

The Pulse!

Keeping everyone on the same beat...



Featuring:

- What to do in Philly!
- Meet the first years!
- Semester Recap
- 2015 SIOP Presenters List

Note from the editors

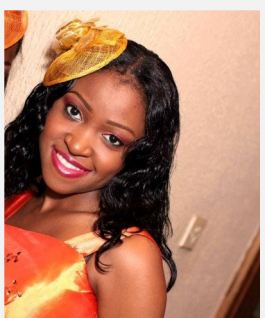
Hey Friends! Spring has flown by and now it's time for the latest edition of *The Pulse!* If you're heading to SIOP this year, make sure you stop by the Reception at McGillin's Olde Ale House to catch up with both new and old FIT students, faculty and friends! If you can't make it no worries, there is a great guide to having fun in Philly and a list of presentations from our faculty. As always we want to keep everyone *on the same beat*, so we hope you enjoy this full edition!

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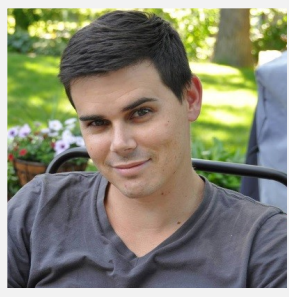
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Christa



Ore



Charlie



Ché



Tem



Margaret



Craig

Prelude from the Program Chair

It's SLOP time again! FIT will be very well represented by faculty and current students, as well as many alumni presentations. Be sure to check out our FIT line-up and don't miss our annual reception (details below). We love to see and catch up with every one of you. I have very fond memories of last year's reception in Hawaii, yes we were in Hawaii so of course we have fond memories. But beyond the beautiful location, I was so pleased to spend some out-of-the-office time with Art Gutman and his son and daughter. The I/O program owes Art so much, there is never enough time to properly recognize him. And I'm pretty sure my Jack still has a crush on Art's daughter Jenny. The reception was a great time of collegiality and conversation, and a number of really good drinks...from Rob Kopp's totally awesome Mai Tai's to the many Zombies in skull mugs (one mug made it back to my house), to the best wine ever...we have a lot of nice memories.

This year we'll surely make new memories in the city of brotherly (and sisterly) love! Some of you were able to meet our newest faculty member Zhiqing (aka Albert) in Hawaii. This year you'll be able to meet an even newer faculty member, Xinxuan (aka Alice), who will start in August. They are great additions to the FIT gang and are excited to meet everyone. See you in Philly!



Meet the First Years!

By now, you've probably seen us in the hallways or had the pleasure of interacting with us in class, during research team meetings, or on projects with the Center and ICCM. But since it has been less than a year that we've been around, there might still be some things you don't know about us! If that's the case, please take this opportunity to officially meet the first years!

By Craig Christie

Ann!



Where are you from?

Beijing, China

Name two hobbies! Piano & Photography

What is your dream job? Dream job is no-job, working for myself or family business

Allyson!



Where are you from? Melbourne, Florida

Favorite Sport and Team? Florida State University Football! Go 'Noles!

What would you be doing if you weren't here in FIT's I/O program? Teaching Spanish and Coaching Cross-Country at a Florida high school.

Vivian!



Where are you from?

China

What is your ideal/dream job? College professor.

What would you be doing if you weren't here in FIT's I/O program? Still working in a company in Los Angeles and saying to myself (probably every-day) "This is not the life I want."

Casey!



Where are you from? My father was in the Air Force so we moved around a lot, but I'd say I grew up in Spotsylvania, Virginia where I spent 8 years of my life

What would you be doing if you weren't here in FIT's I/O program? If I didn't take the higher education route I would have probably moved as close to a ski mountain as possible, find any job I could, and become a ski bum.

What is your ideal/dream job? I'm not completely sure what that would be, but I've come to really enjoy developing and helping administer trainings. I really dig developing people's skills and making them feel more competent

Erica!



Where are you from? Originally Colorado, but currently Washington DC area

What is your ideal/dream job? I'd love to get into applied research

What do you like/dislike about Melbourne opposed to where you are from? Like: The weather is always warm, the area is laid back, and it's so close to the beach. Dislike: It's a very small town

Josh!



Where are you from? AAAAaaaaaaalll the way from Orlando

Name two hobbies! 1. Making movies/commercials 2. Ultimate Frisbee 3. Clash of Clans (honorable mention)

What do you miss about your undergrad experience? 1. FREE TIME 2. #1 probably covers all other answers (Sports, parties, video games, hanging with friends)

Katelyn!

Where are you from? New Port Richey, FL!

What is your ideal/dream job?
Working for Disney World!

Favorite Sport and Team? Baseball, Tampa Bay Rays! Gotta stick to my local, homegrown team. :)

Trevor!

Where are you from? Spokane, Washington

Name two hobbies! My two favorite hobbies are reading comic books and playing video games.

