

FALL 2012

THE PULSE

Keeping everyone on the same beat...

**WELCOME TO
THE THROWBACK
ISSUE!**



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Editors Note

Welcome to the *THROWBACK* issue of The Pulse! As always, our goal is to bridge the gap between current and future students, alumni, and faculty. In this issue, we're paying homage to our program's past by featuring stories about "the way things were" from our faculty and alumni. We hope you enjoy this reflection and can get a glimpse of how our past has laid the foundation to where we are today.

Also, we are SUPER excited to introduce 2 new editors: Christa Phillips and Charlie Scott! Christa has done a fantastic job taking the reigns for The Pulse this school year and we have GREAT plans in the works for Charlie (insert evil laugh). Look out for amazing additions from these two in the future!

Finally, keep on sending us your comments and suggestions – This is YOUR newsletter so we want to bring you what you want to see!

-Katie

Emails (left to right): fkaloydis2006@my.fit.edu, hgacey2010@my.fit.edu, btryba2009@my.fit.edu, kpiccone2008@my.fit.edu, scottc2012@my.fit.edu, mthackray2010@my.fit.edu, phillipsc2011@my.fit.edu

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Felicia Kaloydis



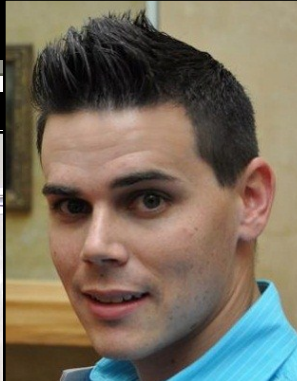
Katie Piccone



Hannah Gacey



Charlie Scott



Christa Phillips



Ben Tryba



Michelle Thackray



Prelude from our program chair



Throwback is defined on dictionary.com as “to revert to an earlier or more primitive type.” Historians believe we should remember the past so we can learn from it and not repeat our mistakes. Here at **The Pulse** we are looking to our past not because we believe our alumni are primitive (although the jury is still out on Matt Merbedone) or re-view mistakes, but to celebrate all the successes we have had as a program and all the successes each one of you has had. We are proud of our program, our alumni and our current students and with this issue we salute you all!

It is only through looking back that we can evaluate our progress. Only when we acknowledge where we have been and understand how far we have come, can we be truly proud of our accomplishments. And you all have a lot to be proud of!

But looking back also helps us look forward. What are your next goals and ambitions? What else would you like to achieve?

So join us on this journey to the past. What were your favorite moments in grad school? Hardest struggles? What are you most proud of? We hope you enjoy this issue as much as we’ve enjoyed putting it together!

“Learn from yesterday, live for today, hope for tomorrow.”

Albert Einstein

Coda

Just as I finished writing this piece I had an unexpected, but very good, blast from the past. James McGarity stopped by to say Hi! James is a successful trial consultant, doing some great work applying his research skills as he works with attorneys on high stakes cases. James is a classic case of goal setting gone good. When he first started the program, it was his goal to be a trial/jury consultant. He worked hard to get the skills he needed and landed his dream job right after graduation. Way to go James!

It was great to see James and catch up. If you happen to be in the hood, stop by I would love to see you too!



GOING BACK

IN TIME WITH GUTMAN

A Faculty Interview
by Katie Piccone



From its inception, our program has gone through various substantive changes. In fact, even since I've been in the program (I'm currently in my 5th year), there have been several HUGE changes: the cross-cultural concentration and ICCM were started, the program chair changed from Rich to Lisa, Jessie Wildman was hired as our new faculty member, and we said goodbye to the I/O house, ARL, and the former storage closet they used to call the psych building. I'm sure we'll continue to change and grow much more in the future, but, as we do so, it's important not to forget what got us to where we are today. That being said, there's no better person we could think of to help us reflect back on our program's history than Dr. Art Gutman, who has been here since 1979.



Some of us girls hanging out with Art during SIOP

The Pulse has been in production for the past 3 years and in every previous issue, we've interviewed one of our faculty members. We've been strategically waiting to interview Art for this particular "throwback" issue. Art was here before the program was an I/O program. Art, though currently on sabbatical, typically teaches Personnel Law and Statistical Research Methods and runs the Legal Team. As he discusses below, he worked to set the foundation of our I/O program and has seen it evolve over the past several years.

Anyone who knows Art knows that he's very honest, has a wry sense of humor, and has a plethora of stories to tell based on his real-life experiences. Furthermore, he's known to have a big heart and to go out of his way to help students (e.g., he often goes the extra mile to help students land jobs and takes the time to sit and chat with students - we'd often catch up with him at the old gazebo during our breaks). Although Art's keeping busy (he's currently working on various tasks during his sabbatical and we're assuming he's also busy with his two new additions to his family, Angelina and David, whom he welcomed into the world last Spring - see page 22 for photos), he was kind enough to answer a few of our questions regarding his experiences and the program's progression during the past 33 years at Florida Tech. He's achieved so much in his time here (e.g., Art is renowned for his legal expertise and was recently named SIOP Fellow) and we're lucky to have opportunities to learn from and get to know one of the "greats". We're excited to help share his stories and hope you enjoy reading about what Art had to say!

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Q: What was your initial role at Florida Tech and why did you choose Florida Tech to begin with?

AG: *I started in the Fall of 1979 as an Assistant Professor. I was recruited by Frank Webbe while at a SEPA conference. I already had a better paying offer, but as a favor to*



Frank, I sent in an application on a Wednesday, went down (from Atlanta) for an interview on that Friday, came back with job offer and took it. Basically, after what was for me, a lousy experience at another university, I knew I would have a great colleague who could "hold my wallet". A decision I have never regretted, as Frank has remained a most trusted friend and colleague over the past 33 years. When I started, there were just 5 of us: Frank, Thom Harrell, Betty Wolf, Charles Corman, and myself. They call us the "founding faculty" of the (then) "School of Psychology."

