FLORIDA TECH I/O

THE PULSE

Keeping everyone on the same beat

SIOP 2010: ATLANTA

FEATURING:

PERSONAL AND PROFESSIONAL UPDATES

CONVERSATION WITH CONVERSE
A faculty interview

THE BEN REPORT
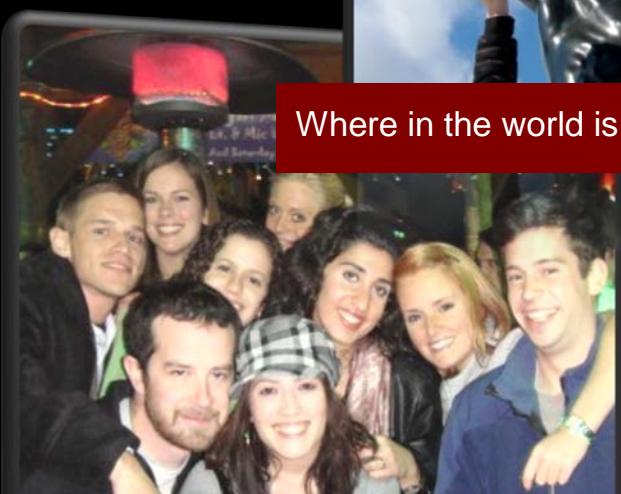*See grad school life through the eyes of Ben*

AN INTERVIEW WITH IRIS

EXCLUSIVE

FL TECH I/O PROGRAM'S CULTURAL EXPANSION

Where in the world is Murphy & Cleveland?

...AND MUCH MORE!

Get to know some of the first year class!

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For more information regarding the I/O program at FL Tech, please visit: http://cpla.fit.edu/io/

EDITORIAL NOTE

We'd like to thank you all for taking the time to read our program's 1st exclusively FL Tech I/O program newsletter! Through this newsletter, our goal is to convey the current status of the program, reach out to our alumni, and to communicate the culture of our program to prospective students. Basically, we hope to bridge the gap between all constituents of the FL Tech I/O program. As this is our first issue, we have a lot to work out and therefore will greatly appreciate any thoughts, questions, or concerns you may have. So, whether you'd like to see something else included, something excluded, or perhaps you'd like to just state your opinion, you are encouraged to contact one of your editors (listed below).

YOUR EDITORS

Starting from the left in the above photos, your editors are Maria Twitchell, Sara Trane, Ben Tryba, and Katie Piccone. Maria is a 2nd year student originally from Argentina and graduating this spring with her M.S. Sara Trane is a 1st year M.S. student originally from Sweden. Ben is a 1st year Ph.D. student from Illinois. Katie is a 2nd year Ph.D. student from New York.

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Passing The Torch: Our new program chair

By Katie Piccone

"After 12 years of kicking butt as Program Chair of the I/O program, Rich Griffith has stepped down. Some of Rich's accomplishments include: starting the Ph.D. program, building the I/O program from 2 faculty to 7 faculty, increasing student enrollment (we are close 60 students now!), and contributing to and promoting a solid foundation of research and practice. But he never managed to get the Dean to buy him a monkey.
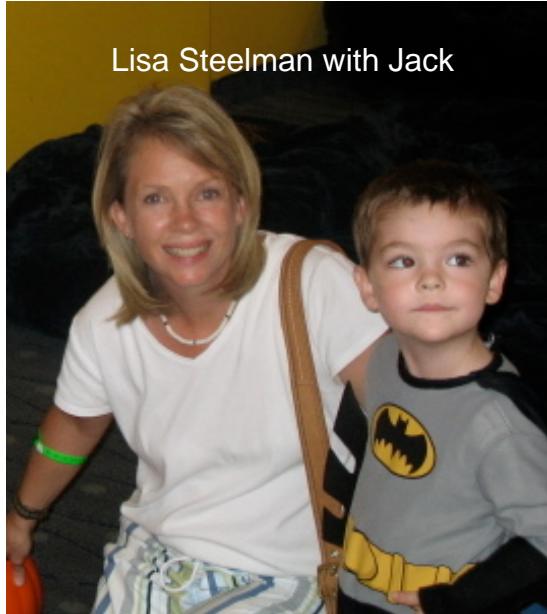
Rich will spend most of his free time surfing and drinking Mai Tai's. He will also spend time on his research in the areas of personality and applicant faking, as well as building the cross-cultural concentration area of the I/O program.

Rich has passed the I/O torch to [me last] fall. [I plan] to continue the I/O program's upward trajectory, and perhaps

have a couple of Mai Tai's along the way."
-Lisa Steelman

Lisa Steelman with Jack

As many of you already know, last Fall (2009) Lisa Steelman entered the role of the new I/O program chair. For those of you who have yet to meet Lisa, you may not know that she has more than 15 years of experience as both an academic and a consultant, leads the Feedback Team, directs The Center for Organizational Effectiveness, and is now the editor of TIP. Yes folks, she does it all and does it well! It may only be a matter of time until Lisa rules the world…or at least the I/O world.

Rich, of course, has much to be proud of during his tenure as our chair. He helped develop a unique and successful I/O program here at FL Tech. Perhaps most importantly, he laid the foundation of a "work hard, be cool" attitude that stands far above all other I/O programs in the nation (FL

For instance, we all know the drill: do the work then go out and grab a much-needed beer (yes, this is done in respective order!). Rich's supportive nature and work ethic have been absorbed by previous and current students and is visible by our collaborative and fast-paced work environment (FL Tech's I/O program has had over 100 SIOP submissions and over 40 publications in the last

four years).

Although Rich left big shoes to fill, Lisa's intellect and determination allow us all to have great confidence in her ability to push FL Tech's I/O program to the top and to follow through on the groundwork that Rich instated. So what does our previous fearless leader have to say? By the sound of it, Lisa will be cruising to greatness with a loyal crew beside her:

"It was a hell of a ride."

"I have had many of my friends who are boaters tell me that the 2 happiest days in a boat owner's life is the day you buy the boat and the day you sell it. The same can be said about being a program chair. I couldn't have been happier to step in the chair and lead the challenge of building a top program with a great group of faculty, students, and staff. It was a hell of a ride.

However, I am even happier to hand over the keys of the

vessel to an outstanding Captain. I think many chairs hesitate at the moment of that hand off, but I never made an easier decision in my life. Lisa is the real deal, and under her guidance we will attain goals that I never could have accomplished as a chair. I know that the crew and vessel are in

Rich Griffith

SIOP: 2010 Atlanta

By Maria Twitchell

SIOP is right around the corner and what a successful year this has been for the I/O Program at Florida Tech with a total of 15 SIOP presentations! The 25th SIOP Annual Conference will take place in Atlanta from April 7 to April 10.

If you are attending please stop by the different presentations from your fellow Florida Tech colleagues to catch up and see the current "hot topics" our research teams are focusing on and to show your support (see the table on pg. 24 for a list of presentations).

Also we will be having our SIOP social hour Reception: Saturday April 10 at 6:00 p.m. This will be located at the Hilton Lobby Lounge Southern Elements. Please stop by to enjoy a few drinks and get an opportunity to meet your colleagues. [END]

YOU ARE INVITED TO FLORIDA TECH'S SIOP RECEPTION

Please Join the Florida Tech family Saturday April 10 6:00 p.m. at the Hilton Lobby Lounge Southern Elements

Photos from SIOP 2009!

From top left: Matt Merbedone, Maria Twitchell, Liz Trame, and Charlene Bogle

From left: Liz Steinhauser, Erin Moeser, Paul Merlini, Tomer Gotlib, Liz Trame, and Josh Quist

Meet the 1st Years!

