

THE PULSE



Keeping everyone on the same beat

SPRING 2011
ISSUE 3

FEATURING:

**A Foreign Student
Perspective**

The Ben Report:

*See grad school life through the
eyes of Ben*

***Professional and
Personal Updates!***

**Getting the Scoop on
Gabreyna:**

A Faculty Interview

***Where in the world is
Murphy & Cleveland?***

MEET THE 1st YEARS!

SIOP 2011:

*When and where you will be drinking
with Professors*

...And Much More!

A logo for SIOP 2011 Chicago. "SIOP 2011" is in white text on a blue rectangular background. Below it, "CHICAGO" is written in a red, marquee-style font with white dots, set against a white background.

SIOP 2011
CHICAGO



CONTENTS

SIOP Info	4
Ropes Course	7
Personal Updates	8
Meet the 1st Years	10
The Ben Report	12
Holiday Traditions	16
Faculty Interview	17
Congrats to Students	19
Professional Updates	20
International Student Perspective	22
That's a Wrap!	24

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



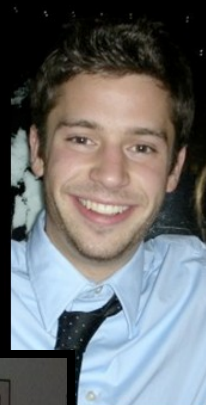
Want to make contacts in the business world? Want scholarship opportunities? Join the student chapter of SBSHRM today!

Student.chapter.sbshrm@gmail.com

Editorial Note

Welcome to the 3rd edition of The Pulse Newsletter! In this issue, we're introducing two great new editors: Michelle Thackray and Hannah Gacey! These ladies have amazing design skills and editorial eyes and did a great job taking the reigns this semester! We're so excited to have them join the team! As always, our goal is to keep you current on what's happening with our I/O program, current students, alumni, and faculty. We always love to hear your feedback and any suggestions for future columns. If you have something you'd like to see included, changed, or would just like to tell us what's on your brain at the moment, please contact one of your editors (listed below).

YOUR EDITORS



Starting from the left in the above photos, your editors are Sara Trane, Michelle Thackray, Ben Tryba, Hannah Gacey, and Katie Piccone. Sara Trane is a 2nd year, M.S. student who is sadly jetsetting back to Sweden after graduating. Michelle Thackray is a 1st year M.S. student from Philly with apparently some amazing acrobatic skills (see ropes course pictures). Ben Tryba is a 2nd year Ph.D. student who could take over the world someday ...if he were to ever stop procrastinating. Hannah Gacey is a 1st year M.S. student who we nabbed as an editor as soon as we heard she has a degree in English. Katie Piccone is a 3rd year Ph.D. student who wishes to be in any other year in the program right now (one word: comps).

You can contact us via email at:

strane2009@my.fit.edu (Sara)

btryba2009@my.fit.edu (Ben)

kpiccone2008@my.fit.edu (Katie)

mthackray2010@my.fit.edu (Michelle)

hgacey2010@my.fit.edu (Hannah)

Prelude from the Program Chair

Hello and Happy Spring to you all!

This edition of The Pulse will update you on the happenings with the Florida Tech I/O extended family. Things are kicking along as usual here at Florida Tech. In this edition we say *hello and welcome* to the new first years and *good bye and good luck* to our most tenured student. We congratulate our faculty on their honors and recognitions. And we invite you all to attend our Florida Tech I/O Reception at this year's SIOP conference in Chicago!



At this time of the year some of the things that are on our mind include: thesis projects, building the resume and looking for a practicum, preparing to study for comps, upcoming midterms, and of course spring break. What's on your mind? Email us with updates on your jobs, careers, and families! We love to hear from you and would like to share your stories with your friends and colleagues.

In this Chinese year of the rabbit, I wish you all a memorable and productive year and hope to see you in Sweet Home Chicago.

-Lisa



SIOP 2011

It's that time of year again! SIOP is just around the corner. This year, once again, we have an outstanding amount of presentations and posters from FL Tech faculty, students, and alumni. We're looking forward to seeing everyone's hard work hit Chicago! And, of course, we're looking forward to grabbing a few (or a few too many) drinks with some great I/O Psychologists, especially the ones from our own program!

We hope to see you all at the FL Tech reception, Saturday night!

Florida Tech's Annual IO Reception
It's like most family reunions—but better.

SIOP 2011 CHICAGO

Saturday April 16
7:00 – 9:00 PM
Kitty O'Shea's Irish pub
Inside the Chicago Hilton

Meet us After SIOP's Speakeasy closing reception!

Calling All I/O Program Alums & Students!

Reconnect with faculty, old friends & Meet current students!
Working Hard — Being Cool.