What do you like/dislike about Melbourne opposed to where you are from?

My favorite thing about living in Melbourne is that it doesn't snow here and I'm able to go to the beach when it's nice out. I actually like the size of Melbourne because there's not so much going on that there are too many distractions but there are still places to go when you do need to get out.

Craig!

Where are you from? Matawan, New Jersey

What do you like/dislike about Melbourne opposed to where you are from? The cold winters and snow just got so old up north. I prefer the beaches down here and how close I am to them. I guess I miss being close to the city, but overall I prefer it down here.

Name two hobbies! I used to play a lot of hockey up north, but not down here yet. Other than that, I'm a big music fan and play the piano.

CROSS CULTURAL MANAGEMENT SUMMIT



STRATEGIC GLOBAL TALENT

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2016

FEB 18 - 20, 2016 | MELBOURNE, FLORIDA

WHERE GLOBAL CHALLENGES MEET SCIENCE, REAL WORLD SOLUTIONS, AND EXPERIENCE.

KEYNOTE SPEAKERS:



Fons Trompenaars, *THT Consulting*

Boasts 25 years of experience helping Fortune 500 leaders solve cultural dilemmas and increase global effectiveness. Fons has authored thirteen books, including best seller and book of the year, *Riding the Waves of Culture*. In 2011 Fons was voted one of the top 20 Most Influential International Thinkers by HR Magazine and is ranked in the Thinkers50 to be one of the most influential management thinkers.



Paula Caligiuri, *D'Amore-McKim Distinguished Professor of International Business at Northeastern University*

She is author of *Managing the Global Workforce* and *Cultural Agility* and works to improve the selection and development of culturally agile leaders for Fortune 500 companies. Paula is also a frequent guest on CNN and CNN International.



Earnest Gundling, *Managing Partner and co-founder of Aperian Global*

Author of several books including the recent book *What is Different About Global Leadership? Ten Key Behaviors that Define Great Global Leaders*. Earnest coaches executives with global responsibilities to help them formulate business plans. He is also co-producer of the video series *Working with China* and *Globally Speaking*.

TARGET AUDIENCE:

- Global executives
- Learning and development professionals
- Diversity and inclusion professionals
- Military researchers
- Academic experts
- Students

ACTIVITIES

- Thought leader presentations
- Interactive problem solving exercises
- Network with global professionals
- Cross cultural management workshops

BENEFITS

- Access to top thought leaders
- Identify solutions for human capital challenges
- Learn best practices in cross cultural management

INQUIRIES?

For more information, contact:
John W. L. Griffith (jwiladm@fit.edu) or Richard Griffith (griffith@fit.edu)



CROSS CULTURAL MANAGEMENT SUMMIT



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“The Summit provided a unique opportunity to really gain perspective, and to work with a wide range of globalization professionals.”

- Scott Erker, Senior Vice President of Development Dimensions International’s Selection Solutions

“The Summit elevated the current thinking about cross-cultural competence bringing together the best minds from business, military, and academic sectors.”

- Sharon Glazer, Ph.D. Chair of the Division of Applied Behavioral Sciences, University of Baltimore

“I walked away understanding that Cross Cultural Competence will be vital for companies seeking a competitive edge in the global economy.”

- Richard Roberts, Vice President, Center for Innovative Assessments



TRAVEL AND LODGING

Rooms at the Crowne Plaza Melbourne Oceanfront (Indialantic, FL) will be available to all attendees and speakers. This is a beautiful oceanfront hotel in case you are interested in extending your stay before or after the summit for some R&R! The closest airport is Melbourne International Airport, which is a 17-minute drive from the hotel. Shuttle services will be offered. The second closest, and larger, airport is Orlando International Airport, which is 1 hour from the hotel.

HOSTED BY

The Institute for Cross Cultural Management at Florida Institute of Technology. <http://www.iccmglobal.com>

INQUIRIES?

Dr. Jessica Wildman (jwildman@fit.edu)
Dr. Richard Griffith (griffith@fit.edu)



Institute for Cross Cultural Management
Florida Institute of Technology

RESEARCH.FIT.EDU/ICCM/SUMMIT/ | ICCM@FIT.EDU

Florida Tech Alumni & Students



Join us in Philadelphia for Florida Tech's
Annual SIOP Reception

7:00 - 9:00 PM



**THURSDAY
APRIL, 23RD**

MCGILLIN'S OLDE ALE HOUSE

1310 DRURY STREET

Serving drinks, light appetizers, and an opportunity to connect with some
new and familiar faces!