By Ben Tryba

Hello Readers!
In the following article you will get to meet most of the First Year graduate students at FL Tech. The class of 2009-2010 is filled with an interesting and diverse group of people. First Year students' hometowns range from small townships to big cities and span the entire globe. We have a nationally recognized cross-country runner in Sara Trane and a city-wide recognized beer pong duo of Matt Pita and Ben Tryba. Below you will find answers straight from the First Year's mouths (even the emoticons) and you can find my side comments in *BLUE* following

certain

Favorite Breakfast meal:
KM: I absolutely love French Toast
BT: Frosted Flakes
FT: Porridge *(that… is… awesome!)*
SB: Oatmeal with cranberries

What superhero power would you most like to have and why?
FL: Invisibility… Then I won't need to care about what to wear! (lol)
SB: Flying. I love the sky!
BT: Fly
KM: Batman because he's a playboy by day and badass by night! *(right… I forgot Batman was a specific power…)*

From left: Kamil Mysiak, Stella Bie, Faye Li, Bianca Trejo

What is your Favorite Food?
SB: Sushi
FL: Chinese food, sushi, sashimi, and all kinds of dessert
BT: Pizza
KM: Bacon cheese burger, lactose free cheese of

course *(Kamil's got some tummy troubles…)*

From left: Matt Pita, Leslie Naer , Christen Lockamy, Bharati Belwalkar, Stephanie Miloslavic

What is your Favorite Hobby/Thing to do in your free time?
FL: Reading and playing piano
SB: Baking and playing tennis
BT: Watch scary movies
KM: I am absolutely obsessed with my motorcycle *(like spend 4 hours in the garage filing an exhaust pipe down*

What is your Favorite beer/drink/cocktail?
BB: Cold coffee or sweet iced tea
MP: Natty Ice… on ice…
LN: Mojito
CL: Crown Royal mixed with anything
SM: Whiskey and Ginger Ale (thanks Marne!)

What is your Favorite Movie?
SM: The Notebook *(I cry every time… seriously)*
MP: I'd have to go with Raging Bull *(that's a big call from our resident movie critic)*
LN: You've got mail
CL: Top Gun
BB: Alive featuring Ethan Hawk; Love (an Indian Movie)

What is your Favorite Sports Team?
BB: Indian Cricket team
LN: N/A
CL: Auburn University Football. Hands down.
MP: Boston Red Sox
SM: The University of Southern Florida Bulls!

Favorite TV show:
BB: MTV Roadies (Indian reality show)
LN: Friends!!!
CL: Lost
MP: The Wire, Madmen, and Dexter (in order)
SM: CSI

What is your best/favorite story from our First Year at FL Tech?
SM: I'd have to say late night study hours with the girls. We get so exhausted we have to take breaks and end up having some pretty memorable moments, such as the quote, "Why fart and waste when you can burp and taste?" ;) *(gross…)*
BB: Saying [expletive] when my phone rang in class during a final exam
CL: Introducing Marne to whiskey drinks and the

From left: Casey Cook, Divya Manjunath, Rana Moukarzel, Jennieviee Blandford, Lisa Moore

What is your Favorite Pick-up Line (to use or that you have heard)?
DM: I've never had to resort to pick-up lines (lol)
CC: "Hi" – works every time ;] *(it really does)*
JB: None, just stay away from me.
LM: "Have I met you somewhere before?"
RM: "Heaven has lost an angel by sending you to earth." *(when has that ever worked??)*

What is the name of your Favorite Restaurant?
CC: Cheesecake Factory
DM: (In Melbourne) Sabai Thai Restaurant
LM: (In Melbourne) The BlueBerry Muffin
JB: (In Melbourne) Eau Gallie Crabhouse
RM: Roadster

Favorite Late Night Snack/Food/Meal:
CC: Left-over Cheesecake Factory
DM: Honey Bunches of Oats cereal and cold milk
JB: Chips and salsa
RM: Salty Chips
LM: Does coffee count?? *(no…)*

What is the best/favorite story from our First Year at FL Tech.:
CC: Sara Trane getting All-American ranking at National's!!
DM: When Bharati's phone went off during a final exam and she yelled "Oh [expletive]!" I thought that was hilarious *(didn't we all!)*
JB: I got to be in the center video
LM: Halloween. *(the actual story is way too long to put here… and I don't think anyone remembers it too clearly…)*

WHERE ARE YOU ALL FROM?
CC: Melbourne, Florida
CL: Palm Beach Gardens, FL
DM: Bangalore, Karnataka, India
BT: Troy, IL
JB: Lowell, IN
FI: Beijing, China
SB: Qingdao, China
SM: Brandon, FL
LM: Portland, Oregon (the Rose City)
BB: Mumbai City, Maharashtra State, India
MP: Boxborough, MA
KM: Arlington Heights, IL *(not Chicago…)*
LN: Hohhot, China
RM: Beirut, Lebanon

Favorite thing to do in Melbourne:
CC: Procrastinate *(I could not agree more)*
DM: Go to the beach very late at night with friends
RM: Go to the beach
JB: Eat out. There is great seafood here.
LM: Poke around antique shops and talk to people **[END]**

What's Up Doc? Professional updates from faculty

By Maria Twitchell

The past few years have been super busy and have harvested great rewards for the program. The excellence of our program truly is the result of the labor from our faculties, who not only take their time to create the new waves of I/O professionals, but also are active participants in shaping the field of Industrial/Organizational Psychology with their research contributions. Below is a review of the research publications our faculty published or is in the process of publishing.

Congratulations to *Dr. Rich Griffith*, who just received a promotion to full professor! This promotion is well deserved as Rich not only actively leads the Applicant Response Behavior (ARB) Team, but has published a book, *A Closer Examination of Applicant Faking Behavior* (2006), with Doctoral candidate Mitch Peterson. In the past couple of years, Rich has contributed to the completion of a book chapter and several articles enriching the research literature in the area of applicant faking behavior. The book chapter is coauthored by Dr. Pat Converse (read an interview with Pat on pg. 11), a faculty member at Florida Tech, and will be published in the *New Perspectives on Faking in Personality Assessments*. In addition, Rich has published articles with coauthors Mitch Peterson and Pat Converse in *The Journal of Business and Psychology, The International Journal of Selection and Assessment*, and the *Industrial and Organizational Psychology: Perspectives on Science and Practice*. As if such success was not enough in such a controversial area of research, the

Applicant Response Behavior Team research will be presenting a series of posters during the 2010 SIOP Conference (see pg. 24 for a list of SIOP presentations).

Dr. Art Gutman is the active leader of the law team and a nationally recognized expert in labor law. In the past couple of years, Dr. Gutman has contributed to the research of current law trends in several publishing media including handbooks, journals, and *The Industrial-Organizational Psychologist* (TIP) legal articles. Dr. Gutman has contributed to several books and handbooks in the topic of labor law the *EEO Law and Personal Practices (3rd Edition)*, the *Handbook of Work Analysis, The Handbook of Employee Selection*, the *Handbook of Assessment and Selection, The Handbook of Police Psychology, In Understanding and Adapting to Organizational Nepotism,* and the *Work and Aging Handbook.* In addition, Dr. Gutman has published articles in the following renowned journals: *Human Resource Management Review* and the *Industrial and Organizational Psychology: Perspectives on Science and Practice.* Last (but not least!), Dr. Gutman has been an avid contributor to the legal perspective section of *The Industrial-Organizational Psychologist,* explaining the current trends in legal reforms that affect Industrial/Organizational Psychologists. One last note: the law team (as well as the expert advice directly from Dr. Gutman) will be presenting at the SIOP 2010 Conference.

Dr. Erin Richard is the leader of

bringing a bundle of joy (Riley Katherine Melancon) into the world Congratulations Erin! (see pg. 22 for some more personal updates). But such a great event has not stopped Erin from actively contributing to research publications in the *Journal of Organizational Vocational Behavior* and the *Research Companion to Emotion in Organizations.* Also, Erin coauthored a SIOP Poster Session that will be presented at the 2010 SIOP Conference.

Dr. Pat Converse leads the Motivation Research Team at Florida Tech. Pat's research focuses on motivation and self-regulation and also has recently received a promotion to associate professor! Pat has published book articles and journal articles with fellow faculty members and students at the Florida Tech program. The journal media contribution includes *The Journal of Human Performance, The Journal of personality and Individual Differences, The Journal of Business and Psychology, The Journal of Applied Social Psychology, Measurement and Evaluation in Counseling and Development, Journal of Applied Psychology,* and *The International Journal of Selection and Assessment.* Additionally, Pat has coauthored a chapter alongside Rich

Personality Assessments. Pat's influence on his scientific research team will be demonstrated through a series of posters presentations at the 2010 SIOP Conference.