References for 2011 SIOP : Florida Tech I/O Faculty (in bold) and Students

- A, N., Li, X., Kung, M.C., & **Steelman, L.A.** (2011, April). *Cultural differences in seeking success and failure feedback*. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Belwalkar, B., Lee, L., & **Edkins, V.** (2011). *Demonstrating discrimination's toll: The impact on juror decision making*. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bogle, C.A., & **Steelman, L.A.** (2011, April). An integrative model of the feedback environment. In A. Gabriel A. & P.E. Levy (Chairs), *Organizational Feedback: Encouraging it, Seeking it, and Using it!* Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Converse, P. D.**, Pathak, J., & Haddock, A. M. (2011). *A Longitudinal Study of Self-Control and Career Success*. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Converse, P. D.** et al. (2011). In **P.D. Converse** (Chair), *Detecting Deception: Techniques for Assessing Applicant Faking on Personality Measures*. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Gammon, A., **Griffith, R.L.**, & Kung, M. (2011, April). *How Do Real Applicants Who Are Fakers Compare to Nonfakers?* Interactive poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Griffith, R.L.** & Donovan, J. (2011, April) *Applicant Faking in Personality Testing*. Community of interest presentation at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Griffith, R.L.**, Heggstad, E., MacCann, C., Ziegler, M., Naemi, B. Ellingson, J. & Kyllonen, P. (2011, April). *Can Faking Ever Be Overcome in High-Stakes Testing?* Debate conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Griffith, R.L.**, Erker, S., Hakel, M., Hanges, P. Kozusznik, B., Ryan, A. M., Peiro-Silla, J. (2011, April). In **R.L Griffith** (Chair), *The Age of Internationalization: Developing an International I-O Curriculum*. Panel discussion conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Griffith, R.L.**, & Hurd, J. (2011, April). *Busted? Resume Fraud, the Background Investigation, and Best Practices*. Roundtable discussion presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Grozman, E., Haddock, A. M., Lee, L., Moore, L., Gammon, A., McFadden, M., Blandford, J. & **Gutman, A.** (2011, April). *An Empirical Assessment of Post-Burlington Claims of Retaliation in Employment*. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hedge, J. Green, A., **Gutman, A.**, Klehe, U., Paullin, C. & Foster Thompson, L. (2011, April). *Understanding the Impact of an Aging Workforce on Employees/Organizations*. Panel discussion at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lee, L. & **Griffith, R.L.** (2011, April). *"Little White Lies?" Establishing a Baseline of Applicant Dissimulation*. Interactive poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.

References for 2011 SIOP , cont...

- McDaniel, M., **Gutman, A.**, Copus, D., Outtz, J. & Sharf, J. (2011, April). *Abolish the Uniform Guidelines*. Panel discussion conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- McFadden, M. & **Richard, E. M.** (2011, April). *Cultural and individual differences influencing reactions to business request emails*. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Peterson, M.H., **Griffith, R.L.**, **Converse, P.D.** & Gammon, A.R. (2011, April). *Are We There Yet? Research Designs and Applicant Faking*. In **P.D. Converse** (Chair), *Detecting Deception: Techniques for Assessing Applicant Faking on Personality Measures*. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Peterson, M. H., **Griffith, R. L.**, **Converse, P. D.**, & Gammon, A. (2011). *Using Within-Subjects Designs to Detect Applicant Faking*. In **P.D. Converse** (Chair), *Detecting Deception: Techniques for Assessing Applicant Faking on Personality Measures*. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Piccone, K., & **Converse, P. D.** (2011). *Effects of Self-Efficacy and Goal Setting Conditions on Goal Regulation*. Poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Piccone, K., **Converse, P. D.**, Lockamy, C., Miloslavac, S., Mysiak, K., & Pathak, J. (2011). *Social Context and Self-Regulation over Time*. Poster presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Piccone, K., Zickar, M., Gammon, A., & Sudduth, M. (2011, April). *Now for something different: Faking, difference scores, and IRT*. In **P.D. Converse** (Chair), *Detecting Deception: Techniques for Assessing Applicant Faking on Personality Measures*. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Richard, E. M.**, **Converse, P.D.**, & Steinhauser, E. (2011, April). *Emotional display rule deviance as self-regulatory failure*. In E. Richard (Chair), *Emotional Display Rule Deviance: Antecedents and Consequences*. Symposium conducted at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Richard, E. M.**, Reid, P., Bogle, C., Miranda, M., & Reverdiau, G. (2011, April). *BIS and BAS sensitivity as predictors of flight training performance*. Interactive poster session presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Steinhauser, E., **Richard, E. M.**, Small, C., & Trejo, B. (2011, April). *Misperception of emotion in email: Effects of gender and status*. Interactive poster session presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Sudduth, M.M., & **Steelman, L.A.** (2011, April). *Age and feedback: A case for individual differences over generation*. Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Tryba, B. A., Pita, M. D., Cook, C. A., Lee, L. M., **Griffith, R. L.**, & Jenkins, M. (2011, April). *Faking at the individual level: How many people "fake bad?"* Interactive poster session presented at the 26th annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.



Above: Jennie & Christen



Above: Rana



1st and 2nd year students hit the ropes course!



Above: Casey



Above: Michelle



Above: Xeny



Above: Matt P.

WORKING HARD AND BEING COOL

Personal Updates!