Q: In our program history website (<http://cpla.fit.edu/io/history.php>), I've read that the program began as a Personnel Psychology program and, soon after its inception, you assumed the role of program chair. What was the program like when you chaired the program?

AG: *Dr. Elmore was the head of the then "Personnel Psych" program and wanted a leave of absence. Dr. Webbe, then the Dean, asked me to take over the program. I agreed as long as I could be given a year to prepare, which I did with the help of Ed Levine and Mike Coovert at USF. I actually traveled back and forth for a year and took some courses. At the same time, I was cultivating my interest in EEO Law and taking CLE workshops through the University of Wake Forest. Given that burgeoning interest, taking over the program seemed like a natural thing to do.*

When I took over, it was basically a counseling psych program. I was the only professor in the program. So the first thing I did was change much of the curriculum to reflect more I/O and less counseling (adding, for example, courses in personnel selection, an intro to I/O course, training, tests and measurement and, of course, the EEO Law course). I also altered each of eight weekend workshops, calling primarily on Ed Levine and Mike Coovert. Ed, of course, has continued his workshops (on job analysis and interviewing) over all these years and Mike has made occasional appearances doing, for example, a workshop on confirmatory factor analysis.

As for the program's culture, I had a great relationship with the early students, many of who have gone on to very successful careers.



We did lots of things together as a group and we partied a lot. The emphasis, however, was clearly on practice as opposed to research. At the time, it was a masters program in which students could opt for a thesis or internship placements and the overwhelming majority opted for the internship placements.

Q: What were some of the most significant changes that this program has been through since when you started and what impact did they have over the years?

AG: *Five things stand out. First, in 1988 (or thereabouts), there was room for an additional faculty member and the plan was for someone who would contribute to each of the (then) three programs (personnel, clinical, and human factors). I told Frank I needed the new faculty member for myself because I had 14 students and was the only faculty member who taught in all of our programs (the three above and undergraduate). I wrote him a six page appeal and he decided that the new person would go to the personnel program. At the same time, I had my own plans. I had been teaching the law course for two years and decided no book fit what I wanted to teach, so I wanted a sabbatical...*

to write my own. We hired Jeff Rain and he took over as program director as I did my sabbatical. What Jeff didn't know at the time was I had no intention of resuming directorship. Jeff did a good job, but after several years, his interests shifted to consulting and he opened a very successful program evaluation company. Jeff was an excellent administrator, and during his tenure, he and I partnered on critical project with Harris Semiconductor (now Intersil) in creating a selection test for manufacturing employees that continues to be used to this day.

Second, to replace Jeff, I led the search committee that hired Neil Christiansen on a one-year appointment. Neil thought the program was too much tilted to human resource management and made a strong move in the direction of I/O research. This was a major positive stimulus for our program. Interestingly, just two weeks before the position was to become permanent, Neil had an offer from Central Michigan University and, taking my advice (bird in hand and all that) he took the offer. He would have stayed but couldn't take the risk. Neil was (and is still) quite a character, and remains a good personal friend. However, ever the critic, when he learned I had been made a SIOP Fellow, his response to me was "I wonder why?"

Third, I led the search to replace Neil that resulted in the hiring of Rich Griffith. To me, there were several amusing things about the process. Mike McDaniel, one of his letter writers, wrote that Rich was not your "typical" candidate. 'HmMMM, interesting,' I thought and phoned Mike to find out why. What I learned sold me on Rich and this was solidified when I called him at home one night I got a recording that, to this day, I have no idea what was on it. At any rate, nobody I know ever worked that hard to put a program together, and in my humble opinion, so much of what we are today is thanks to him.

Fourth, for obvious reasons, Rich could not lead the search committee for our next appointment, so I led the one that resulted in the hiring of Lisa Steelman. I think the quality of that hire speaks for itself.

Finally, through no fault of my own, we have since hired three great faculty members (Pat, Erin, and Jessie) and have integrated Bill Gabrenya (and other existing faculty) into our program. I think you are all up to speed on those developments and need no further embellishment from me. I will say that currently, I enjoy a very special relationship with Pat, in that we are feverishly working on a project through DCI Consulting that we hope will bring in lots of data for projects relating to job analysis, biodata, and validity research.

Q: Do you have any favorite memories about the program that you wouldn't mind sharing?

AG: I have several.

a. While putting the final touches on a report for a project I conducted with Intersil on a test battery for higher level equipment managers, we (me and Neil) were faced with a dilemma how to get reliability data for performance appraisals by managers. We figured it out in a phone call while Neil was in his house in Michigan freezing his *** off while I was in my pool enjoying our lovely weather.



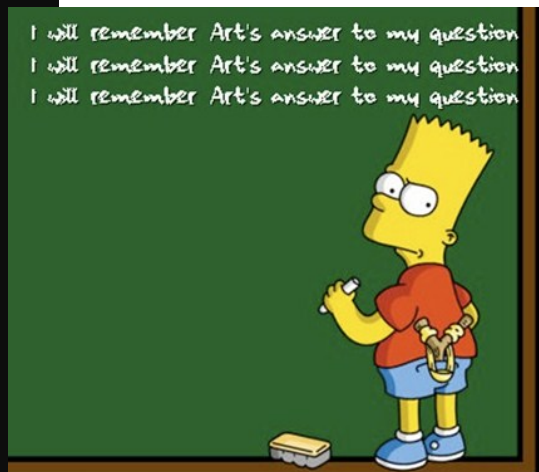
b. One day Rich got so mad at me that he wanted to punch my lights out. He confronted me in the hallway, I made him laugh (I showed him which part of my face to slug first) and we talked it out, both laughing by the time it was over. Unfortunately, I do have a way of sometimes pissing people off. Fortunately, I have enough humor to have survived these incidents..

c. When Neil and I finished the Intersil report, we thought we had the perfect product.

