday April 28th 9:00 AM Douglas Pavilion BCD
Vanhove, A. , & Gibbons, A. M.	Does Simplifying the Rating Task Improve the Rating?	Saturday April 28th 12:30 PM Douglas Pavilion BCD

Symposia

Contributors	Chairs	Paper Title	Symposium Title	Date & Location
Johnson, S. K. & Putter, S.	Day, D. V. & Steele, R. J.	Interactive Effects of Mastery Orientation and Leader Efficacy on Leader Development	Leader Developmental Readiness: Toward Evidence-Based Practice	Thursday April 26 th 12:00 PM Madeline AB
Murphy, K. R.,	Naeve, R., Day, J.	Wage and Hour Cases: Issues for I-O Psychologists	Issues and Methodologies in Wage and Hour Cases	Thursday April 26 th 12:00 PM Edward AB
Kantrowitz, T., Grelle, D., Cavanagh, T. M. & Frank, B.	Ryan, A. M., Lyons, B.	Influence of Test Conditions and Examinee Behavior on UIT Reliability	Addressing Unproctored Internet Testing Claims and Fears: Founded or Unfounded?	Friday April 27 th 8:00 AM Elizabeth C
Wolfson, N.	Kraiger, K.	Aging and Training: The Role of Coherence and Advance Organizers	Teaching Older Learners New Tricks: Adapting Training for Older Learners	Friday April 27 th 10:30 AM America's Cup CD
Cavanagh, T. M.	Kraiger, K.	Training Older Adults: Effects of Stereotype Threat and Metacognitive Prompts	Teaching Older Learners New Tricks: Adapting Training for Older Learners	Friday April 27 th 10:30 AM America's Cup CD
Siminenko, S. I., Thornton, G. C., Gibbons, A. M. & Kravtsova, A.	Gibbons, A. M.	Correlates of Assessment Center Consensus Dimension Ratings: Evidence from Russia	Inside Assessment Centers: New Insights About Assessors, Dimensions, and Exercises	Friday April 27 th 10:30 AM Mohsen AB
Kraiger, K. , Graves, R., Rauchfuss, G., Wisecarver, M. M., Folders, H. J., Ferro, G. & Wolfson, N.	Kraiger, K.	Assessing the Self-Learning Training Needs of Army NCOs	By Land, Air, and Sea: Applications in Training Needs Assessment	Friday April 27 th 12:00 PM Elizabeth A
Chen, P. Y., Cigularov, K., Hoffmeister, K., Gibbons, A. M., Johnson, S. K., & Rosecrance, J.	Chen, P. Y. & Cigularov, K.	Leadership Effects on Work-Family Conflict Moderated by Perceived Job Stress	The Role of Supervisors and Leaders in Managing Work-Family Conflict	Friday April 27 th 12:00 PM Elizabeth F
Marsh, R. E., Ghumman, S. & Kraiger, K.	Ghumman, S. & Ahmad, A. S.	Religious Discrimination in Training	Religion in the Workplace: Promoting Diversity and Combating Discrimination	Friday April 27 th 4:30 PM Edward CD

Catching Up With Some CSU Alums by Uma Kedharnath

Josh Liff (2010 Graduate) had a very active 2011. He and his wife Melissa were married in July and have moved into a home in Denver. Josh continues to work as a Consultant for Taleo, where he has been working for almost two years. He primarily works in the areas of assessment development and validation, and competency modeling. He also helps organizations optimize their Taleo Enterprise Solutions to balance both business needs and OFCCP and EEOC compliance requirements.

Jenny Pitts (2010 Graduate) is an Assistant Professor in the psychology department at Shippensburg University of Pennsylvania. Currently, Jenny teaches Introductory and Personality psychology at the undergraduate level, and I/O psychology at both the undergraduate and graduate levels. She recently conducted an employee engagement survey for a large healthcare provider, and is using this data for research and consulting purposes. This project will also provide valuable consulting and research experience to undergraduate students interested in pursuing graduate degrees in I/O. In addition to teaching, research and consulting, Jenny is also the faculty advisor for the university's Psi Chi chapter, and serves on several committees within the department and university.

Brian Hurd (2011 Graduate) has been working for Intel Corporation in Folsom, California since 2009. He currently leads technical training and talent development for architecture, design, and validation engineers in the Intel Architecture Development Group. In addition to learning the ins and outs of microprocessor development and building technical training programs for Intel employees all over the world, Brian will be publishing a book chapter with Zinta Byrne and Suzanne Masterson this year and has submitted his dissertation for publication. On a personal note, Brian and his wife Kristin will be welcoming their second child (another girl!) in May.

Meet Our New Students

These four students comprise the 2011 cohort and are already making significant contributions.



The 2011 Cohort
From left to right: Javier Ospina, Jaclyn Menendez, Kyla Dvorak, Lauren Cotter



Practical Significance



CSU IOPAC Students and Faculty

Front row: Krista Hoffmeister, Emily Nowacki, Christy Smith, Natalie Wolfson, Erica Ermann, Angela Bowen, George Thornton

Second Row: Alex Rechlin, Stefanie Putter, Janet Weidert, Kyla Dvorak, Jaclyn Menendez, Lauren Cotter, Uma Kedhardnath, Christa Kiersh, Jan Cleveland, Zinta Byrne

Back Row: Travis Drake, Tristan Nelson, Kyle Sandell, Tommy Cavanagh, Javier Ospina, Adam Vanhove, Kurt Kraiger

Adjunct Instructor Position Job Listing

-Adjunct Instructor- I/O Psychology- Department of Psychology, Colorado State University-

INDUSTRIAL AND ORGANIZATIONAL PSCHOLOGY, with an appointment date of August 15, 2012. The position is at the rank of instructor and is a full-time, fixed-term teaching and administrative position, with the possibility of renewal. The philosophy of the I/O Psychology Doctoral Program rests upon the science-practitioner model; successful candidates will demonstrate teaching and research interests consistent with this model. The I/O Psychology program boasts a successful online Master's in Applied I/O Psychology program, for which this position will require approximately 20 hours weekly to administer/staff all phases (e.g., responding to queries, student selection, overseeing staff, course development, and advising) as well as teaching courses. Experience with the administration, development, and teaching of online courses, and a Ph.D. in I/O Psychology is required. Additional teaching responsibilities include a mix of graduate and undergraduate courses in Industrial and Organizational, including introductory I/O Psychology, measurement, and special topic seminars. There is opportunity to collaborate with faculty and work with graduate students on research and committees. Salary is approximately \$50,000 for nine months.

Please email a vita, documentation of teaching both online and traditional courses, and teacher ratings to Jeanette N. Cleveland at jeanette.cleveland@colostate.edu. Applications will be considered until the position is filled; however, to ensure full consideration, applications must be received by May 1, 2012. Complete applications of the semi-finalist candidates will be available to all Psychology department faculty for review.

Colorado State University does not discriminate on the basis of race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression. Colorado State University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Colorado State laws, regulations, and executive orders regarding non-discrimination and affirmative action. The Office of Equal Opportunity is located in 101 Student Services.

Colorado State University is committed to providing a safe and productive learning and living community. To achieve that goal, we conduct background investigations for all final candidates being considered for employment. Background checks may include, but are not limited to, criminal history, national sex offender search and motor vehicle history.

Colorado State University

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