By Katie Piccone

Right now, first years are embarking on seemingly endless projects, second years are taking a deep breath after surviving their “hell” semester, third years are timidly bracing for comps, fourth and fifth years are steadily working and chipping away at dissertations, and Faculty, along with their typical workload, are prepping for exciting transitions in the I/O program. It can be a little tough to have a personal life in spring semester... Luckily,



(Above) James McGarity (M.S., 2000): “I am currently living in Atlanta, GA with my wife, Ericka, and our 2 kids James Russel and Sofia. I am a jury consultant with R&D Strategic Solutions and am the Director of the Medical Malpractice Division. I spend my work time consulting with healthcare providers and their lawyers. I divide this time between: helping prepare doctors and other care providers for deposition and trial testimony; assisting the lawyers with jury selection; and conducting jury research projects to learn about how jurors make decisions in certain cases and how to develop strategies for the case.”-James

there’s life outside of the program at FL Tech and our alumni have some exciting news! Check out the personal updates to see what’s been happening with our fabulous alumni!

(Below) I/O Alumni Tina Malm (Ph.D., 2007) and Shawn Burkevich (M.S., 2006) are pleased to announce the birth of their son Julian Ryan Burke. Born Sept 30, 2010. “*To prepare him for his successful career in I/O Psychology, we are already reading Art Gutman’s new EEO Law book to him for his nighttime lecture.*”-Tina & Shawn





Our recent graduate (featured last Spring in The Pulse), Iris Rivera (Ph.D. 2010) married Erick (last name pending) on January 8, 2011. Their honeymoon was in Tahiti and Bora Bora! (wedding photos above)



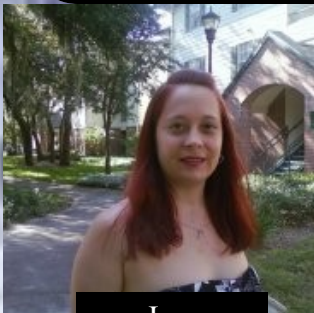
We also have updates from our other recent grads, Mitch and Stacey Peterson (Left, both Ph.D., 2010)! The two (married in 2008) relocated from Florida to Wisconsin in December of 2009 (photo of house above). Stacey is in her second semester as an Associate Lecturer at the University of

Wisconsin – River Falls, where she teaches courses in Psychology. Stacey enjoys having the opportunity to teach undergraduate students. She also continues to teach online courses for Florida Tech. In April of 2010 Mitch began working in the Academic Department at Globe Education Network in Woodbury, MN where he oversaw the development of learning outcomes and assessments for all of Globe's programs of study. This January, Mitch was promoted to Director of Institutional Effectiveness. After a few months of searching, Mitch and Stacey purchased their first home in September (in River Falls, WI) and are enjoying all of the joys of home ownership (like shoveling nearly 60" of snow this past winter). We look forward to hearing from these two, as well as our other alumni, in the future!

Meet the 1st Years!

By: Michelle Thackray

Interested in getting to know the freshman of the I/O program? Of course you are! Collectively we are a small group of dedicated students with diverse backgrounds (which makes for interesting and occasionally heated sports seasons). Our individual contributions are what make us unique and an asset to this fine program. We enjoy free food, football season, and cheap happy hours. This article highlights some of the most “valuable” information that we, as first years, have to offer. Additional comments by me are highlighted in purple.



Jess

Out of the ‘upper classman,’ whose notes would you like to have free access to?

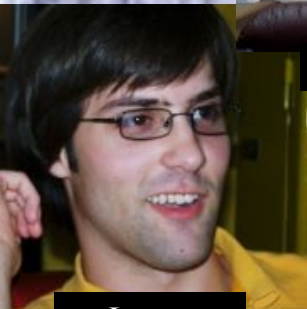
Amy Gammon and Matt Pita tied for first with 29% each
Lindsey Lee, Margaret Sudduth, and Rana Moukarzel all took second place with 14% each



Petra

Which professor would you most like to take to a Happy Hour?

Art received the most votes
Followed by Rich
Lisa was a close third



Logan



Tem

What’s your favorite sports team?

Tem: Cowboys, no brainer...*We all have our faults I suppose*

Drew: Auburn Tigers / Indianapolis Colts

Petra: Any European soccer team

Jim: Miami Dolphins

List three things currently in your refrigerator or freezer:

Xeny: Yogurt, Soy Milk, Turkey Hot Dogs

Hannah: Ketchup, Frozen Pizza, Vanilla Ice Cream

Jessica: Jalapenos, Yogurt, Romaine Lettuce

Drew: Pizza, Bagels, Beer...[the essentials](#)

What's your favorite Disney movie?

Jessica: Lion King

Logan: Oliver and Company

Drew: Pinocchio

Hannah: Beauty and The Beast

What's your favorite memory from first year?

Petra: Art's stats class when he brought in new PRADA slippers and told us "it's true, the Devil wears Prada."

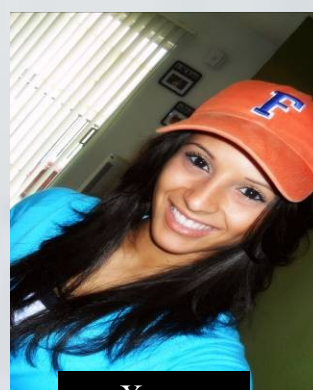
Jim: Being carded for alcohol a few times at some local restaurants. That was really cool.