SPECIAL THANKS TO OUR EVENT SPONSORS:



Institute for Cross Cultural Management

Florida Institute of Technology



**Florida Tech
School of Psychology**

2015 Society for Industrial Organizational Psychology (SIOP) Conference Presentations

Florida Tech Faculty are **red** and I/O program students/alum are in **bold**

Conference is April 23—15, 2015

Florida Tech Industrial/Organizational Psychology Presentations at SIOP 2015 in Philadelphia, PA

Richard Griffith

Mochinushi, Y., & **Ziegler, M.** (April, 2015). Needle in the haystack: Categorizing faking behavior in research settings. In Gammon (Chair), *Faking indicators: Effectiveness, convergence, and impact on validity*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Griffith, R.L. (April, 2015). Discussant. In Gammon (Chair), *Faking indicators: Effectiveness, convergence, and impact on validity*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Gammon, A., Kung, M.C., Lee, L.M., Pita, M.D., Wells, S.R., O'Connell, M.S., & Griffith, R.L. (April, 2015). Fakers: As different as they are troublesome. In Dalal & Guan (Chairs), *Toward a deeper understanding of applicant faking*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Mochinushi, Y., Nita, M., & Griffith, R.L., (April, 2015). Changes of response patterns in a personality test in Japan. In Dalal & Guan (Chairs), *Toward a deeper understanding of applicant faking*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Day, D., Wallace, D., Zaccaro, S., Dragoni, L., **Griffith, R.**, & Moye, N. (April, 2015). *Motivating leaders to develop: Research and practice*. Panel Discussion conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Patrick Converse

Trané, S., & Converse, P. (April, 2015). *Measuring target specific engagement: Relationship to support and OCB*. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Dunleavy, E.M, Sady, K., Aamodt, M.G., **Gutman, A., Converse, P.D.** (April, 2015). Developing a biodata tool to predict turnover: Lessons learned. In Dunleavy & Cucina (Chairs), *Novel research and advances in biodata*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

- Converse, P., Ponto, S., Thackray, M., Desai, P., Tocci, M., & Beverage, M.** (April, 2015) *Task type and resource allocation patterns in multiple task self-regulation*. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Miloslavic, S., Converse, P., Ponto, S., Rodriguez, A., & Desai, P.** (April, 2015). *Antecedents and consequences of goal commitment: A meta-analysis*. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Tocci, M., & Converse, P.** (April, 2015). *Core self-evaluations over time: Predicting within-person variability*. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Jessica Wildman

- Wildman, J., & Shuffler, M.** (April, 2015). Chairs. *Shared leadership in teams: Contemporary perspectives in diverse contexts*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Scott, C.P., & Wildman, J.** (April, 2015). Voicing leadership: Predicting shared leadership emergence with vocal intensity. In Wildman & Shuffler (Chairs), *Shared leadership in teams: Contemporary perspectives in diverse contexts*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Gitlin, B.J., & Wildman, J.L.** (April, 2015). Power distance and shared leadership in global virtual teams. In Wildman & Shuffler (Chairs), *Shared leadership in teams: Contemporary perspectives in diverse contexts*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Lisa Steelman

- Albowicz, C., Gallo, J., & Steelman, L.** (April, 2015). *Job-fit affects turnover intentions via engagement and perceptions of politics*. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Steelman, L.A., Ellison, L., Wolfeld, L., & Sinar, E.** (April, 2015). Feedback processes in organizations: Lessons from a global survey. In M. Sully de Luque & C. Wilson (Chairs) *Get what you give: Research advances in cross-cultural feedback seeking behavior*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.
- Vaghief, K., & Steelman, L.** (April, 2015). *Interpreting subordinate feedback seeking behaviors: Supervisors' attributions and impressions*. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Erin Richard

- Richard, E., Gacey, H., Young, S., & Lopez-Matos, X.** (April, 2015). *Aggression in work-related email: A qualitative analysis*. Poster presented at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Richard, E.M., & LeNoble, C.A.** (April, 2015). Chairs. *When health is wealth: Linking employee health to workplace outcomes*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- LeNoble, C.A. & Richard, E.M.** (April, 2015). Flexing the self-control “muscle” at work: Exercise predicting daily engagement. In Richard & LeNoble (Chairs), *When health is wealth: Linking employee health to workplace outcomes*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Zhiqing Zhou

- Eatough, E., & Zhou, Z.E.** (April, 2015). Wining about it: Daily work stress, frustration and alcohol use. In Clark & Zimmerman (Chairs), *Addictions and vices and work, oh my!* Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Eatough, E., Zhou, Z.E., & Wald, D.R.** (April, 2015). Employee-perpetrated mistreatment: Links to abusive supervision and illegitimate tasks. In Wooderson & Marchiondo (Chairs), *Within and beyond: Workplace aggression and multiple contexts*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Zhou, Z.E., & Eatough, E.** (April, 2015). Examining predictors and outcomes of daily sleep quality. In Johnson (Chair), *Sleep and work: Cruisin' for a bruisin' by not snoozin'*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Arthur Gutman