Dr. Lisa Steelman is the director of The Center for Organizational Effectiveness, the in house I/O consulting firm, which has successfully launched training programs and other organizational development interventions (see pg. 14 for an update on "The Center"). Lisa is also the leader of the Feedback Research Team, which is amidst a major research effort with Devereux, a non-profit organization. In addition, Lisa is the new Chair of the Industrial/Organizational Program at FL Tech (see pg. 3 to read about the changeover) and temporarily helped to fill in as the Dean of the School of Psychology. As if such accomplishments were not enough, just a month ago she became an editor for the *The Industrial-Organizational Psychologist*. Lisa also managed to publish her work in collaboration with colleagues at the Proceedings of Indian Academy of Management Conference and several presentations this year at the 2010 SIOP Conference.

Dr. William Gabrenya is the leader of the Culture Research Group, which has contributed with cutting edge research in culture and diversity, which is important with the expansion of the global economy. Dr. Gabrenya has participated in several conferences and held lecture halls: 4th Africa Region Conference of the International Association for Cross-Cultural Psychology, Indigenous Psychology Study Group,

National Taiwan University, Cross-cultural psychology topics invited lecture at Chungyuan University in Taiwan. A poster session coauthored with several Florida Tech I/O students will be presented at the 2010 SIOP Conference.

Dr. Susanne Bahr specializes in cognitive and human factors research at Florida Tech. Dr. Bahr's research has been published through different media including books, conferences, and journal articles. Dr. Bahr has published a chapter in *Continuous Learning in Collaborative Distributed Environments* (in press) and *A Modern Integration of Cognitive and Computer Sciences* (2009). Dr. Bahr presented her research at the following conferences and lecture halls: the inaugural Human Factors in Information Security Conference (2009), *Annual Human Factors and Ergonomics Society Conference: Works in Progress session* (2009), and the Information Systems Security Association Monthly Lecture Series on Security trends and topics in computer security.

As you can see, our professors are constantly producing great accomplishments along with producing future I/O Psychologists. There is a lot going on in their lives so if you make it to SIOP, be sure to stop by the FL Tech Reception to say hello, give them a pat on the back, and, perhaps more

HEY ALUMNI!

Want to keep up with your professors and cohorts? Join the FL Tech Alumni networking site!
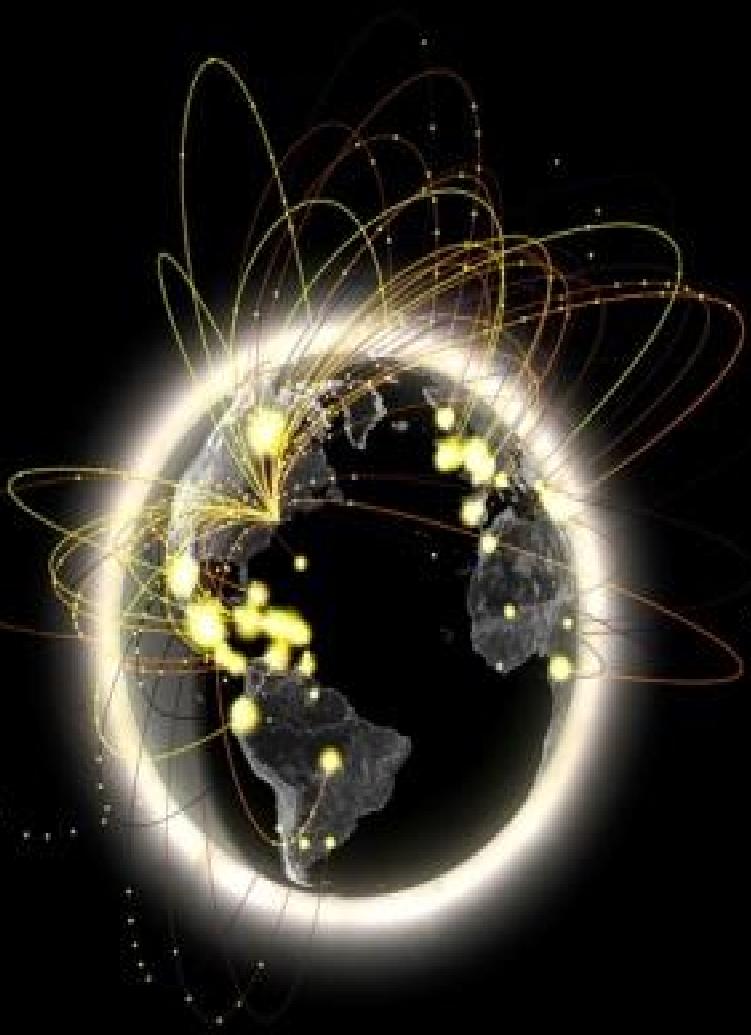
Ask Rich for more info on how to join! (Griffith@fit.edu)

See Page 4 for information about the FL Tech Reception at SIOP

Cultural Expansion: *The future of FL Tech I/O*

By Sara Trane

Cultural knowledge and international experience is becoming increasingly important in today's business world. The work place no longer consists of just a few employees from a different culture. Instead, companies are constantly attaining more and more multinational and culturally diverse employees. Inside companies, expatriation (assignment outside of the country), and repatriation (coming back to host country), are becoming common additions to everyday work. That being said, the multi-cultural diversity in the I/O program at Florida Tech is extremely important as it adds a unique and competitive edge to the program. Consider this fact, currently Florida Tech's I/O program is one of the largest I/O programs with its 54 students. The world is well represented with a myriad of 11 international students, coming from such diverse countries such as India, Lebanon, Canada, Sweden, China, Austria, Brazil, and the Philippines. This year about half of the applicants to the program came from countries outside of the United States. The increasing interest towards the program at both national and international levels definitely highlights its competitive edge. To address the implications that the growing global market has on the future direction of the program, in terms of diversity enrichment efforts, we discussed this topic with Dr. Rich Griffith.

Photo of recent international students. From left: Stella Bie from Shandong, China; Faye Li from Beijing China; Rana Moukarzel from Beirut, Lebanon.

In the past years, the I/O program at Florida Tech has experienced a significant growth on its international student population. This increase in diversity has allowed the program to become more in tune with the global changes that multinational organizations are facing today, especially in terms of obtaining and maintaining a rich and diverse workforce. What is interesting though is that Florida Tech reached this diversity in a natural manner, meaning that there were no recruiting efforts that targeted the international student body. This serendipitous outcome has led to the redesign of future growth strategies for the program and has increased its focus on its globalization efforts.

Specifically, the I/O Program at Florida Tech has set its sight in meeting the global demands that organizations are facing today. To accomplish this high level goal, the I/O program has already embarked on plans to expand at an international level. Among these plans are the development of an exchange program, the delivery of distance learning lectures to other areas of the world, the development of cultural classes, and the creation of the Culture Research Institute. These remarkable steps towards cultural expansion will hopefully be accompanied with other opportunities for exchange among schools in countries all over the world in the near future. The next plan involves the outreach of the program, is to pilot-test a distance teaching class in Germany this summer.