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Nevertheless, I decided to invest a modest honorarium to get Lisa to edit the document and she turned what was a good document into a great one. No surprise to me that she is such a great editor for TIP.

d. There is the infamous incident in which I threw chalk at Albert Murillo in stat class. He had this tendency to ask the same questions over and over



and one day, I got a little pissed, threw the chalk in direction (not at his head ... I wouldn't have missed) and told him to write the answer on the board

or class would be cancelled. He did, class continued, and life worked out great for Albert, who got his Ph.D. and now has a great senior job in human resources at the Hillsborough County Sherriff's Department.

e. Oh ... I almost forgot. A long, long time ago, Bill Gabrenya was at the copy machine doing an "abundance" of work when (then) Dean Corman tells him he's using up valuable resources. Bill says he needs the copies for his classes, whereupon Corman "fires" him. Bill comes by my office to tell me he has just been fired. I crack up and ask him if that's the first time? After all, Corman fired me at least a dozen times. Roflmao. There are so many other memorable incidents and events; I think I would need a 3-hour seminar to go through all of them.

Q: What historical lessons learned, values, and/or words of wisdom would you hope that our program always remembers over the years to come?

AG: My advice here is simple:

Go with the flow and try not to take yourself as seriously as you take your work.

Don't brag ... if you're good others will sing for you.

Be careful what you tell people ... there are very few secrets in a world in which the slightest slip of the tongue can set off the most incredible rumors.

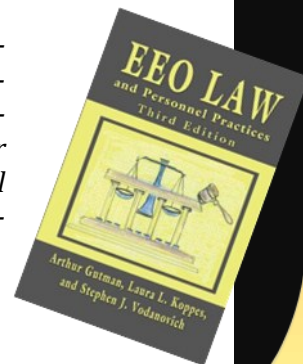
Don't be afraid to question the advice of your professors, nobody is perfect.

And finally, don't take on any projects you don't believe in ... you don't want to known as a "hired gun."



Q: You've had such a great impact on the world of psychology and are widely renowned and respected. That being said, this may be a tough question to answer considering you've had so many accomplishments. But, if you can narrow them down, what have been 3 major milestones in your life as an I/O psychologist?

AG: If we're just talking milestones, that's pretty easy. Having a book in its 3rd edition probably tops the list, and the other two would have to be the Legal Front column in TIP and my selection as a SIOP fellow.





Art in action!

Q: What are you up to now and where do you see yourself in the next 5 years?

AG: *I stopped believing in "5 year plans" about 25 years ago when we had one that included the "new" psychology building. I take it a year at a time. I just want to continue to improve my knowledge and skills, and keep contributing.*

As for what I'm up to now, I'm working on a couple of interesting consulting projects during my sabbatical and am working slowly but surely on a plan for my stat sequence that will once in for all give the clinical program what it needs and our program what it needs. More on that when I get back.

Q: Can you tell us two facts and one lie about yourself?

AG: **(1)** *I have a hard time with compliments ... I always turn them into jokes.*

(2) *I hate clinical students.*

(3) *Nothing is more important to me than my family.*



Hint: *You can't like or hate "groups" of people; that's way too stereotypical, and I've spent my whole adult career fighting stereotypes.*

You like or dislike people for personal reasons, and that's ok. But I will say this ... I will only make fun of those I like.

Thanks, Art, for sharing these stories and advice! I think many of us would enjoy that 3-hour seminar to hear about all the program stories. We have no doubt that you have many more gems that would surprise us and keep us laughing. Perhaps when you're back from sabbatical....



Organizational Spotlight: GDIT

By Felicia Kaloydis

Headquartered in Fairfax, Virginia, General Dynamics Information Technology (GDIT) falls under the Information Systems and Technology business division of General Dynamics. GDIT constitutes a part of the four businesses that comprise the General Dynamics Information Systems and Technology business division. Leveraging the expertise of a global workforce of roughly 21,000 employees, the organization offers professional services and simulation and training, among other services, to government agencies at the federal and local levels, as well as institutions in the private sector (visit <http://www.gdit.com/> for more information). GDIT has a local branch in Orlando, FL (Challenger Pkwy), which employs numerous FL Tech students and alumni. In fact, GDIT has an internship program with FL Tech, which has led to various job opportunities within the company (the GDIT managers are very impressed with the output of our program!). Currently, GDIT has 6 full-time employees (Brian Newman, Charlene Bogle, Jennivee Huseman, Katie Piccone, Maria Twitchell, & Paul Merlini) and 3 interns (Christa Phillips, Michelle Thackray, & Rana Moukarzel) who stem from FL Tech. Given that this organizational spotlight aims to highlight the experiences of our alumni at GDIT, Jennivee Huseman, Brian Newman, and Paul Merlini generously provide reflections below, regarding their journeys from being graduate students in the I/O Psychology program at Florida Tech, to becoming valued professionals at GDIT.