- Gutman, A., & Outtz, J.** (April, 2015). *Current issues in EEO law*. Roundtable Discussion conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Dunleavy, E.M, Sady, K., Aamodt, M.G., Gutman, A., Converse, P.D.** (April, 2015). Developing a biodata tool to predict turnover: Lessons learned. In Dunleavy & Cucina (Chairs), *Novel research and advances in biodata*. Symposium conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Colosimo, J., Grauer, E., Gutman, A., Reddock, C., Wilson, K., & Schmidt, D.** (April, 2015). *Attracting and retaining qualified individuals with disabilities: A contemporary update*. Panel Discussion conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
- Boyce, A., Dunleavy, E., Outtz, J., & Gutman, A.** (April, 2015). *Legal defensibility of selection practices*. Community of Interest conducted at the 30th Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

By Mary Margaret Sudduth

Of course I am very excited to be asked to write a bit about **my most favorite city in the entire world**. Some say this city has a little *attitude* sometimes, but I say this city has **heart**. *The city of brotherly love is known as being a city of neighborhoods*, and there are quite a few good ones that you may want to check out when you're in town. Although the conference is located right in the heart of center city (notice that it's not "midtown" or "downtown" ... it's "center city"), **there is much to see outside this busy business center!**

Food Culture – Let me start by saying that this, to me, is a big part of sites to see. We are one of the fattest cities (ok that may not be anything to be proud of), but we know our freaking food yo!

1. Reading Terminal Market on 12th and Arch. This is a historic public market that houses fresh local food coming from Philadelphia and surrounding areas. You may not make it out of Philly, but you will have the chance to also see some of the surrounding culture like the Amish.



2. Italian Market on South 9th Street. This historically Italian area has been called America's Oldest Outdoor Market. Aside from fresh produce, there are specialty shops for pastas, cheeses, spices, and Italian treats. It's a fun walk!



3. Philly – Home of the Sandwich!
The Hoagie. We don't have any grinders or subs here, and our only hero is Rocky... but we do have the hoagie and Philly is a fierce competitor for best hoagie. In most cases, I'd say we definitely do it better... unless of course you have the opportunity to travel down the

shore to AC (Atlantic City) to try the White House. White House hoagies are the absolute best. Of course the city hosts our fast food version of the hoagie – Wawa. It's convenient and reliably tasty (although nowhere near the best!). Around any corner, you are bound to find 1. A local deli or 2. Some form of Italian or pizza joint (my favorites – **Lorenzo's** for pizza & **Mara's** for Italian). You should probably pop into each category during your visit... But if you ask me, I'd journey down to 9th and Fitzwater to try **Sarcone's Deli**. It was my local deli for a long time and they have one of the best hoagies in the city... Not to mention, you will be just a couple of blocks from South Street and the Italian Market for further exploring.



The Cheesesteak – Pats v. Genos... worth the trip to see the hype (and the ridiculous lights in the middle of residential south phila), but **Jim's & Tony Luke's** have be argued to be better. Bring cash. The bottom line – all of these places use quality meat and comparable cheese options, so really it's all about the roll. Some use Amoroso's rolls and others use Liscios. Both of these are difficult to find

in cheesesteaks outside of the area.

Although known for the cheesesteak, Philly is lauded for it's hot roast pork sandwiches.

Try **John's Roast Pork** on Snyder, **Shank's** on Columbus blvd, or perhaps more convenient **DiNic's** in the Reading Terminal Market (12th and Arch).

Crab Fries. You need to do this. They are amazing and best when coming from **Chickie & Pete's** in South Phila. If you venture to a Philly's game while you're in town, you can grab some at Citizen's Bank Park!

Oh hey! Don't forget to get a soft pretzel when you're in the area!

4. Diners & Breakfasts! – So if you're not from the northeast, then you may not know that a true Diner is open 24 hours a day and is derived from the idea of old train dining cars. The **Melrose Diner** on 15th & Snyder is as real of a diner as I know. I can't promise the best food, but I promise it's a true experience... and you can also try a local cuisine – Scrapple. When you're there, get the coconut custard pie! Another good diner is the **South Street Diner**. Now, if we want to up our food experience, I'd also like to throw

Morning Glory in. It's absolutely amazing. It's on 10th and Fitzwater. **Sabrina's** on 9th & Christian is also very good. There are plenty more, but those are my fav!

5. Grease Trucks, Roach Coaches... Now that they're trendy they just get called Food Trucks. You may not find them so gourmet-y in this city, but they are hella authentic and the staple of my college diet. I'll piggy back this off of my breakfast bullet – some of the best breakfast sandwiches I've ever had are from trucks. Good breakfast sandwiches are another thing people don't warn you about missing when you leave the area. Or live on the edge and grab some Chinese.

Bars, Pubs, & Pub Food – dancing, dive bars, craft beer. There is something for everyone.