Hannah



Drew



Xeny



Jim

Name an item on your bucket list:

Logan: Become a god

Jessica: Skydiving

Tem: Learn multiple languages, sign language included

Drew: Visit each state in the US

Where is your dream vacation destination?

Jim: African Safari

Xeny: Greece

Drew: Australia

Jessica: Barcelona

If you weren't studying I/O in graduate school, what would you be doing instead?

Jim: Working hard for the money or a bad karaoke singer

Petra: Traveling or Working

Hannah: Archeology

Xeny: Circus Ringleader...[This is more feasible than she thinks!](#)

What do you miss most about your undergraduate experience?

Jessica: Family and Friends

Xeny: Football Games

Tem: Having easy tests

Hannah: Former roomies

THE BEN REPORT

By: Ben Tryba

Welcome back to the Ben Report, written, as always, by the infamous Ben Tryba. It is now second semester of my second year at FIT and boy am I busy! I usually take this space to give you all a recap of my life and experiences in graduate school, but this edition is going to be a little different. I will briefly give you all the usual recap, but the bulk of this issue will be about my hometown, and your soon to be favorite city, CHICAGO!

SIOP 2011 will be held in the greatest city in the world and it just so happens that I know a bit about what you should do. So, as always, put down this month's issue of Cosmo, close your Facebook page (no one is poking you) and sink your teeth into The Ben Report.

So let's recap quickly. First semester of second year = insanely hard. Applied Research Methods (ARM) is the most stressful class, taught by Richard "THE" Griffith. You have a semester long "real world" applied project done in groups, plus another group project (assigned during the finalization of the big group project), plus a validation project. So yea, it is pretty intense. Oh right, then there are other classes... Personnel Selection was less work than ARM, but anything added on top of the ARM workload is tough. Luckily Pat does a great job teaching the class and if you know your statistics, the class is a bit easier. Also, a few of second year students (including yours truly) took Attitudes and Values (A&V), which is taught by Lisa. You learn about job satisfaction and organizational commitment and their relationships with job performance (among other things). A&V was just the cherry on top of my "hell" semester, with a proposal paper and a HUGE data project due at the end of the semester. Not all second years will need to take a third course during this semester. The decision to take that third course is important, do not take it lightly.



A&V was an elective that I ended up having to take since I did not take the Consulting elective over the summer. My thought process (which was formed based off of *elderly* graduate students' opinions whom must not have had their 8 hours the night before...) was that I need to know A&V (just like some of the current first years will need to know Organizational Change) for Comprehensive exams (Comps) at the end of my third year (and A&V would not be offered again until after my third year). Also, taking the Consulting class later on in my graduate career would keep that information fresh in my head when I went off to be a consultant. I highly suggest all first years (who plan on continuing for their PhD) mull this decision for a while before committing to taking three classes during the first semester of your second year (terminal Masters students have an easy decision...). I may look back during my preparation for Comps and think the idea was brilliant, but during that first "hell" semester, I rued all of those (and I still rue them now!) who urged me to take A&V. SO, that was first semester of second year in a quick review and I didn't even mention my Thesis!! The next issue of The Pulse will have a section devoted to my Thesis entitled, "How NOT to Write a Thesis"...by Ben Tryba. The following few pages contain lists of things to do, places to see and food to eat when visiting Chicago for SIOP 2011!

Ben's Chicago Guide

There will definitely be more things on this list than you can possibly do in the time we have to spend in Chicago, but it is filled with all of my favorite places and I did not want to censor myself. Pick and choose as you please, but try your best to do as many of these activities (yes, eating is an activity) as possible. Hope you enjoy!

Sight-Seeing/Touristy Things:

1. Navy Pier (located where Grand Ave. meets Lake Michigan): This is a must-see for everyone at SIOP, it is so beautiful at night! There is a huge Ferris wheel that lights up the night's sky, a mini-golf course, tons of restaurants and places to grab a drink. Walk along the pier with a loved one, hop on the Ferris wheel, and let your inner-adolescent take over for a nice, slow, revolving, make-out session.
2. 95th Floor of the (John) Hancock Building (875 N. Michigan Ave.): I am not one to pay up the nose just to take an elevator to an observation deck, at least not when there is a way to go almost as high up for free. Some people may tell you to visit the Sears Tower (Willis Tower is its new name, but I refuse to call it that) and pay \$20 to look out over the city, but that's just because they don't know about the 95th floor at the Hancock building. The John Hancock Center is almost as tall as the Sears Tower and it also has an observation deck that costs money, but you can easily take the elevator up 95 floors to The Signature Room, grab a little table in their cocktail lounge and enjoy the view. Yes, you will probably have to buy an \$8-\$10 drink so you don't look awkward, but it's half the price and you get a little tipsy!
3. Architecture River Tours (downtown): I actually did one of these tours for the first time when I went home last summer. It's definitely a daytime leisure activity, so if you are going to SIOP early I urge you to check it out. There are a few different companies and tours to choose from, but you will get to see some of the greatest buildings in the country leisurely coasting along the Chicago River.
4. Millennium Park (Michigan Ave. between Randolph St. & Monroe St.): Located very close to the SIOP hotel (Chicago Hilton), this is a must visit for everyone! Take a five minute walk from the hotel and see the world famous Bean, the outdoor concert hall, numerous pieces of art, and these weird towers/fountains with people's faces on them (that continuously change) that my friend's dad designed. You will need to take a picture of yourself near The Bean and make sure you go under it and try to count how many times you see yourself!
5. Museum Park (Field Museum, Shedd Aquarium, Adler Planetarium; 1400 S. Lake Shore Drive): Museum Park is a general area in the south loop (just south of the SIOP hotel) that holds the Field Museum, the Shedd Aquarium (yea, it's an aquarium!), and the Adler Planetarium. The museum and the aquarium are located right next to each other, with the planetarium just a short walk east. All three are located right on Lake Michigan, so even if you don't like the whole museum thing, you can get a fantastic view of the Chicago Skyline and the boats coasting along Lake Michigan from Museum Park.
6. The Art Institute of Chicago: One of my most hated places to go when I was a child, the Art Institute is now one of my favorite places to visit when I go home. It is home to many famous masterpieces, including Georges Seurat's "A Sunday Afternoon on the Island of La Grande Jatte", which was featured in Ferris Bueller's Day off and, subsequently, in Family Guy. So yea, go there!! Also, last issue's picture with Murphy & Cleveland in front of the lion was taken at the entrance to the Art Institute.



(Above: The Bean)

Ben's Chicago Guide

Places to Eat and Drink:

1. Lou Malnati's (805 S. Lake St. OR 958 W. Wrightwood): DEEP-DISH PIZZA! This is my favorite of the litter. Yes, Gino's East is famous (their downtown location has writing all over the walls) and there are a number of other great places, but Lou Malnati's takes the ... pie! The traditional comes with sausage, but whatever you top your pie with make sure to order your deep-dish with "buttercrust!"
2. Kuma's Corner (2900 W. Belmont Ave.): I wanted to put this as number 1, but I had to stick to my roots and put the deep-dish at the top. That being said, this is definitely the best burger in the city, if not the entire country. The décor is pretty odd and since they do not take reservations you may be waiting for an hour or so, but the burgers are out of this world! Also, WAFFLE FRIES! Enough said.
3. Goose Island Brewery (3535 N. Clark St. OR 1800 N. Clybourn Ave.): The first beer I always order when I get home is a Goose Island 312 (312 is one of the Chicago area codes). Not only can you visit the actual brewery (Clybourne location), but the food is just as amazing as their beer.
4. Hop Haus (646 N. Franklin St.): This place is not your typical brewpub. The list of beers is great, but it's the different types of sliders (small burgers) that make this place stand out. They have ostrich, wild boar, buffalo, steak, turkey, chicken, fish, vegan, and beef sliders. Also, WAFFLE FRIES!
5. Hot Doug's (3324 N. California Ave.): Chicago is also known for its hotdogs and this little hole in the wall serves the typical Chicago-style dog (pictured below), but it also serves up some interesting sausages. The specialty menu



changes (as I'm writing this the specialty menu has: alligator sausage with cajun shrimp mayo and goat cheese; caribbean goat sausage with spicy passion fruit-mango cream, crispy fried onions and smoked cumin gouda cheese; and smoked duck sausage with roasted red pepper mustard, mediterranean olives and morbier cheese, just to name a few). Oh yeah, they also serve fries cooked in duck fat on Fridays and Saturdays.

6. Margie's Candies (1960 N. Western Ave.): Your nostalgic old-school ice cream shop is still alive. The list of sundaes and other creations is long and sometimes so is the wait, but man oh man, this place is great. I still remember the olden days, roller-blading with my dad and sister from my dad's house to Margie's just so I could stuff my fat little face with ice cream. Oh, the good old days!
7. Al's Beef (1079 W. Taylor St.): Another Chicago food staple is Italian Beef and Al's is number 1 in my book. If you make it to the Taylor Street Al's, you will also get a chance to see my high school (St. Ignatius College Prep) that is located right behind it. Order your beef with hot giardiniera and you will not be disappointed, but you will need a drink.
8. Chicago Pizza and Oven Grinder Co. (2121 N. Clark St.): For those of you who are old mafia fans, this place is for you. This little restaurant sits right across the street from where the Valentine's Day Massacre took place. If you're not a fan of massacres, you can still go to enjoy the one-of-a-kind "pizza pot pie" (pictured to the right). It is basically your own custom-made upside down pizza made in a pot. When served, they flip the pot over a plate, give it a tap, and voila, you got a gooey delicious personal pizza to enjoy.
9. Ed Debevic's (640 N. Wells St.): I remember going to this place for birthday parties as a kid. It is an old fashioned diner (yes, the old silver train car type) with old fashioned servers, but with a twist. The servers act, sing, yell, dance, and entertain you throughout your meal. I believe this place is only in Chicago and it is definitely worth a quick peek.