Jennivee (Jennie)

“In 2009 I moved from Lowell, Indiana to Melbourne, Florida, after being accepted into the Master’s program at FIT. As most first-years will tell you, my first year was a bit of an eye opener. I must have gone through more coffee and concealer than all four years of undergraduate combined (the concealer was to cover the “up-all-night” dark circles under my eyes and breakouts I got from all the stress)! Remarkably, I made it through my first year with my nerves somewhat intact. During my second year I was fortunate enough to obtain an internship at General Dynamics Information Technology (GDIT). Right away, I could see how much the skills I had acquired at FIT helped me. Most noticeably, FIT had “engrained” in me a certain pace at which I worked, that is to say a very fast and very efficient pace. So to all of you first-years out there feeling overwhelmed and overworked, take comfort knowing that your ability to tackle any-

thing no matter the deadline will be one of your shining attributes to a prospective employer. And to the FIT faculty, I genuinely thank you for pushing me within an inch of my sanity. I couldn’t understand why the pace of instruction was so grueling at the time, but now... I get it. This fast and efficient pace has served me well, because in 2011 I was offered a full-time position with GDIT.

I have been with the company for over two years now, and I am very happy to be working with such a great group of people, many of which are also FIT alum. At GDIT I have several responsibilities that include:

- Designing and developing reliable and valid assessment instruments and/or strategies
- Conducting analysis of performance requirements (needs, job, task analysis)
- Interviewing subject matter experts (SME) or incumbents to collect information
- Developing relevant and measurable assessment criteria and standards
- Gathering data and compiling information into documents and formal validity and reliability reports
- Participating in the development of web-based training and other technology based learning
- Coordinating with designers, artists, programmers, and other team members

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- to accomplish tasks. On one of my favorite projects, I was in charge of creating and validating the post-training assessments for a training program about the different systems within the human body. I worked with a medical doctor and registered nurse (SMEs) to develop close to 50 case scenarios that discussed individuals' medical history, biometric values, and current symptoms. I then traveled all over the country to conduct validation studies and inter-rater reliability analyses at various regional offices. It was so much fun getting to talk to all the experts in the field, and even more fun seeing how the processes and theories I learned at FIT actually applied in a real-world setting. I can't even count the number of times that I said to myself "Hey! I remember that lecture!" or "Wow! That really does happen; I guess [faculty member] was right!"

Now there are some differences between the way I learned to do things at FIT and how we actually do things here at GDIT, but I think that's to be expected when you're comparing any academic and applied setting. Regardless of the differences, FIT gave me the tools that I needed to hit the ground running. Without FIT, I would have never found a home at GDIT... I am forever grateful for that."

"I am a Principal Human Performance Technologist at GDIT. I have been employed by GDIT for approximately 13 years. My job responsibilities include:

- Conducting analysis of training requirements (needs, job, task analysis)
- Identifying needs and providing viable interventions, including training and performance support
- Designing and developing assessment instruments and/or strategies to meet training requirements
- Developing relevant and measurable assessment criteria and standards
- Conducting reliability and validity studies for assessment materials
- Conducting validation studies for training courses and electronic performance support systems (EPSS)
- Participating in the development of computer-based training and other technology-based learning solutions
- Serving as a team or task leader and providing guidance and work leadership to less-experience team members



Brian

FIT definitely has provided the tools that I currently apply to my job responsibilities. This includes knowledge and skills to conduct a job and task analysis (thanks - Ed Levine), designing validation studies, conducting ANOVA, T-tests, and Mann-Whitney U tests, determining reliability coefficients, and analyzing data using SPSS (thanks - Art Gutman).

My advice to students that are in the FIT I/O Psychology program is to get an internship - it may lead to future employment after graduation. Also, do your research to identify the current market demand for I/O-related job positions and gear your curriculum towards that job position.

Overall, my FIT Master's in I/O Psychology was a worthy investment that I am still paying for today."



Paul

“I am a Senior Human Performance Analyst here at GDIT. My primary job responsibilities are conducting job/task analysis and assessment item development. We conduct various forms of reliability and validity for our assessments. During the job/task analysis process, we use different methods to acquire the technical knowledge (e.g., job shadow, teleconference, interviews, etc.).

What I like about the organization is that it fosters a learning environment. We have to adapt our processes to meet new customer requirements. Another aspect about the organization that I like is that I am not confined to doing only one thing. We have the opportunity to experience all phases of the training development process. Also, the workplace environment at GDIT is great. We are encouraged to go and communicate with our fellow coworkers regarding processes and projects.

A few notable professional experiences that I have acquired here are: interacting with and managing SMEs, technical report writing, and supporting multiple projects with various deadlines. FIT helped me to effectively perform my job by preparing me to handle the demands of working (such as juggling several projects at once). Also all of the report writing that is completed in class helped prepare me for constructing reports in the workplace.”

Want to get a better idea of what the work world in our field is like? The Society for Human Resource Management, aka “SHRM” is a great opportunity to look into. With over 140 different nationalities SHRM is the largest organization in the world that is devoted to human resource management. Human resource management (HRM) is a field that I/O is closely tied with. For those of you who don’t know, HRM is the management of an organization’s personnel. It plays a vital role in many aspects of the organization, such as: performance management, legal issues, employee selection, applicant recruitment, payroll and benefits, and training—the same topics that are researched and applied in our field of I/O psychology!

I bet you’re sitting in your chair right now, looking at your computer screen saying to yourself “how do I get involved with that?” Well it just so happens that there are over 575 chapters spread across the world, and one is located in Melbourne, FL. This chapter is for HR professionals to network with each other and share information over a good meal. What’s that you say, you’re a student? Well here at FIT we have a student chapter that holds monthly meetings that provides students with various opportunities in HR such as: scholarships, conference competitions, guest speakers, and free attendance to parent chapter lunches. These organizations are a great opportunity to expand your HR knowledge and network.

If you have an interest in joining, either the parent chapter or student chapter, please feel free to email me for more information or questions you may have. I hope to see you all at the next meeting!