1. **Northern Liberties** – Gentrification and hipster took over this area... and I hate to say it. It's kind of awesome. If you are a stereotypical 20-something and love craft beer (guilty), you

will really enjoy bars in this area like **Kraftwork** on Girard (Ok technically this neighborhood is Fishtown...) or **Standard Tap** on North 2nd. Starting here, you can basically walk to quite a few other pubs (like **North 3rd**). This is a good time to mention that Phila is home to many delicious microbreweries.



2. **South Street & South Phila** – Where do all the hippsters meet? South street South street! ... It's an older area that even has a song about it! You will definitely see some interesting things on this street and it's

worth a peek. 2nd and South street has a few great pubs, and then if you work east there is **Downeys**, which is safe, but I always like going west. West has **Tatoed Mom**. A dive bar on 5th and south, where you will find interesting people and seating. Heading south, if you're in the Pats & Geno's neighborhood and want a great bar, try **Pub on Passyunk East (POPE)**.

3. **Rittenhouse Square**.. and maybe let's just say things west of Broad. Typically I don't go west of broad very often. There are some swankier bars along Rittenhouse square and some neat neighborhoods over there. Sansom street, west of Broad is a great area to check out and has some great comedy (**Helium Club**), but my favorite place to go (and one I never skip when visiting) is **Monk's** on 16th and



Spruce. Monk's has an amazing beer selection, some of the best burgers, ridiculously good muscles, and homemade pomme frites with bourbon mayo. I will see you there!

4. Old City – known for it's tourists & college students, you will definitely find a lot of life here! If you love to dance, try **Glam**. I'm old now though and I'm pretty sure **Lucy's** and other fun places have since closed and been replaced with others. It's a safe bet that if you're walking on 2 street between Market & Dock Street, you will hit a fun bar. Some fun times are at **Drinker's, The Khyber, Eulogy, & Cuba Libre**. There's also a great after bar pizza spot on 2nd and Chestnut and tons of food spots for the swankier (e.g., Stephen Starr restaurants **Amada, Buddakan**).

Sites to see!

Listen, Philly is a very small, very walkable city. One of my favorite things to do when I come home is to do a big walk. Many of the locations below and the pubs above are walkable. It'll offset the bloat from all the delicious food.

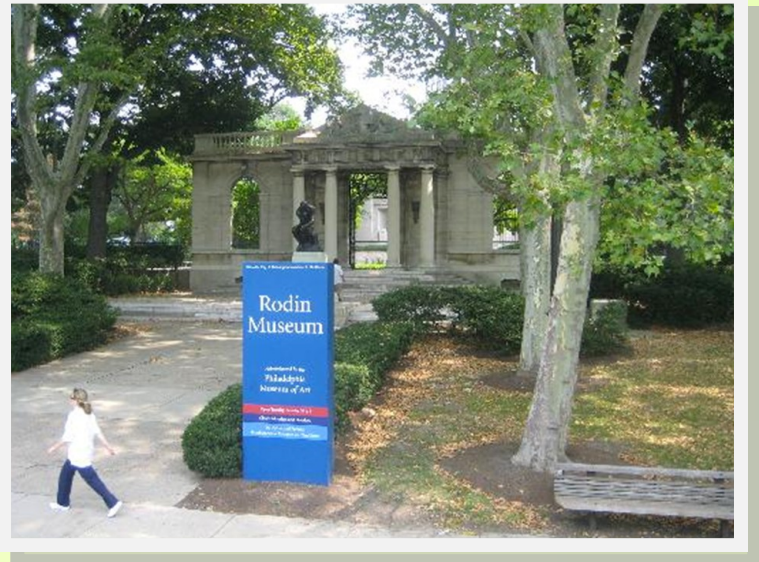
Let's start with the obvious. Philadelphia is the birthplace of our country. It's sort of a big deal and worth checking out the **Independence Hall** (where the Declaration of Independence and the US Constitution were signed) and the **Liberty Bell** (which you used to be able to picnic right next to until some jerk hit it with a hammer. Now it is behind glass. Enjoy the crowds and say you did it. It's a pretty neat piece of history.

While you're in that area you could see the **Betsy Ross House**, where our flag was born... or you could go north a bit and Edgar **Allen Poe's home**! He may have spent more time in B-more, but he also spent a bit of time in the city of brotherly love.

Known for it's parks, we have a ton of squares and parks. My favorites to sit and people watch are **Rittenhouse Square** and **Washington Square**; however, **Love Park** is famous for its LOVE sculpture and skateboarding (although Mayor Street brought the hammer down on that a few years back). **Fairmount Park** is one of the largest city parks in the country. It's absolutely beautiful.