Ben's Chicago Guide

Leisure Spots and Fun Venues:

1. Wrigley Field (1060 W. Addison St.): OF COURSE this was going to be my number 1 venue spot! Although the Cubs will not be in town during our stay in Chicago, it is an easy train ride from the hotel up North to see one of the most historic sport venues in the U.S.A. Not to mention, after taking a picture in front of the Wrigley Field sign or in front of one of the famous statues, you can enjoy one of the 50 or so bars in the area (Wrigleyville).
2. Lincoln Park Zoo (2001 N. Clark St.): One of my childhood favorite places to go! This is better than your average zoo since it is located in Chicago...
3. The Second City (1616 N. Wells St.): Yes, THE Second City! The starting place for some of the most famous comedians like, John Belushi (the good one), Bill Murray, Gilda Radner, Dan Aykroyd, Mike Myers, Tim Meadows, Tina Fey, and Steve Carell, just to name a few...



4. The Magnificent Mile (Michigan Avenue --- about a mile of it...): Yes, Michigan Avenue, a.k.a. the Magnificent Mile, is a Chicago attraction. The street lights up at night and there are a ton of shops and restaurants that you can stop into while taking a stroll down one of Chicago's most famous streets.
5. Water Tower Place (835 N. Michigan Ave.): For the shopping enthusiasts out there, Water Tower Place is full of shops and restaurants at the northernmost part of the Magnificent Mile.
6. Kingston Mines (2548 N Halsted St): Chicago is famous for its jazz and blues clubs and Kingston Mines is one of my favorites (although, I have not been to that many...). You can eat and drink the night away as you listen to some Jazz until 4-5am (depending on the night).

The above list is not all-inclusive; it is comprised of my favorite eateries and things to do in my hometown. The address for each restaurant and most sight-seeing activities are listed so you can enter them into mapquest/googlemaps and find them easily (Chicago Hilton – 720 S. Michigan Avenue). For more information on the city of Chicago and other attractions, visit UPCHICAGO.COM (the creators of this website were born and raised in Chicago and they know their stuff). If you have specific questions about any of the aforementioned activities or restaurants, or any questions about other places you want to see or things you want to do in Chicago, email me at btryba2009@my.fit.edu.



In the spirit of the holidays, when this issue was being written... we present you with a few holiday traditions courtesy of current I/O students:

Rana Maukarzel gave us an insight into a Lebanese tradition:

During the Christmas season in Lebanon, "A king cake ("La galette des Rois") is a type of cake associated with the festival of Epiphany (religious festival that commemorates the first manifestation of [Jesus Christ](#) to the Gentiles). There are many versions of this cake that are popular in other countries as well. The version of the cake that is most popular in

Lebanon has flaky puff pastry layers and a dense center of "frangipane" (almond flavored filling).

As per the tradition, the cake is meant "to draw the kings" to the Epiphany. A figurine, "la fève", which can be anything from a car to a cartoon character, is hidden in the cake. The person who finds "la fève" in their slice becomes king or queen for the day. They will also have to offer the next cake. Originally, "la fève" was a broad bean (*fève*), but they were replaced in 1870 by a variety of figurines out of porcelain or plastic. A paper crown is included with the cake to crown the "king/queen" who finds the "fève" in their piece of cake. To ensure a random distribution of the cake shares, it is traditional for the youngest person to go under the table and name the person of each share indicated by the person in charge of the service. Following tradition, the cake is intended to be divided in as many shares as guests, plus one. The last piece ("the share of God," "share of the Virgin Mary," or "share of the poor") was intended for the first poor person that came to the home.

Margaret Sudduth follows her own family tradition, blending the South with the North, each year:

"Every year on New Year's Day, my family eats Hoppin' John for good luck (black eyed peas with bacon) with collard greens and corn bread... it's a southern thing. We also go to watch the Mummers (locals dressed in costume) strut the streets of Philadelphia at the Mummers Parade... this is a big time Philadelphia tradition."



Additionally, Sara Trane filled us in on the Swedish Christmas traditions:



In Sweden, Christmas is celebrated on the 24th, and thus is the day when Santa comes with his Christmas gifts. In Sweden, traditions related to Christmas are similar to those in the States such as special food, drinks, Santa Clause, the tree, spending time with family and friends, etc., but these things are done a little differently.

The celebration of Christmas starts four Sundays before Christmas, by lighting the first of four candles, with a new candle lit every following Sunday. This countdown to Christmas starts on Dec 1st, on which the first hole on the "advent calendar" is opened and a 24 episode long TV-show starts, showing one new episode each day up until the 24th.

On Dec 13th Lucia is celebrated, with singing and the traditional "luciatåg". Lucia is also the day when the traditional and amazingly tasty saffron sweetbread is eaten, called "lussekatt." The traditional Christmas food consists of something called "julbord" (e.g., smorgasbord), including dishes such as Swedish meatballs, Christmas ham, small sausages, salmon, red cabbage, pickled herring, and of course the Swedish hard bread.



The drinks specific to Christmas are "julmust" (a type of soda only sold during this time of the year) and "glögg" (mulled wine), which are my two favorite drinks. Christmas day is usually dedicated to family and later at night bars are packed, since this day is one of the biggest party-days of the year, and considering the already terrific nightlife in Sweden, this night is always a success. Christmas is officially over on Jan 6th when, according to tradition, the Christmas tree is supposed to be thrown out followed by dancing and singing around the tree.