Michael Tocci
SB-SHRM Student Chapter President



SHRM

Memory Lane

By Ben Tryba

1. What is your favorite memory from your time spent at FIT?

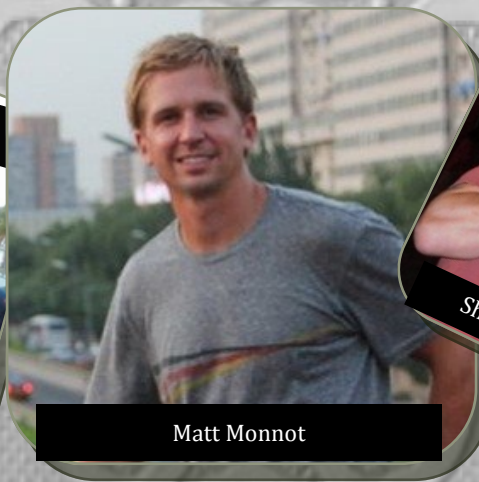
Mitch Peterson: (2004 - 2010; PhD): Obviously there are a lot of great memories, including some discussed in my answers to the other questions. One thing that stands out in my mind is when our labs were in Grissom Hall. We had a ping pong table and probably spent almost as much time

playing ping pong as studying and working on research. I remember leaving there at 4 or 5 am a couple of times.

Matt Monnot (2002 - 2004; M.S.; Ph.D from Central Michigan): Perhaps not my favorite, but one of the more formative. One year my birthday happened to fall on a day I had class - I think it was Tests and Measures. My classmates brought cake and candles. The

professor teaching the course brought me beer in a brown paper bag. Students understand how to mimic normative behavior. Professors know what drives human motivation.

Chip Kostic (2007 - 2009; M.S.): Being able to go from class to the beach in less than 5 minutes! You can't do that in Nebraska...



2. What was the most significant thing that happened to you (or the program) during your time at FIT?

Mitch Peterson: Professionally, I think the most significant or memorable thing that happened to me was getting the opportunity to co-

edit a book on applicant faking behavior with Rich during my second year. It was a pretty cool feeling to be able to find something I worked on for sale on Amazon.com. Personally, the most significant thing that happened was meeting and marrying my wife, Stacey (and adding to the long tradition of FIT I/O marriages).

Matt Monnot: Eight hour long written exams offered by Rich. Best worst exams I've ever taken.

Chip Kostic: The birth of my oldest son on April 29, 2008! Significance should be obvious... de-laying some of my finals :-)

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3. What is the best story you remember that occurred during one of your classes?

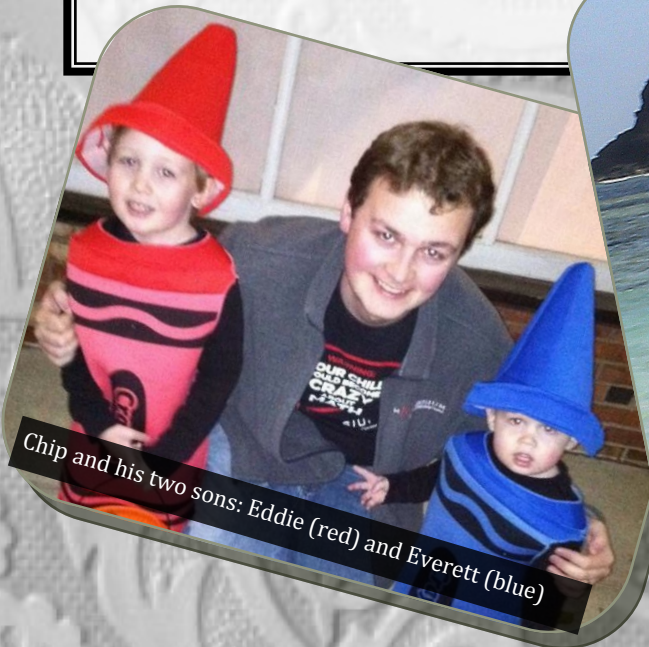
Mitch Peterson: I definitely remember our first Intro to I/O exam. I think there might be a more constrained timeframe for taking the exams now, but it took most of the people in our class anywhere between 5 and 7 (or maybe even 8?) hours to finish the exam. It was like one of those radio show contests where you need to keep your

hand on an object or prize and the last person to let go wins. We all just kept looking at each other like, "Really...you're still writing?"

Matt Monnot: See answer 5.

Chip Kostic: I can't really say there are any notable stories that occurred within the walls of classrooms; though for some reason this question made me think of when Rich came in one day to Advanced Research Meth-

ods on crutches with a wrapped up foot and told us he got hit by a meteorite. And while logic would tell you that if a meteorite made it through the atmosphere and you were in its path you'd probably be a Yahoo headline; for some reason the way he said it seemed both for real, and potentially logical. Of course the injury was most likely from drop-kicking an undergrad off of Crawford, or something along those lines.



Chip and his two sons: Eddie (red) and Everett (blue)



Matt, "keeping it classy!"



Mitch and Stacey

4. What was the most popular bar to go to? The most popular restaurant?

Mitch Peterson: It's a pretty telling indicator of our culture that this question is on the survey :). I think the popular bars varied...Chumleys, Tapps, Main Street and Meg O'Malleys seemed

to be the staples before some of the newer downtown bars opened.

Matt Monnot: Chumley's. That place sucks. But our classmates worked there and they hardly ever kicked us out.

Chip Kostic: Bar: Meg O'Malleys or Main Street; Restaurant: I don't

know if it was the most popular, but definitely a favorite... Long Doggers!



5. Do you have any embarrassing stories about any of the faculty?

Mitch Peterson: You may not be able to print this one. The details are a little fuzzy in my mind and I don't remember the exact context/class, but Rich was discussing the MBTI and telling us about his own profile. He noted at some point that he was a "P"

on the Judging-Perceiving dimension and then later in class he did something that apparently cued him to say, "That was just my 'P-ness' coming out." I think it took a minute for that statement to register in everyone's minds...but needless to say, I was laughing to the point of tears.