The last plan, which involves the development of a variety of cultural classes, addresses the increase in the number of diverse students in the program and recognizes the importance that cultural knowledge and experience have in the business world. The proposed classes will be geared toward different international subjects, and address topics such as cultural psychology, cultural research problems, international business, and cross-cultural communication. Finally, the next plan, which hopefully will soon become a reality, is the development of a Cultural Research Institute. Cultural research is already an integral part of the I/O program, so this enhancement will go along nicely with the increase in importance and interest in cultural topics in most areas of the business world as well as society in general.
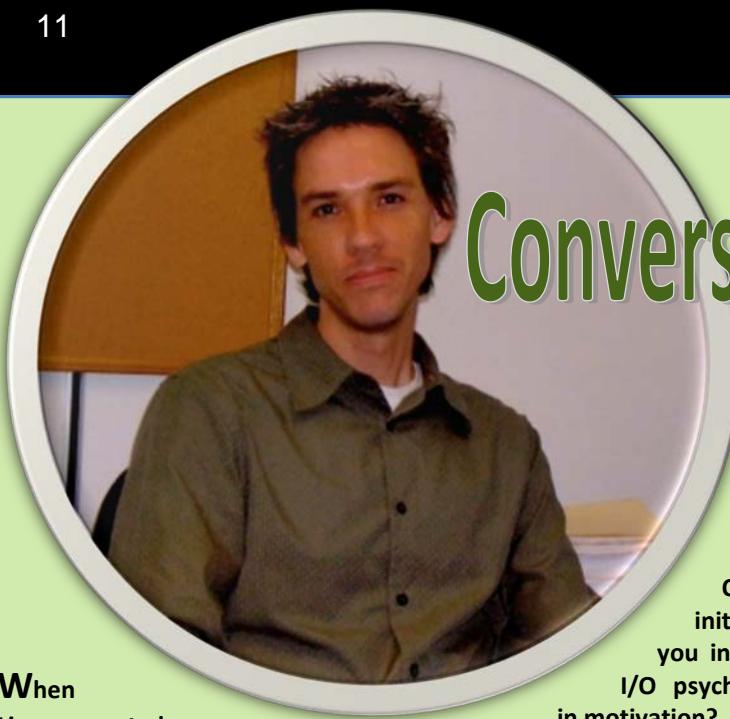
Rich is convinced that if the program addresses cultural diversity at a global scale by creating cultural enriching programs, classes, and research, then the I/O program at Florida Tech could be considered a global leader in the current business world. Now the question is: why is it of importance to the I/O program to become more diverse? According to Rich, having a multi-cultural program is extremely beneficial. Not only it is cool and a lot of fun to meet people from other countries and learn about other cultures, but also shows that we practice what we preach. The business world is moving towards globalization and international awareness and so are we. Being trained in an environment similar to the current and future work environment is a very positive advantage to have. This will enable us to better assist organizations with their cultural issues. In addition to the knowledge gained from classes and other methods of learning and practice, we can use our own *real experience*. This is something that companies are acknowledging and many international selection firms turn to our program for help with different issues, which shows that what is being taught at Florida Tech matches up with the growing value in cultural expertise among both practitioners and scientists.

The cross-cultural focus also creates great opportunities to expand one's own cultural perspectives and builds a global network. This is a crucial resource for research purposes as well as job opportunities. Globalization is an unyielding trend in today's world and our I/O program is following suit. Not only is the program constantly increasing in size and status over the years, but also the developmental plans indicate no end to the expansion and globalization. [END]

Conversation With Converse:
A faculty interview

By Katie Piccone

When Lisa requested an interview with Dr. Pat Converse for this column, I was excited for the chance to find out a little more about one of our most mysterious professors. For those of you who know Pat, I'm sure you would agree that, although he has a great wealth of information spinning around in his head, he's not necessarily the "chatty" type. For those of you who don't know Pat, he has a reputation for being extremely hardworking (with 5 research articles currently in press), super intelligent (most of us have not encountered a topic that he doesn't know all about), and somewhat reserved (I have yet to hear him discuss any plans for happy hour after a hard day's work).

From discussing why he chose to come to FL Tech to his advice for students, sitting down with Pat for a brief Q & A session was very enlightening. Although in retrospect, I suppose I could have asked him to divulge his favorite beer, but I guess there are always the other newsletter issues to come….
Read on to see what Pat had to say!

Q: What initially got you interested in I/O psychology and in motivation?

PC: *In undergrad I majored in biology at first. However, classes were set for you as a biology major and wasn't sure that was what I wanted to do. I eventually took some Psychology courses and got interested in them.*

As far as I/O Psychology, at my undergraduate university (SUNY Fredonia) I worked with a cognitive psychologist. My primary research experience involved work on memory issues, such as classic list learning studies and recall. I really liked the research but thought it was too basic. Then I took an I/O Psychology course, which got me interested.
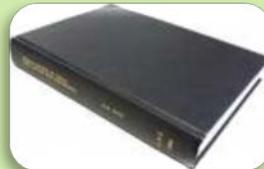
I actually was not interested in motivation until I got to graduate school. Before that, I was interested in selection (and still am). In graduate school (Michigan State University) I took courses on motivation taught by Dr. Ilgen and Dr. DeShon. I liked the courses and liked the dynamic

Q: What have been 3 major milestones in your life as an I/O psychologist?

PC: *Getting through my Master's thesis was the first. It was the 1st major individual project I had and there were times when I didn't think I could do it or even want to do it. But when it happened, it was a big accomplishment. Of course comps is probably a given…I guess another would be the 1st time I presented in a symposium at SIOP. Then perhaps the 1st time I published something in Personnel Psychology, which happened in my 3rd or 4th year in graduate school.*

Q: Where do you see your research going in the next five years?

PC: *I did some Monte Carlo simulation along with some methodology work in selection and would like to do more of that.*

As for motivation, currently we've been working on empirical research. However, in the future I would like to do a conceptual review of some of

Q: What made you decide to come to FL Tech?

PC: *There were several things. The main one was my perception of the culture in the program and the people. I got several offers from other places but I thought that FL Tech was a better fit. Other places didn't have the same environment. There were also more people here doing work that was similar or complemented what I do.*

Also, the nature of the position here was unique because, in a lot of cases, you fill a former position after a professor retires or leaves, but here I had no former role to fill. It was a new role of my own. It also had a lot to do with how many and what kinds of courses I had to teach. Here, I got to teach what I wanted.

Finally, the Florida climate helps out. I'm from the north but don't really enjoy outdoor sports so I'm just uncomfortable in the cold weather.

Q: What's one part of your research that you think is valuable to be applied to everyday life?

PC: (*Laughs*) *I often don't think in those terms to tell you the truth! I find resource depletion useful, for handling everyday fatigue. Before, I didn't try to manage when I did what work or when I started work. I found it helpful to recognize and take into account fatigue, such as when it kicks in and when it doesn't, and what it affects and what it doesn't.*

Also, goals…a lot of the work that we're building on in motivation is goal setting work. The core findings are pretty important. You can set up even simple goals, and they tend to be effective.

Q: Aside from "*work hard, be cool*" what is one piece of advice you'd give to students?

PC: *The thing I found to be true in grad school and once you graduate is the amount of time spent on tasks. This goes along the lines with working hard. People ask me how I can accomplish so many things and it really has to do with spending the time on work. When it comes to writing theses, papers, or accomplishing any tasks, you really need to spend more time on them then you may think. It's not necessarily a fun or interesting insight but being successful requires spending a lot of time on tasks. It's about getting in the mentality of making yourself do the work.*

Q: From what we've read in Work Motivation and Personnel Selection, it seems that both Locke and Latham aren't afraid to start an argument. That being said, who do you think would win in a debate, Locke or Latham?

PC: *I don't know them personally, but from seeing them around I'd say that Locke seems to be a very argumentative type. He seems very persistent. I think he won't give up in a debate, so he'd probably win.*

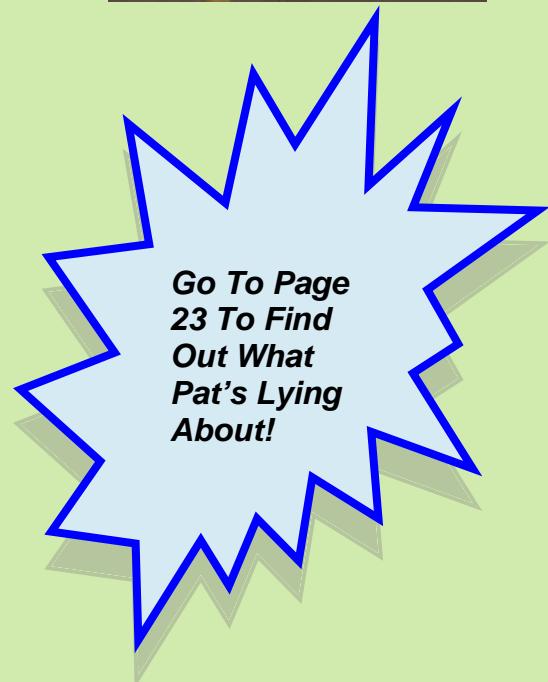**Q: Okay, final request! Can you tell us two facts and one lie about yourself?**

PC: *Hmm…I'm not a very good liar. I have to think them through before I say anything. (Pauses briefly) Okay, (1) I'm from Buffalo, New York but I've never been downhill skiing; (2) I have a phobia of ketchup; and (3) I've owned two cars in my life, both Hondas.*

Thanks to Pat for letting me pry a little. It definitely was an insightful conversation. For instance, I'm still in disbelief about his answer to my last question. Which is the lie?