Getting the Scoop on Gabrenya

By Katie Piccone

The Pulse is pleased to highlight Dr. Gabrenya for our Faculty Interview this Spring! Dr. Gabrenya has had a long history here at FL Tech. After receiving his Ph.D. from the University of Missouri-Columbia in 1979, he came on board in 1981 to teach a clinical psychology cultural class and was the first social psychologist at FIT. Currently, Dr. Gabrenya teaches Culture and Psychology in our I/O Graduate Program and leads the Culture research team. He also is helping our program make big moves with our new international I/O concentration efforts. On top of his responsibilities at FL Tech (both graduate and undergraduate), Dr. Gabrenya is the Secretary-General of the International Association for Cross-Cultural Psychology (www.iaccp.org) and editor of the Cross-Cultural Psychology Bulletin (www.iaccp.org/bulletin). Needless to say, he's a busy guy. Luckily, he did make time to sit down with me for a chat. Read on to see what he had to say!



Q: You've described cross-cultural psychologists as researchers who've gotten "the culture bug" from traveling and experiencing other cultures. What culture/travel experience gave you "the culture bug" and what were you initially there to do/experience?

WG: I have to say that I got my "culture bug" on my first sabbatical. I lived in Taiwan for 1 year in 1988-1989. I experienced a really major culture shock, living alone in an Asian city after having grown up in the Ohio 'burbs. When I came back to the U.S. during the Chinese New Year holiday (February), I virtually kissed the ground. I was so happy for the familiarity, quiet, and easy living of Palm Bay. I went back to Taiwan with my daughter, who was 5 at the time, and experienced a new kind of culture shock: caring for a child in place where I could not communicate with the pediatricians and hospital staff. But after 12 months in Taiwan I adjusted... then found that returning to the U.S. was just as difficult. I experienced what we now call "reentry shock." It was hard to return to this culture, especially in terms of a lot of little things. For instance, a clerk at K-Mart saying, "thank you for shopping at K-Mart." Why is this stranger thanking me? In Taiwan at that time, "the customer is always wrong" typified service and strangers were not nice to each other. Also, the driving here was annoying--people were polite and--why stop at a red light, anyway?

So my year in Taiwan is really how I got the bug. A lot of cultural researchers get "the culture bug" by living overseas: once you've seen Paris, you can't come back to Palm Bay. We no

Q: A lot of excitement is brewing in regard to the international concentration here at FL Tech. What do you (personally) hope to achieve from this effort and what changes do you think it may bring to the culture of our program?

WG: I think it will be a great thing; it will really give breadth to our program. This type of program will help bring in different types of students; we already have a lot of international students, but I think we'll have more. I also think that it may help us become more research oriented. Cultural psychology has more of a social science and even anthropological perspective that may not be as practical for the consulting world, but is more theoretical. More students choosing academic careers and greater collaboration with other universities around the world may come out of it.

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

WG: Cultural competence is definitely useful in everyday life, especially for international businesspersons. It seems to be the most applied and practical.

Q: You definitely research some interesting topics that we don't necessarily hear about in our other courses. What are you researching right now and where do you see your research going in the next five years?

WG: I'm currently working on four major projects. One is looking at modernity in Taiwan. This is a longitudinal and cross-sectional study I've been working on for 22 years, beginning with my first sabbatical. My research on culture and sex looks at cybersex attitudes and behaviors and their relationships to values at a national level, across cultures. We collect data online from international students studying in the USA. As of now we have surveyed around 1,000 students. Another project is the DEOMI grant we recently received. We're looking at culture competence, specifically its theory, measurement and training. This is a one-year long contract that will involve the College of Aeronautics as well. Finally, on the backburner, I have been researching indigenous psychology movements.

In the future I will probably be doing more research on cultural competence. I also want to do additional research on expatriate and repatriate adjustment. Similar to a lot of social science research, once you experience something, you want to research it.

Q: I'm sure you have many interesting stories from other cultures that you could share with us. If you had to pick one lesson learned from your experiences with other cultures that you think most I/O Psychologists could benefit from knowing, what would it be?

WG: If you're going to another country, be flexible! Put aside your "Type A" personality; forget your needs for certainty, closure, logic, stability, predictability, and even productivity to some degree, and "go with the flow." You need to be patient, and know that you can't fix things to make them like the "American way." If they're going to squat on the toilet, you're going to squat too. In the words of Margaret Mead, "If they serve it, you eat it." This advice doesn't just apply to the food, but is metaphor for a lot of things.

Q: Aside from the I/O program's motto, "*work hard, be cool*," what is one piece of advice you'd give to students?

WG: As your mother has said, "These are the best years of your life." This is true. Use this time as a chance to think divergently, and engage in intellectual things you normally wouldn't have the chance to do. Try to do the research YOU want to do. Suck it all in. This is tough to do in the first few years in this program, the classes are very intensive, but the year after comps, your 4th year, is your Golden Year. That is the year to do the research you want before you go back to doing things you *have* to do, like your dissertation.