Matt Monnot: Rick Frei was a

visiting faculty who taught our Groups and Teams summer course. One day he took his shirt off during class. I'm not saying it was embarrassing. I'm not sure if this qualifies because I'm certain Rick was not embarrassed.

Chip Kostic: Sorry, can't say I have dirt on anyone!



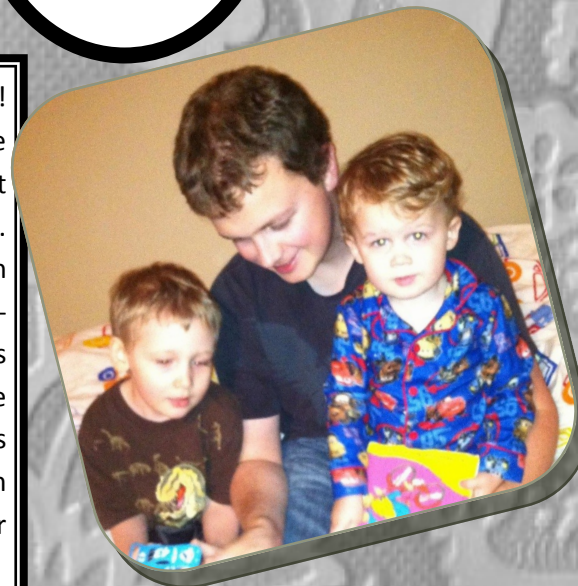
Lisa: The Judging – Perceiving dimension of the MBTI is supposed to be an indicator of how you live your life, called orientation to the outer world. Judging people prefer structure, they make lists and plan their vacations carefully. Perceiving people tend to go with the flow, no lists, few plans for vacation, they tend to live in the moment. Rich is a strong Perceiving on this dimension (called P) I'm strong J and often tease Rich about our difference in this area. So when he was discussing the dimensions in a class he did indeed say something about "whipping out his P-ness" and didn't realize what he had said until the students started laughing. I forgot about this one, a classic Rich story

6. Do you still own "Murphy & Cleveland?"

Mitch Peterson: Pretty sure I do. I can try to get a up-to-date pic in a new location.

Matt Monnot: I own two copies. One is in my office and one is at home. Both are used as doorstops.

Chip Kostic: I most definitely do! Expect them soon! Although I have to say, it's probably been my least referenced book since graduating. My stats books/Psychology Research Handbook and Essentials of Employee Selection and Assessment books have gotten the most abuse. Do we do pictures of other books, or does our department get a royalty from Murphy and/or Cleveland for spreading their work?



SIOP RECAP!

By Michelle Thackray



Felicia, with husband Michael, Erin, and Kizzy!



Alicia and Beth



Sara and Michelle



Marne, Steve, Matt, Christa, and Ben



Brigitte, Regan, Sam, Liz, and Leah

It was another great year at SIOP in sunny San Diego! As always, FIT students, faculty, and alumni all had a great time at our reception! We hope to see you all again this year in Houston, Texas. Rumor has it Lisa will be attending this year!



Katie (left) and Rana (right)



Matt (left), Josh (middle), Paul (right)

The Ben Report

Hi Everyone!

In this issue of The Ben Report, since it is the Throwback Edition of The Pulse, we will be taking a look back at the buildings that have been home to the Psychology Department. This article will showcase more of my artistic photographer side, rather than my hilarious witty side that you have all become accustomed to. We move from the early days in Grissom Hall (which is now a dorm building), to the “barracks” of the Old Psych Building (which is now, coincidentally, home to Military Services), and then into our new luxurious building known as Florida Tech Commons. You all will also get to see how our research rooms have evolved from the run-down I/O House to the well-lit, insect-free, and window-filled rooms in the new building. So, without further ado, I give you, “The Psychology Program’s Rise: A Tour of our Progress” (or... “How Being an I/O Student is Much Better Now”).

To your right and left, as all you oldies will know, is Grissom Hall. Having been born recently (relatively speaking...), I have no idea the pain and suffering that occurred while working out of the second floor of this dorm building. However, I have heard that the bathrooms were interesting (to say the least), Yukiko made it home for a bit, and “study sessions” often turned into more than a few emptied beers (just ask Erin Moeser-Whittle for the details!-tell her Ben sent you).



Before this year, we were in this lovely windowless building to your right. Hey, at least we had a nice gazebo to hang out in! Despite not knowing if the sun was out, and having to park on the grass in the back (if you were lucky), and having busted the maximum capacity of the conference room, we made due.



To your left is our new fancy building and a picture of our huge workroom for us grad students. Seeing the light of day has its benefits; however, it may also be viewed as a huge tease while we’re stuck inside studying.



Finally, to end our tour, to your is the old I/O House with spiders (just ask the emotions and motivation teams) and to your right is our New Research Room with a Giant Mondo-Pad. Welcome to the 21st century!



Welcome Back Picnic



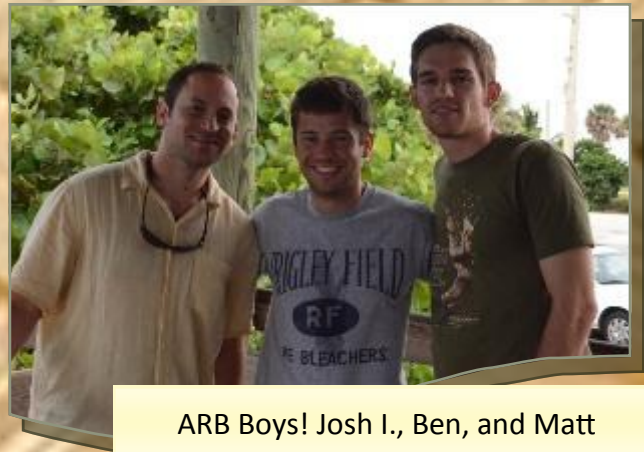
Glen, Mike, and Sam relaxing beachside!