Museums & Oddities! – Travel up the Ben Franklin Parkway for tons of museums. Sunday admission is just donation for the **Art Museum**. It's huge and difficult to do in one day, but very impressive. You can also just run up the steps and pretend to be Rocky. The statue is also located there. Less known, but smaller and really neat is the **Rodin Museum**. Worth a look if you're over there. Leaving the art world, but still on the parkway is the **Franklin**



Institute. Usually I wouldn't mention this science museum unless you are bringing kiddies... but while we are there they will be having a special Lego exhibit (not just for kids!). Ok ok, it maybe nerdy, but it looks kind of awesome. However, if you are going to venture to only one museum, I would highly recommend checking out the **Mutter Museum** on 22nd Street. Owned by the college of physicians, this museum houses medical oddities. You will not leave unimpressed!

Whatever you make it to or don't, take a moment to notice the beautiful row homes and cobblestone and realize that many of what you are standing in is older than your country.

Philly and Sports...

Ok, so Philadelphia sports fans are sort of notorious. Like I said before, this city has a lot of heart.. and maybe some attitude too. Even when we're fair weather fans, as you walk around, you will see many people representing Philadelphia sports teams. We're a proud city and it's worth going to see a game here. The Phillies will be playing the Marlins Thursday afternoon and the Braves on Friday and Saturday evenings. All home games! It's an easy hop on the Broad Street line down to Citizen's Bank Park. Enjoy the game and some Crab Fries too!!



Organizational Spotlight



So who is Sawgrass you might ask? Well here at The Sawgrass Group, we provide customized human resource services for public safety departments, city and county human resource departments, and utilities. Our services include written examinations and assessment centers, entry-level interviews, recruitment programs, training development, employee development strategies, job analysis, staffing analysis, and organizational development. Our clients span across the US and ranges from mid-size to large departments. We also cater to the special needs of University depart-

ments. University departments have different needs because they generally serve a more educated public which calls for different skill sets for officers.

My journey to Sawgrass was an interesting one to say the least. I first became aware of Sawgrass back in 2010 through one of the occasional internship announcements Lisa sends to the I/O students. I applied, but didn't get the opportunity. It wasn't until a chance encounter with the CEO of Sawgrass at the 2013 SIOP in Houston where the door opened to become a part of the team.

Right now **I am an Assistant Project Manager and Sales Manager**, but because Sawgrass is a smaller company **I get to wear many hats**. My initial role was primarily in sales, which included calling and meeting with prospective clients, as well as attending conferences. I then transitioned to working on assessment centers. I developed role plays and situational judgment exercises that were used to promote officers to higher ranks. My role now as a project manager is more in the planning and logistical side of promotional projects, as well as client relations. Recently, I've been moving away from promotional exams to further other initiatives. As a growing company, we are looking to expand our product line to include more leadership training, org development, and recruiting, so that is where most of my efforts now are concentrated in.

My biggest achievement since I have been apart of Sawgrass was developing a new leadership training program offered to university and city police departments. The course focuses on equipping officers with the softer skills involved with effective leadership if they are to be promoted. Recent research (and my own personal experience) highlight how far behind even the most well known departments are in their employee and organizational development practices. It's been rewarding receiving the overwhelming amount of positive feedback from the officers that have gone through the program thus far, and I'm excited about continuing our work in implementing current OD strategies in public safety environments. I really appreciate the education I received here at FIT because most of the training was designed based on the adult learning principles I learned in the Industrial Training class I took with Pat some years ago.

One of **the biggest transitions for me was in understanding the culture of law enforcement.** Several of

the monumental lawsuits that have effected employment law were in public safety, so department leaders are very fearful of getting sued. That's why it's important to make sure there are no critical mistakes. The training at FIT really helps because they do a good job of integrating legal issues throughout all of the classes. That prepared me to make sure every product I create is legally defensible.

I'm also still getting adjusted to the political nature of public safety. Outside of the professional knowledge gained from the degree, I quickly found that other things like knowing



Temitayo Lawal manning the Sawgrass booth at a conference.

the key stakeholders and decision makers within the department, building trust and report with leadership and first line officers, finding out the political and historical background surrounding their request for your service, and dealing with any potential union concerns, are all equally important. Gaining a little political skill has been one of the unintended benefits of my position, although I admit that I'm still learning the ropes and have a lot to learn. The client relations part of consulting can be frustrating at times as well because what clients think their problems are is drastically different from what outside professionals see. ***This is where the communications skills you learn in the program comes to play... and lots of patience.***

Overall, I love my job! Each project presents something new and challenging since most of what we do is customized to the client. I definitely feel like FIT prepared me to handle the stressors of the job because you really come out of the program with knowledge and problem solving abilities that you didn't even know you had. I also enjoy being involved with the business development part of Sawgrass because it gives me great insights on what it might take to have my own consulting firm one day. ***Who knows what the future holds!***

I was delighted when I was asked to write an org spotlight from the perspective of a student and an employee. I hope that I maintain my journalistic obligations as well as provide some valuable insights into the company I am currently working for.

by Temitayo Lawal

Living a Life of Diversity

Volunteering with the Diversity Committee

As most of you know, at FIT there are plenty of extracurriculars to get involved in and we always have applied, I/O, tasks on hand weighing on us. Validations, selection and training, performance management, the bread and butter of our daily out-of-class lives. But there are even more options on campus and today I'd like to talk about one in particular, the Psychology Department's Diversity Committee (the DC).