Where Are They Now?
Interviews with alumni

Featuring: Dr. Erin Moeser

By Maria Twitchell

For those of you who have entered and left our program, I am sure you have wondered, "How is so-and-so doing? What is he/she doing now?" Then your mind starts wandering off into that thread of thought and you start recalling all of the good memories (hanging out with a few beers), the stressful memories (midterms, finals, comps), and finally you realize that you have lost touch with the people you have spent at least two years of your life with! Well, to answer some of your questions and to perhaps reconnect "Old Friends" we introduce our "Where are they Now" column. Also, for those of you current and future students, this column is a reminder of the many students that paved the way and helped to enact the "work hard, be cool" culture that we get to enjoy. So let's jump at the chance to reconnect (for you alumni!) and to learn what is like to have graduated from the I/O program at FL Tech (for you current and future students!).

Our first "victim" (well okay, interviewee) is Erin Moeser who graduated in 2008 with her Doctorate in I/O Psychology. Now Erin is an independent consultant contracting as a Research Psychologist with the Defense Equal Opportunity Management Institute (DEOMI). So Erin was able to squeeze in an interview (thanks again Erin!) and this is what she has to say when we asked her some questions about her "graduate days".

Q: Now reflecting on our I/O program, what skills did the program provide you that are invaluable?

EM: *For my current position I'd have to say the ability to plan a research study from start to finish is the most valuable skill I've taken from FL Tech. I started running our simulation training lab about a year ago, and have had to do everything from generate research questions to recruit and run participants to analysis and write-up. At first this all seemed a little overwhelming, as my background wasn't really in simulation training, but I was able to pull from my experiences in class and from my dissertation.*

Q: If you could have one piece of advice to give to current students, what would it be?

EM: Save all of your class materials – including articles and papers/projects – even after comps! I have referenced these materials countless times since graduation.

The amount of reading and work you have to do while in the program may seem overwhelming at times, but all those resources come in handy down the road!

Q: In what ways have you taken the FL Tech I/O program motto of *"work hard, be cool"* with you?

EM: *I still work very hard and put a lot of focus and energy into my job, but I am also sure to take time for myself to relax and have fun. Luckily my coworkers have the same philosophy, so the transition between school and work has been pretty smooth…so far!!!*

Q: And what's your favorite memory of your time at FL Tech?

EM: *Wow, that's a tough one – there were a LOT of good times. I'd have to say the light-night study crew at Grissom Hall provided some of the best times. We all worked on our own projects, socialized in between, and usually ended the night at Chumley's.*

The best memories I have from FL Tech all revolve around the friends I made over the years. There is absolutely no way I would have made it through the program without them!

Q: Ok, now we are a serious question…well, not really…Tell us two facts and one lie about

yourself.

EM: *(1) I collect llama figurines. (2) I thoroughly enjoy doing stats. (3) I hate political-driven folk music.*

Thanks to Erin for her time and

input! Don't forget to check out page 23 to find out what Erin isn't

THE BIZ
An update from The Center

By Lisa Moore

Wow! What an amazing year it has been! The busy assistant consultants (GSA and volunteer I/O students) at the Center for Organizational Effectiveness have quite a list of projects crossed off, but our list never seems to find an end -- and for good reason! "The Center" is the in-house I/O Consulting Firm at Florida Tech that links students with projects to get real world applied experiences, providing them with a chance of becoming assistant consultants and actively participating in a variety of applied/research opportunities. As the list of projects increase and the existing projects get further developed, the more opportunities our assistant consultants have to fill their professional resumes with skills and descriptive outcomes as well as becoming better prepared for the professional development in the field of I/O psychology. So what can be said about the "The Center"? Well basically that working here means two things: (1) if our client poses a challenge, we rise to it and (2) our teams work hard and have fun in the process. Well maybe it is more like three things as we partake in the "work hard, be cool" way of life that governs the culture of our program and marks our success.

So…What are we up to now?
As previously mentioned, we have a lot on our plate! Thus far, we are polishing several training video segments that we have incorporated into a series of training modules.

The training workshop caters to managers who want to use and improve coaching and feedback skills in their workplaces. The process of drafting, planning and building training programs provide assistant consultants with valuable hands-on practice that map onto the skills that employers seek. Can we build trainings? *Heck Yeah* we can! Just ask graduate student Mary Margaret Sudduth who effectively started the project from scratch. The training development team is excited to be putting on the finishing touches on a coaching and feedback training and approaching the start of marketing the training program to local clients. As our consultants work hard, new ideas are being implemented into the training program and additional modules are being developed to cater to special topics in workplace coaching (such as culture sensitivity and diversity in the work environment, which is being lead by Rana Maukarzel). Another great resource that the Center provides students with is applied research experience. In the past years, new members have joined our team and new research oriented topics are being embarked upon. Take, for instance, graduate Stephen Young. Stephen and his team are investigating

Photo featuring a few of the hard workers in The Center. From Left: Stephanie Miloslavic, Christen Lockamy, LisaSilva Moore, and Casey Cook.

organizational climate as a driver of different levels of engagement and commitment, a very timely subject to look at in our current economy. Other ongoing Center projects include our continued work on a large effort: A Human Resources Talent Management Audit, which is being led by Cassie Hirsh and her team. The Audit is designed to help organizations determine how they can best develop and leverage the skills of the individuals who work for them. Additionally, a newly added project to the Center involves developing a comprehensive orientation program for online instructors of the Psychology Online Undergraduate Program at Florida Tech; this is another great opportunity for students to demonstrate their skills in taking an idea through all the steps to serve client needs!

Graduate student Stephanie Miloslavic and her development team have taken hold of this endeavor and are certain to do a great job! Last but certainly not least our website is getting a face lift by "The Center's" in-house marketing team (led by Ben Tryba) so be sure to check up on our page later in the year to see how much we have grown (http://research.fit.edu/TheCenter/).

The Center is known for producing high caliber, excellent quality work – providing great deliverables is what we do best! In addition to special client-driven projects, the Center team works on ways to market the services we offer to the clients in our local community as well as in the greater Central Florida area via our website, printed materials and multi- media offerings. At the end of the day, all of the client-based projects, standing sub-committee work, and quick turn-around tasks simulate the fast paced world of consulting where Dr. Lisa Steelman provides guidance from her years of industry experience. If you ask the Center consulting team, "what are you up to these days?" you'd better have a minute or two ready to hear our answer. We're busy, we're working hard and we're getting the work done! We meet twice a month at the Applied Research Lab and we are always welcoming new students to jump on board. [END]

Movin' On Up!

An interview with a graduating student

Featuring Iris Rivera
By Sara Trane

For those of you who don't know Iris Rivera, she is currently a doctorial candidate in the I/O program and is planning on finishing up her Doctorate degree this coming May. Iris was born in Ponce, Puerto Rico, where she spent her first six years before moving to the city of Miami, United States. She constantly traveled back and forth between Puerto Rico and the United States, but spent most of her time in Miami.

Iris' interest in I/O Psychology started to develop during her high school years, where she was heavily involved in business courses as well as part of the Future Business Leaders of America. When it was time to attend college, she decided to pursuit her undergraduate degree in Psychology at the University of Florida. Iris found her psychology courses very interesting, but could not find her perfect fit until she ran into a class in I/O psychology. This was when she realized that she found the opportunity of incorporating her two main areas of interest, business and psychology, into one area of study and embarked on the opportunity to obtain a

graduate degree in I/O Psychology.

According to Iris, when choosing for a graduate program, there were two main reasons why she selected Florida Tech. First, she found the culture at Florida Tech "different" compared to other programs that she visited. She noticed how friendly everyone was and that the graduate students were treated as equals by the faculty and not as "hired help". The second reason was The Center for Organizational Effectiveness, which she really wanted to be a part of to gain work experience while studying at the same time. Iris has come extremely far as a graduate student in the I/O program and was kind enough to let me interview her. Read on below to see what she had to say.