1st Years, Jessica, Irina and Trevor, relaxing before the semester!



Second Year Ladies: Pam, Leah, Brigitte



ARB Boys! Josh I., Ben, and Matt

Shout Outs!

Awards

By Charlie Scott

Congratulations to

Dr. Lisa Steelman and Beth Gitlin:

Recipients of the Joan Bixby Award!



The Joan Bixby Award recognizes Florida Tech students, staff, and faculty members who enhance the climate for women's participation and development on campus.

Be sure you congratulate them when you see them around campus. Just another way we encourage diversity here at FIT!

Congratulations Rana Moukarzel:

She won the 2012 Love of Learning Award from Phi Kappa Phi National Honor Society!

The money she received as part of the award will go towards funding her ongoing research.



Shout Outs!

Dissertation Defenders

These brave souls defended their dissertations and won!

**Congratulations
Dr. Shikha Arora!**



**Congratulations
Dr. Josh Isaacson!**



**Congratulations
Dr. Liz Steinhauser!**



**Congratulations
Dr. Amy Gammon!**



ICCM: How did it all Start?

By Rana Moukarzel

The Modern History of ICCM

The History of ICCM

The seeds of ICCM were planted in 1997 when the I-O Psychology program at Florida Tech conducted a needs analysis with global leaders and began to integrate cross cultural and international elements into the curriculum. This is the formal story, but I've always liked to hear Rich's uncensored version: "I had just stepped in as chair of the I/O program in 1997 and Bill's office was right across the hall from me. One day he poked his head in the office and mentioned that it would be cool for the I-O program to think about a cross cultural emphasis. At that time globalization was not in full swing, but you could see the writing on the wall. The internet was really a novelty, but you could begin to see the seeds of internationalization so Bill's comments resonated with me. So when you are up all night working on ICCM stuff, blame it on Bill...I'm just a pawn in the game."

Gradually, the program added faculty with expertise and passion for international research, and the Culture Research Group – lead by Bill Gabrenya – was founded. As the research program began to prosper it drew international attention and visiting scholars such as Ronald Fischer, Colleen Ward, Zenyep Aycan, John Berry and other Fulbright professionals. The founding of the Institute for Cross Cultural Management (ICCM) in 2009, served to centralize the international activities that the I-O program/faculty has been engaged in.

In the past three years, ICCM has rushed through many of Erikson's psychosocial developmental stages. I still recall, as if it were yesterday, the initial kick off meeting –August 2011. All the members of the steering committee got together and heard, for the first time, Rich's idea of what is now known as ICCM. During this meeting, the steering committee members had to develop a sense of trust in each other and identify with what ICCM stands for. Present at this meeting were: Richard Griffith (Director of ICCM), Bill Gabrenya, Lisa Steelman, Curtis Curry, Beth Gitlin, Marinus Van Driel, Jessica Wildman, and myself (Rana Moukarzel). To facilitate a smooth transition towards trust and avoid slipping into mistrust, Rich had asked John Byron to lead and supervise the effort of creating ICCM's mission and strategic plan. It was by no means an easy process and we might have left that meeting with scraped knees and elbows.

Like a precocious child, ICCM was able to quickly gain more autonomy and develop a sense of personal control and independence over its mission, vision, and plan with the help of the Board of Advisors. A couple of months after the kick off meeting, ICCM's website was launched (check: <http://research.fit.edu/iccm>) and ICCM was introduced to the community as an official research center at the Florida Institute of Technology providing solutions to government agencies through funded research as well as answers to questions from Fortune 100 companies. During this time, ICCM had already been awarded a grant by the Defense Equal Opportunity Management Institute (DEOMI) to study cross-cultural competence (3C).




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Continued on Next Page

The following year, ICCM received a \$50,000 grant from DEOMI to support the development of their 3C training as well as contracted by the United States Air Force Academy (USAFA) to develop a cross-cultural training assessment for their Ambassadors of Inclusion (AoI) Pilot Program. In addition, ICCM initiated the development of its own research based solutions to train and educate global leaders through the use of professional development (PD) activities and announced its Speakers series “Leaders Engaging Globally”. ICCM’s accelerated growth was also reflected in an increase of the steering committee membership with more students being invited to participate in and assist with this effort. Throughout this development, ICCM learned how to cope with new social and work demands as grant proposals after grant proposals were turned in and new contracts were signed. Success in many areas lead to a sense of competence for the team and eased the stress from lost opportunities.

Today, ICCM is a full-fledged young adult who has and still is developing his sense of self and personal identity in a competing business environment while at the same time trying to stay true to its mission. Both ICCM and the International I-O program have succeeded in building partnerships across the board with other institutes, programs, and organizations that share a similar view. As I write this piece, ICCM’s team now includes 24 members spanning from undergrad Psychology and Business students to graduate I-O psychology students as well as I-O and Business faculty. ICCM has restructured into 4 functional units, Research, Product Development, Marketing and Business Development, and a Support Staff. The Institute has just landed a \$280,000 contract from DoD, and started to deliver stand up training for our clients. Additionally, ICCM has developed online recertification courses for SHRM’s GPHR professionals.

All in all, not bad for an idea that popped up in Bill Gabrenya’s hallway!



Hey all! Don't forget to check out previous versions of The Pulse at <http://cpla.fit.edu/io/thepulse.php>



Attention Alumni! Don't forget to join FL Tech's very own Alumni FACEBOOK page! Ask Lisa Steelman for the details!