The DC is focused on spreading information, knowledge, and understanding about the vast spectrum of diversity and uniqueness that characterizes humanity. From race, gender, age, religion (or lack thereof), culture, sexuality, etc. etc. etc. we cover it all and we try to share and encourage an active interest and acceptance of diversity and interpersonal differences.

I volunteered for the DC because I care greatly about acceptance on one level (the emotional level) and because I love to catalogue facts and information about human belief and behavior (cognitive level). We schedule, design, and conduct colloquiums about diversity topics, conduct outreach to the community to bring them information and encourage concern regarding diversity and the establishment of safe places where differences can be discussed and better understood.



Sara Trané, Charles Scott, Dr. Krishnamurthy, and a friend of the Diversity committee taking charge of the booth at the International Festival at FIT

But volunteering at the DC also helps us to gather diverse experiences that *are* relatable to our future careers: (1) Intersecting and coordinating cross-functionally with individuals from other psychological disciplines (Fact learned: Clinical psychologists and I/O psychologists think and perceive the world vastly differently), (2) conducting outreach towards the community through events like the International Festival or diversity-themed movie nights, (3) developing topic areas, clarifying learning goals, (4) synthesizing disparate fields of knowledge to provide holistic training to graduate (and other) students on diversity-related topics, and (5) extending that synthesis into a worldview that helps us to see the patterns and symmetry that exist between our relationships with each other and the world. That last part is I think my greatest take away in the two years I've been volunteering for the DC. Not only have I increased my appreciation for diverse viewpoints and beliefs but I have also begun to more clearly witness the similarities we share beneath the surface.



Sara Trané, Ambar Rodriguez, and Leah Wolfeld representing ICCM and the Diversity Committee at FIT's International Festival



Leah Wolfeld, Ambar Rodriguez, and Charles Scott at FIT's International Festival.

That's really the key when dealing effectively with people in the modern economy, isn't it? It's not just knowledge about cultural and religious differences that fuel cross-cultural effectiveness. It's being able to forge connections with people worldwide, develop relationships, and then getting down to work. Without recognizing similarities we can use as relational foundations, we risk failing ourselves and those counting on us to be effective players on an increasingly competitive and global market.

Diversity Committee SCHOOL OF PSYCHOLOGY

FLORIDA TECH

Think Diversely; Join the Diversity Committee.

We asked our globetrotting Winter Schoolers (*Leah Ellison and Brigitte Armon*) a couple questions about their experience in the Erasmus Mundus Winter School program and this is what they had to say!

What would you tell someone looking to sign up for Winter School?

BA: It's a one of kind opportunity to learn and practice I/O in a different context!

LE: Do it. While the program is a semester long, most of the work is virtual, and the "in-residence" phase is only two weeks. It is very work intensive, but definitely worth going!



What was your biggest take-away from the Winter School program?

BA: I think for me the biggest take-aways centered around group work--learning to integrate different working styles and manage preferences under tight time constraints.

LE: Working as part of a cross-cultural team is often harder than the actual task the team has to accomplish. However, you learn a ton, and it is a wonderful experience to meet a ton of people from all over the world and hear some different perspectives about I/O in other countries.



What was your favorite experience/ extracurricular/weekend trip/ thing you did that wasn't school related while in Spain?

BA: Meeting up with Irina and wandering together through Madrid looking for free tapas and jazz.

LE: Walking around the entire city of Valencia in one day, and seeing Irina in Madrid of course! Also, sampling all of the tapas and sangria we could get our hands on.