Q: Now that you're graduating, what are your plans for the future?

IR: *Currently I have a fellowship with the U.S. Army Research Institute, which has opened many doors. Specifically, some of the work I did with ARI caught the attention of some employers and now I have a job once I graduate with Cognitive Performance Group in Avalon Park, Orlando. I am really excited about working here because it is a small company that understands and values Industrial/Organizational psychology so I feel that I can make a difference. CPG offers a good balance between research and applied work. It is also in the same line of work as my fellowship, which is working as a military contractor.*
Interview continued on next page.

Q: Considering your future plans, what would you say was the most valuable component of the I/O program?

IR: *It would be difficult to pick just one component of the I/O program that was the most valuable to me because I feel that each part really helped set me apart from students from other programs. The Center gave me the applied experience and understanding of working with the corporate world. The research teams taught me a lot on how to develop and write publishable work and the classes gave me the foundation to be able to do all those things. I believe that the combination of those elements is what helped me. If I would have only participated in one I doubt I could have been as competitive.*

Q: What was the hardest part of the program for you?

IR: *The hardest part of the program was getting a schedule down that would allow me to balance everything in my life. I realized quickly that leaving all the reading until the day before a class was not going to work out! Once I learned how to schedule my reading times I found I had plenty of time to live the rest of my life and not only be worrying about school.*

Q: What is your favorite memory of your time at FL Tech?

IR: *One of my favorite memories at Florida Tech was when we had a Groups and Teams class and we were taken to a ropes course. It felt like a field day with all your friends. There is nothing like crossing a log several feet in the air with your friends cheering for you to get that adrenaline running!*

Q: In what ways have you changed since you started at FL Tech?

IR: *Since I have started Florida Tech I have become more confident. The experiences I had at Florida Tech have made me realize the skills and talents that I can offer. For example, when I first came out of undergrad I would feel uncomfortable doing public speeches or presentations. Now I have trained over 800 soldiers and Marines worldwide with no problem.*

Q: Aside from "work hard, be cool", what is one piece of advice you'd give the incoming class?

IR: *My biggest piece of advice would be to not forget that you had a life before graduate school and that you will continue to have one after graduate school. During graduate school you should still have time to be involved in your favorite hobbies or pick up new ones. Surf, travel, join an organization or become a beach bum. Regardless, don't let the 2+ years pass and then realize all you have is a degree and no fun memories!*

Q: Tell us two facts and one lie about yourself.

IR: *(1) I have had a pet every year of my life. (2) I am 5' 6". (3) I won first place at a limbo contest in Tobago.*

Note: The limbo contest took place this February, where Iris

al

so attended Carnival (see photo below).

Iris has set some un-erasable marks in the history of the program and will be greatly missed by both faculty and classmates when she graduates. Some of those who know Iris well had the following to say about her:

Lisa Steelman (Iris's Advisor): *"Iris took advantage of many of the opportunities available to her at Florida Tech. Besides doing well in classes she did a thesis, secured a summer internship in Spain, worked on Center projects and the Feedback Research Team. These experiences helped her land a*

great fellowship at ARI, which was the springboard for her first job. We are going to miss seeing Iris' smile but wish her all the best!!"

Paul   Merlini   (Former
Classmate): *"She is one of the most intelligent people I know. She has been a great   friend   and resource for me."*

See page 23 to see what's true and what's not about Iris!

If everything goes as planned
Iris will receive her Doctoral   d
egree this coming May and then will be moving on towards

THE BEN REPORT

By Ben Tryba

Dear Readers (Alumni, Faculty, Prospective/Current Students, Parents, and Pets who learned how to read…),

Over the next 1 million words I would like to take you on a journey through the life of a first year graduate student at Florida Tech. This column will be an ongoing piece in The Pulse that will follow me through my graduate school career. You might laugh, you might cry, and you might learn something new as I give you a bird's eye view of what graduate student life is all about. Do you want to know which faculty member is the funniest? Are you concerned about what you should do if you run into a second or third year student and do not know their name? Are you worried about never seeing snow again for the rest of your life?! Well, I will answer all of your questions, quell all of your concerns, and, if all goes as planned, leave you wanting more. So sit back at your computer, crack open an ice cold beer, put down this month's issue of Cosmo, and get ready for: The Ben Report.

I remember the sunny, yet cold day in Ithaca New York when I received my acceptance letter from FIT. The frozen birds were chirping and my roommate was eating a sandwich, as he usually did around noon, as joy

overwhelmed me: I was finally going to live in FLORIDA! See, I grew up in Chicago, IL (that would be THE CITY of Chicago, not a suburb!) and got my undergraduate degree at Ithaca College in upstate New York. I know cold weather, I like cold weather, but I am not in love with cold weather. Do not get me wrong, Florida's weather was not the only reason I choose to attend Florida Tech, but man oh man, it is a big bonus. I also remember getting a call from a man named Rich Griffith. I had seen a picture of Rich on the FIT I/O website before, and as most people do, envisioned how he would sound and act. I could not have been more wrong in my imagination.

I expected the typical older teacher rhetoric along with a raspy voice. This man, Rich as he likes to be called, was peppy, upbeat, and excited for me to be his pupil. Rich is an enigma wrapped in tattoos and an awesome 'stache. He is 'Work Hard, Be Cool' personified. Now readers may think that I have a "man-crush", but remember, the more compliments I give Rich, the more likely he will eventually cite my publications later in life (thanks in advance Rich!). But I digress…

Fast forward to summer 2009. The first years (now second years) created a mentor website and it was very helpful (and is still ongoing for those of you who are incoming students). Not only was I able to meet all of the other incoming students, but all of us could ask the current students any questions. I got in touch with two other incoming students and we decided to live together (which was great because now I could let them do the dirty work of finding a place to live). I enjoy living with other people, but I know people who would rather not. It is basically a judgment call on the part of incoming students. Are you easy to get along with? Do you have intense foot odor? Do you occasionally sleep walk into other people's beds? Those are just some of the questions you need to ask yourself before deciding whether to live with other people. After living arrangements were taken care of it was just a matter of getting all of my affairs in order to move from Chicago to Melbourne. Also, being that I came straight out of undergrad, that summer before grad school was awesome! I got to hear all of my friends complain about

trying to find a job, then when they did, complain about how little money they're making, then complain about living with their

parents. Meanwhile, I got to stand there and laugh my face off, knowing I didn't have to worry about a job for a couple years (at least), that I am going to be making some bank when I leave (hopefully), and that my parents are living with the fact that I get to spend

After laughing at my friends, taking one last Irish Car Bomb at my favorite pub with that girl I never told I had feelings for, and kissing my mom goodbye, it was time to make the move to Melbourne, FL. Now, I drove, and some of you incoming students might as well, so it's worth giving some tips on that subject. First, never underestimate the amount of times that older people need to stop (bathroom, food, they saw something 'cool'). Second, along that same problem, set realistic distance and time goals (a 10 hour drive that map-quest says will get me to Atlanta, took 12 hours and left me an hour and a half short of Atlanta when driving with my mom). Lastly, get a good night's sleep before leaving. I decided I wanted a nice send off from all of my friends, where we went to some of our favorite bars, knocked back a couple too many, went to bed a little too early in the morning, and I ended up sleeping through my expected date of departure.

Eventually I made it down and arrived to school a week before orientation so I could get settled in and meet up with other students for a couple nights out in Melbourne. I suggest every first year do the same, just make sure that if you do decide to indulge in some 'social lubricant' to keep your wits, as us psychologists know, first impressions mean a lot. Then again, getting bombed, trying to be cool and buying an older graduate student a shot, then proceeding to spill it on yourself is not the end of the world… I would know. Take your time to get settled in and see the town of Melbourne (what there is to see…), and eventually orientation will come around. There is not too much to say about orientation: you get to see the entire faculty, and then you meet the other graduate programs' faculty as well as the other graduate students from the other programs. The *real* orientation is the I/O program BBQ. Faculty and students meet together at a gazebo on the beach to eat, drink, and get to know each other. You will definitely want to attend this BBQ. If nothing else, you can say you shared some brews with your teachers. But have some fun, because afterward, it's time to start working…

"Work Hard, Be Cool." That is the motto of our program and it fits perfectly. I am basically three quarters of the way done with my first year of graduate school here at FIT and I could not imagine being happier anywhere else. I will be the first to admit that I took the first half of my first semester at FIT less serious than I should have. That approach was solved with a swift kick in the teeth by a bad midterm grade and I found a nice balance between my affinity to have fun and my desire to learn. New students have to remember one thing: we do not just read the articles in order to pass a test; we read the articles to increase our knowledge base in the field we are going to commit our lives to. So what can you, the reader, learn from my mistakes? Keep on schedule with your readings, create groups that summarize the different readings, and, most importantly, do not challenge your friends to see who can get more hammered on a weeknight (even though at the time it seems like everyone wins).