Are you considering the FL Tech I/O program? Interested in learning more about us? Contact our program mentors to hear about the ins and outs of being an I/O grad student at FL Tech!

Email Sam Lilly at slilly2011@my.fit.edu

Personal Updates

By Hannah Gacey



Felicia (formerly Mokulou, and a current doctoral candidate) and Michael Kaloydis tied the knot on June 2nd, 2012 in Antigua!



Pam (formerly Kurylowicz, and current 2nd year Masters student) married Justin Jackson at the Presque Isle Lodge in Presque Isle, Michigan in front of about 120 family and friends on July 14th, 2012. They met on the second day of their freshman year of undergrad at Ferris State.



Congratulations Art Gutman on your beautiful twins! David Joseph is pictured on the left and Angelina Elliana is on the right. They were born at the end of May to Art and his wife Valerie.



Research Team Updates!

Motivation

After the hustle and bustle of submitting SIOP papers (4 altogether!), the Motivation Team didn't waste any time getting back into the semester grind. In addition to preparing to get some publications out the door, our team is also currently running participants for a lab study in our brand new building! Our research interests currently focus on dual goal strategies and early predictors of job satisfaction. Additionally, our very own Katie Piccone has successfully proposed her dissertation while Mike Tocci and Mike Beverage are busy at work on their theses. The rest of our team is hard at work checking out the computational model proposed by Vancouver, getting manuscripts together, and a side project focusing on environmental sustainability is in the works. Catch up with the Motivation Team in the Spring edition to check on our progress! - Michelle Thackray

We have had a busy 2012, adding 4 new clients bringing our current client list to 6. Our new clients include; The Boys and Girls Club, Orange County Public Schools, Pro-Link Global and The Women's Business Center at FIT.

The Center!

Some of the projects completed or in progress include, a 360-degree feedback company project, feedback environment workshops, engagement workshops, human resource seminars and advanced presentation training/messaging workshops.

We have presented 5 presentations on subjects including Global Leadership, Feedback Environment, HR Metrics, and Employee Faking at various HR associations at the local and state level. We had an engagement article written by Stephen Young and Matt Pita published in the HR Florida magazine and just finished our next white paper on the Feedback Environment.

Our goal for 2013 is a 50% increase in clients and to increase our number of presentations by 3 and adding more presentation topic. Additionally having two more white papers published in local and state level magazines. -Jim Gallo

Thats a Wrap!

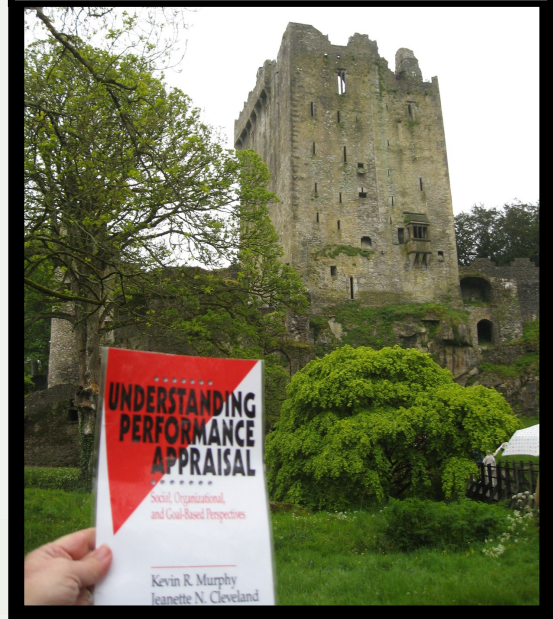
Check out all the photos from the programs past on this page and the next!

Where in the World is Murphy and Cleveland?

Wondering where M&C were hanging out in the Spring 2012 issue? Curious about what Rich's lie is?

Well NO ONE guessed correctly! M&C were preparing for this issue by hanging out at COASTERS –still a popular hangout for the I/O crew—and Rich, well, do we really want to know? Some things are better left unsaid!

We hope you enjoyed this throwback issue of The Pulse! Look out for our Spring issue for SIOP news, Meet the First Years, and more great columns!



Well, M&C, clever as they are, decided to remind us about what is truly considered historical. Compared to this place, our I/O program at FL Tech (and FL as we know it for that matter) is an infant. Have any guesses where this is? If so, email one of your editors for a chance to win a free t-shirt!

...And no, Chip, unfortunately we don't get royalties...though we should look into that!

Liz and Amanda



Charlene



Sara



Michelle, Drew, Brian, Ken, Xeny and Hannah!



Charlene, Karisa and Iris



Rich, Lisa and almost Jack



Marinus, Stacy and Mitch



Christen



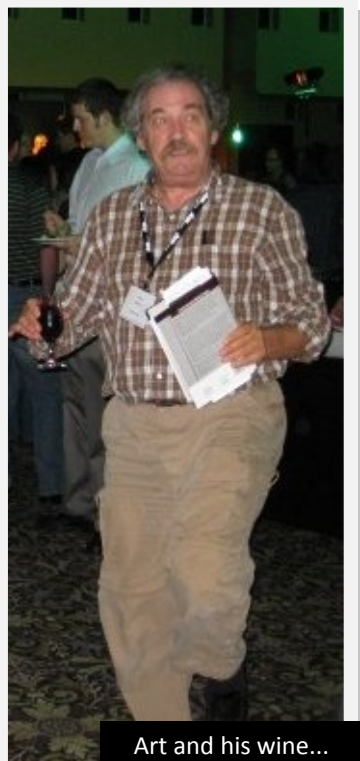
Matt, Maria and Liz



Josh and Lauren



Jill, Anna, Gail and Matt



Art and his wine...



Erin's baby shower!



Our faculty super heroes!