Personal Updates

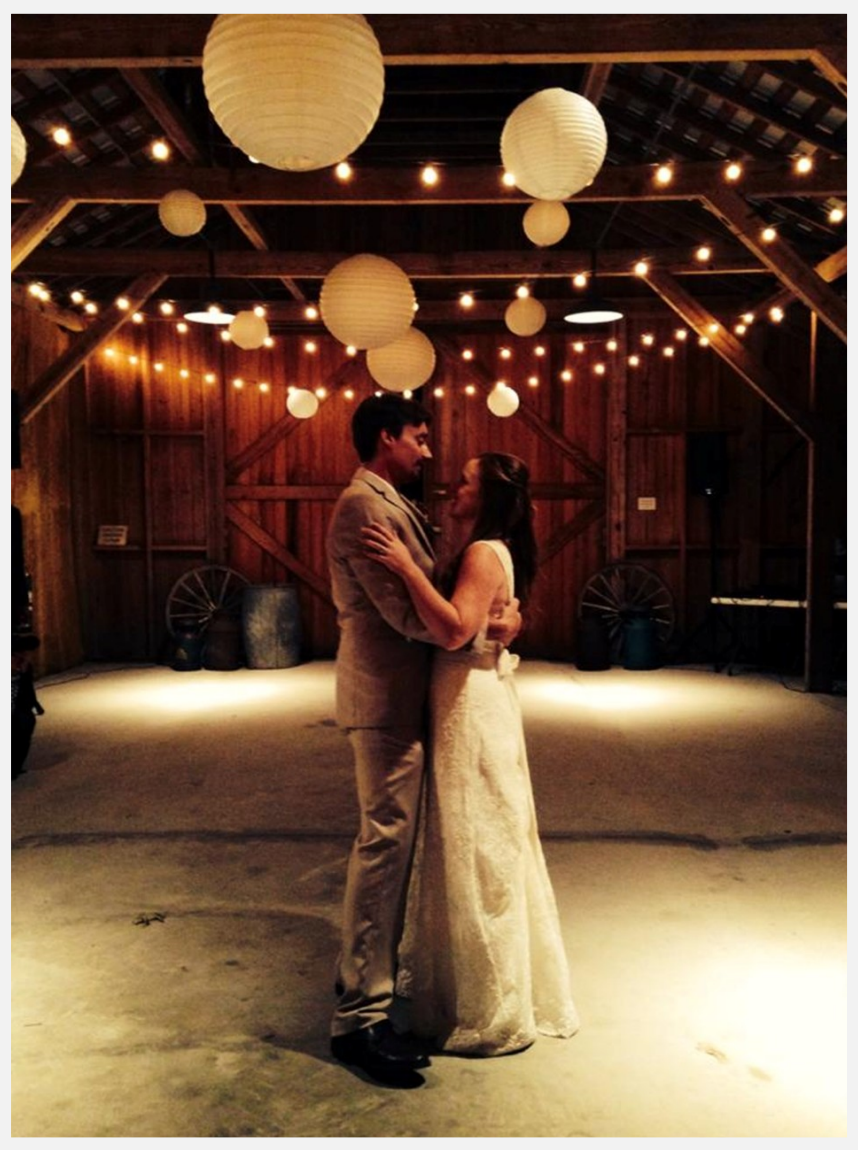
Congratulations to Stacey and Mitch Peterson on their 2nd baby (Nora)!



Mavis Kung and her husband Shiao-Ying welcomed their 2nd child – a boy!

It has been a year of wedding bells for current and former editors of the Pulse! Since the last Pulse we have had two weddings and an engagement!

Christa and Glenn Bupp tied the knot in St. Augustine last November!



Congrats to this cute couple!

Our very own Michelle Thackray
and Matt Pita are now engaged!



Congratulations you two!



And our newest newlywed is the former Dr. Katie Piccone! Katie was the original editor of the Pulse and we could not be happier for her and the hubby Paul Merlini!



Shout-outs!

For this issue of *The Pulse* we have one big shoutout that we want to send to the students working with Nancy Coldham, the founder of the CG group, to aid female entrepreneurs in Rwanda. Here is a taste of what this group of students has been up to thanks to Parth Desai, the project's lead:

We're developing a Business Plan Toolkit to help women entrepreneurs in Rwanda. There are a number of past and current entrepreneurship training efforts targeted towards Rwandan women but there are none that we know of that have engaged Rwandan women entrepreneurs first. We're working together with a group of successful women entrepreneurs in Rwanda to provide local context to our effort. Our project involves Rwandan women directly in developing our toolkit to ensure that our deliverable is culturally relevant by using real Rwandan business examples. The FIT team is undertaking a one-of-a-kind project that has direct and immediate benefits to the study group. We're very excited to have a real, positive effect in the lives of women in Rwanda!



Shout-outs!

The FIT team is helping Nancy's new foundation, CriticalMass Women Foundation, in its efforts to raise funds and resources to assist the Rwandan women entrepreneurs. Once the group of Rwandan women complete and build their own confidence in our toolkit, Nancy will have them use the modules in the toolkit to prepare a business plan to meet the needs of the Canadian craft brewery donor. Nancy needs to demonstrate to donors to the Foundation that she has a pool of serious and competent women entrepreneurs worthy of investment. This toolkit will help show that level of skill and commitment.

One of the major gaps in Rwandan women's readiness to start or expand a small business is confidence and skill in business planning. Our project aims to address this gap. The group of women on the Rwanda team are involved in an alumni association of women who have completed entrepreneurship training and their major task outside of supporting each other is a commitment to reach out to rural women and teach them some business skills. This toolkit should be extremely helpful in meeting that need with a level of confidence.

That's a Wrap!



Chelsea LeNoble and Agnes Flett at the Buddhist Mindfulness Retreat!



I/O Peeps and Friends celebrating birthdays with cookies and champagne!

Where in the world is Murphy and Cleveland?!



No Wednesday is complete without a trip to Cantina Dos Amigos!

Thanks! See you in the Fall!