So along with the regular workload of three classes (yeah, it's sweet), you can join as many research teams as you want. I decided to join ARB (Applicant Response Behaviors), which is headed by Rich, and The Center (Florida Tech's consulting firm), which Lisa Steelman runs. There are a number of other research teams to join and I have heard great things about all of them (take a look at http://cpla.fit.edu/io/research.php for a list of teams). Early in your first semester there will be a brown bag meeting where all of the different research teams give a presentation on what they have done in the past, what they are working on now, and what they plan to research in the future. It's a very informative meeting topped off with free pizza (one of Rich's tips is to never pass up free food in graduate school). Once you get involved in the research teams and get into a nice groove in your classes, you can truly appreciate your first year of graduate school.

Now for the fun part… the Melbourne nightlife! I can some it up in one sentence: *it is what you make it.* Melbourne is not a big town (hold back your gasps please). It has a mall, a downtown, and a beach. One of my first goals when coming down to Melbourne was to find 'my bar', a place where everyone would know my name (ha). So I started downtown or as it is called 'Main Street' even though the street is named New Haven (some clever person felt the need to confuse all Melbourne'ians). For those of you who have yet to visit the area, there is Main Street Pub (the clever person probably works there!), Off The Traxx (two x's are better than one), Matt's Casbah (it's not always rocking…), Moonstruck Wine Company (beware of older ladies hitting on you), and Meg O'Malleys (amazing food, especially their french fries). Now those are the bars on Main Street and each of them have their bright spots. Main Street Pub is probably the best. They have an outside bar, as well as some good specials, especially for FL Tech students. However, Off The Traxx is the biggest bar, with a couple pool tables, lots of seating, a bunch of TVs and an outside bar. Sometimes they have live music, but it's usually a band that is way too loud and you cannot even hear the person next to you. Once you get away from Main Street, there are a number of other good bars. The Broken Barrel Tavern was one of the first bars I ever visited in Melbourne. BBT probably has the best alcohol selection in Melbourne. They have a billion different beers as well as a number of different whiskeys (which is right down my alley). Their drink list was about 12 pages long and all of the beers had a brief description along with its alcohol content. Then there is Tapps: 'my bar.' Tapps is the place where I go (almost) every Thursday night. Some people disagree with me and call Tapps a dive, but those people do not understand the true character of Tapps. At Tapps, the bartenders know us, the pitchers are $4 a pop, they have one of those electronic jukebox machines (which, unfortunately, sometimes becomes a nuisance when someone decides to rock out to death metal), pool tables, dart boards, and, most importantly, a beer pong tournament every Thursday (which you will never win if Matt Pita and I are playing).

Photos of students. From top (left to right): Ben; Katie and Amy; Maria, Paul, and Margaret; Steve, Jennie, and Stephanie.

Above photo from left: Matt, Bianca, Ben, Jamie (Casey's fiance´), Marne, Stephanie, and Kamil.

All in all, if you're with the right people, all of the bars mentioned above will be fun. Sometimes the only way to get to know some of the upper class students is to see them out at a bar and talk over a round of drinks.

Disclaimer: Now some of you may feel that alcohol was discussed a little too often in this article and for that I am sorry. Alcohol is not a way life at Florida Institute of Technology and I do not want it to sound that way. On the other hand, we have fun, and drinking is not frowned upon. Sometimes you just need to end your day with a nice frothy cold golden ale. If that is the case, be smart and do not drink and drive (unless you're on the golf course…).

So, that is my first year experience at FIT (so far). I hope the picture I painted did not have too many beer stains on it. Still wondering whom the funniest teacher is? Lisa, I don't know why, she just flat out makes me laugh. What do you do if you run into an older student and forget his/her name? Buy him or her a shot (don't spill it on yourself), smile, and hope it never comes up. Worried about never seeing snow again? Stop, snow already moved on and you should too (plus, snow never even got you a birthday present…ever). For you incoming students, I hope you liked the look into the life of an FL Tech graduate student and I cannot wait to meet you. For you alumni, I hope I made you proud. For you faculty… Please do not judge me too harshly. And for my fellow graduate students, I will not be surprised when my 'facebook' is flooded with friend requests… So here comes the sad part: the column is over (until next issue). As Lisa likes to say, "keep on (pause… deep breathe…) keepin' on" (just one reason why she is so funny). Work hard, and be cool. [FIN]

HEY NEW STUDENTS!

Check out the Mentor site to meet your future classmates and some current students! To find out more information on how to join, please contact Steve Young (stephenyoung86@gmail.com), Christen Lockamy (clockamy2009@my.fit.edu), Jennie Blandford (jblandford2009@my.fitedu), Matt Pita (mpita2009@my.fit.edu), or Rana Moukarzel (rmoukarzel2009@my.fit.edu).

Here Are Some Upperclassmen and Alumni Who Have Worked Hard and Been Cool Before Me.
-Ben

From left: Liz Steinhauser, Stacey Peterson, Liz Trame, Tina Malm, Erin Moeser, Shawn Burkevich, and Mitch Peterson
 Mitch Peterson

Personal Updates!

By Katie Piccone

Apart from the work-related buzz around the program, we have a few announcements to make in regard to the lives of our I/O program cohorts and faculty! Wedding bells are ringing and new additions to families have been made.

We would like to congratulate our recently engaged current students! Liz Trame (engaged to Patrick Culhane), and Dan Divine (engaged to Monica Caplinger) are 4th and 2nd year graduate students, respectively, who have managed to set some dates while enduring comps and the perils of ARM (Applied Research Methods).

Elizabeth Trame and Patrick Culhane met while undergrads at The University of Toledo in 2003. They were introduced through mutual friends and started dating in the fall of their sophomore year. Elizabeth moved to Melbourne in 2006 for graduate school and Patrick moved down the following year after completing his undergraduate degree. Patrick proposed to Elizabeth at her parents' house Christmas Eve, 2008. They plan to marry May 22, 2010 in Centerville, Ohio (**See photo of Elizabeth and Patrick, top right**).

Dan Divine and Monica Caplinger have been together for over five years. They met and began dating in high school. Dan and Monica graduated in 2004 and each went separate ways for college- Dan attending Wright State University near Dayton, Ohio and Monica attending The University of Findlay in northern Ohio. They continued their long distance relationship throughout college and then moved down to Florida together for Dan to attend FIT. In addition to Dan attending graduate school at FIT, he is also a pharmacy technician at CVS and an online e-learning facilitator. Monica is a teacher of special needs students (**See photo of Monica and Dan, right**).

Dan popped the question in March of 2008 at the Statue of Liberty while he and Monica were visiting New York City on vacation. They plan to wed on May 22, 2010 in downtown Columbus, Ohio with over a hundred of their closest friends and family. Dan and Monica will honeymoon on a beautiful western Caribbean cruise to Mexico with visits to the Mayan ruins and snorkeling! Dan and Monica enjoy

sight seeing, outdoor activities, and playing with their miniature dachshund, Oscar.
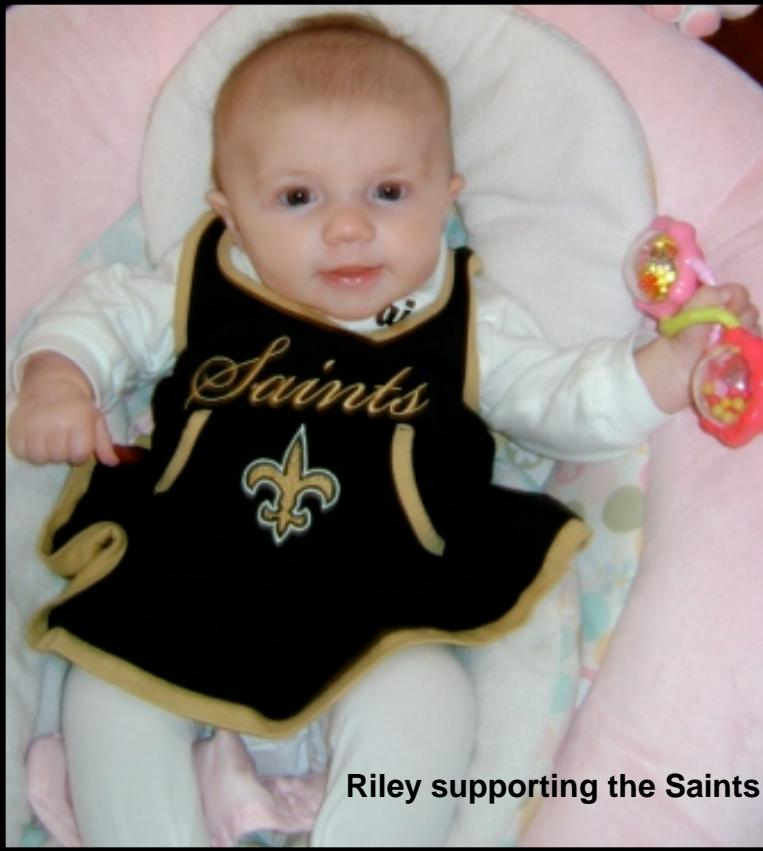
Kendall with mom, Lindsey

Riley supporting the Saints

We'd also like to welcome two new members of our FL Tech I/O program community, Kendall Elizabeth Lee and Riley Katherine Melancon!

Our 2nd year cohort, Lindsey Lee had her first child last fall: *"Kendall Elizabeth Lee was born on October 26, 2009, to her very surprised parents four weeks early! She weighed 5 lbs., 12 ounces and was 19" long. We get her biggest smiles when we just talk to her and it seems like she'll be giggling any day now. Even though she doesn't yet understand, we read to her every night. Some of our favorites are Dr. Seuss and the Berenstain Bears."*
-Lindsey Lee

Soon after Kendall's birth, our own faculty member, Erin Richard welcomed her first daughter to the world: *"Riley Katherine Melancon was born October 30, 2009. She weighed 8 lbs 8 oz and was 22'' long. Her favorite thing to do right now is play peek-a-boo; she laughs out loud at that. She's constantly testing her voice--the louder she squeals, the more amused she gets. Her favorite book is "Goodnight Moon" (or maybe that's just Mommy's favorite). The picture* [**to the left**] *shows her cheering for the Saints during the Super Bowl!"*
-Erin Richard

If you have any updates you'd like to share in our upcoming newsletters, please contact one of the editors (information found on page 2).
[END]

…And That's A Wrap!

Thanks everyone for taking the time to read our FIRST strictly I/O Program Newsletter! We hope you enjoyed it and learned some things about your professors and future or current cohorts! Perhaps those who've met Iris Rivera know she hasn't gotten up to 5'6" quite yet…but who would have thought that Pat Converse has a phobia of ketchup (he *has* been downhill skiing *once* in his life)? Or that Erin Moeser loves statistics and collects llama figurines (where do you even buy those?)!
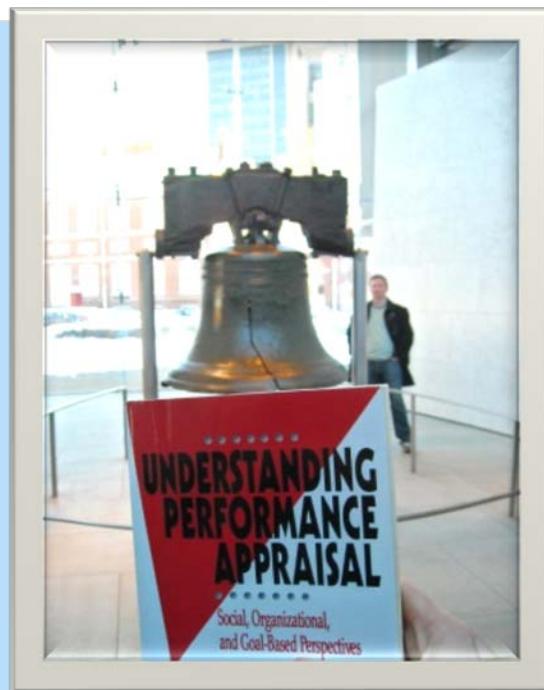
Once again, if you have feedback for us, have something interesting to add as an update or column, or just feel like sending us whatever's on your mind, please contact us via email (see page 2 for contact information). Keep an eye out for our

next issue and for us at SIOP!

Until next time,

Where in the world is Murphy & Cleveland?

Murphy and Cleveland's performance appraisal book has become one of the iconic symbols of the program. According to Lisa Steelman (2009*, in class*), it's "*everyone's favorite book*" (don't laugh too hard). If you didn't know the answer in Performance Appraisal, you didn't read that week's chapter (and yes, Lisa can tell).

In honor of this great (and somewhat dense) resource, we'd like you to send in pictures of interesting places you've been with Murphy & Cleveland (we know you still own it!). For this issue, Murphy & Cleveland have made it to the Liberty Bell in Philadelphia, PA (also with "Rocky" on the cover). If you think you can one-up (or match) this landmark, send us your photo!

FL TECH SIOP 2010 Presentations

SIOP Presentation	Authors
Proactive Personality, Self-Control, and Career Success Poster Presentation	**Pat Converse** (Faculty) **TomerGotlib** (Student) **Jaya Pathak** (Student) **Matt Merbedone** (Student)
A Within-Person Evaluation of the Regulatory Resource Model Poster Presentation	**Pat Converse**(Faculty) **Richard DeShon**
Identity incongruence: Construct definition and scale development. Poster Session	**Amy Gammon** (Student) **Rich Griffith**(Faculty)
Applicant Faking Behavior: Prevalence, Consequences, and Remedies. Master Tutorial	**Rich Griffith**(Faculty)
Current Issues in Personality Community Interest	**Rich Griffith**(Faculty)
Current Issues in Personality Panel Discussion	**Art Gutman**(Faculty)
Thugs and Drugs in the workplace: Debating employment prescreening procedures Debate	**Art Gutman**(Faculty)
Legal update: Ricci, OFCCP enforcement and implications for selection Master Tutorial	**Art Gutman**(Faculty) **Eric Dunleavy**
Profiling the faker: The individual differences behind applicant faking behavior Poster Session	**Lindsey Lee**(Student) **Katie Piccone**(Student) **Josh Isaacson**(Student) **Bianca Trejo**(Student) **Rich Griffith**(Faculty)
Cross cultural differences in business request emails Poster Session	**Mike McFadden**(Student) **Erin Richard**(Faculty)
The smart or right choice: Exploring job-related intelligence and faking Poster Session	**Paul Merlini**(Alumni) **Margaret Sudduth**(Student) **Maria Ricci Twitchell**(Student) **Mavis Kung (Alumna)** **Rich Griffith**(Faculty)
Wellness Programs: Relationship to Job Satisfaction, Manager and Cultural Support Poster Session	**Heater Pierce** **Lisa Steelman (Faculty)** **Jaci Masztal** **Gabriela Pashturro**
Antecedents and consequences of the feedback environment Poster Session	**Julie Schiligo** **Charlene Bogle**(Student) **Patrice Reid**(Student) **Iris Rivera**(Student) **Lisa Steelman**(Faculty) **Jaclyn Pittman**
Validating the Cultural Intelligence Scale: What Does It Really Measure? Poster Session	**Liz Trame**(Student) **Van Driel** **Jaya Pathak**(Student) **Stacey Fehir**(Student) **William Gabrenya**(Faculty)
Investigating the dark triad and destructive deviant work behavior Poster Session	**Stephanie Turner**(Student)