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

What's Dr. Gabrenya lying about? Email your guess to one of your editors for a chance to win a prize!

WG: (1) I like classical music
(2) In my next life, I will be a biologist
(3) I like "Indy Rock" music



Congrats To Our Talented Students!



Yukiko, in the center, with her dissertation committee

Yukiko Yoshita graduated last fall, 2010. She has been a student since 1997 and is our most tenured student. Congratulations Yukiko for all of your hard work. Your FIT family wish you all the luck and success in your future!



Additional congratulations to our second year students (from left to right: Bianca, Steve, Stephanie, and Matt) who were recently accepted into the Ph.D. program here at FIT! We're excited to keep you guys around for a few more years!

Shout Outs!

Professional updates



Congratulations Dr. Art Gutman!!!

Officially gracing the list of SIOP's most distinguished I/O psychologists, FIT's very own Art Gutman has been named as a Fellow in SIOP. Fellows are renowned for their contributions to the field and, as we all know, Art has given a great deal to our profession throughout his career. Just recently, his *EEO Law and Personnel Practices, Third Edition* was released (October 2010). Art, along with the other new Fellows, will be honored at the Plenary Session on Thursday, April 14th at SIOP's annual conference in Chicago. Please join all of us in congratulating him on his accomplishment!

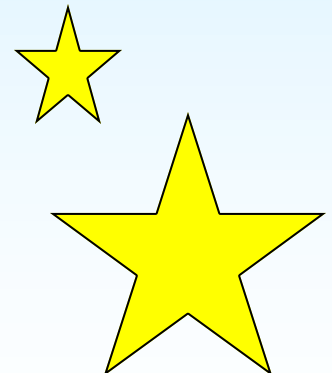
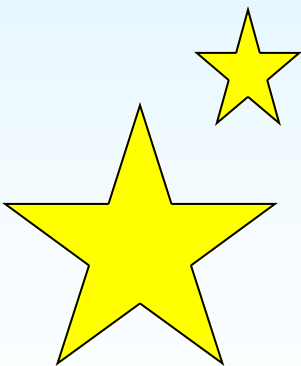


**Congrats to Dr. Erin Richard,
who was recently promoted to
Associate Professor!!!**

-AND-

**Congrats to Dr. Pat Converse,
who**

**received an Outstanding
Reviewer of the Year award from the
Journal of Business
and Psychology!!!**



Research Updates!

International I/O Committee Update

By Bianca Trejo

As many of you know, FITs I/O program has taken major steps towards an International perspective. As part of this initiative, which is led by Dr. Griffith, FIT has started collaborations with the University of Silesia in Poland. The University of Silesia is

one of the largest public universities in Poland and collaborates with more than 300 other universities from all over the world by exchanging students, staff, research, and education. Their interest and value of culture and international integration makes the University of Silesia a great partner to work with.

Members of the IIOC (International Industrial/Organizational Committee) spent the first part of the fall semester planning and organizing a workshop with the University of Silesia. All of their hard work paid off on November 22, 2010 when Dr. Griffith opened the workshop at 10:00 a.m. (4:00pm in Polish time). Two presentations were given during the workshop discussing problems and challenges in I/O Psychology. Dr. Barbara Kozusznik discussed the topic as it relates to Poland and Dr. Griffith spoke about the same topic directed towards the US. Throughout the discussion that followed, one main similarity was noted between Poland and the US: nepotism. Nepotism (i.e., hiring a family member), seemed to be a big issue in both countries. The last part of the workshop was dedicated to discussions regarding future steps such as online meetings and the development of a research paper. The workshop was a success and people were so happy with the outcome that plans for another workshop are already being discussed.

FULBRIGHT SCHOLAR UPDATE:

Anita, the Fulbright Scholar from Helsinki who worked with The Center this summer has a research publication to announce! Check out her reference below!

Rintala-Rasmus, A., Steelman, L.A., Moore, L. Huseman, J. (2011, July). Recruiting diverse personnel: Best practices for HRM. Presentation at the biennial conference of the International Academy of Intercultural Research (IAIR), Sin-

The Feedback Team in the Spring! By Lisa S Moore

Dr. Lisa Steelman and the feedback team members have been hard at work this past semester. SIOP is coming up fast and several members of the Feedback Team are preparing to showcase their research. One exciting initiative examines cultural differences in seeking success- and failure-related feedback. FL Tech graduate Mei-Chuan Kung, second year students Naer "Leslie" A and Xiaofei Li, in conjunction with Lisa Steelman, will report findings on the feedback seeking processes in three countries: United States, mainland China, and Taiwan. Also, second year students, Stephen Young, Rana Moukarzel, Lisa Silva Moore and Xiaofei Li have been preparing their Master's theses in the area of Feedback. Advanced students Anne Marie Haddock and Erin Mass are proposing theses as well.

While we're an incredibly busy bunch, we're having a good time! The team is always welcoming new members with fresh ideas, and passion for research.

Motivation Team Update! By Katie Piccone

This semester has been a busy one for the Motivation Team; currently, we have three main projects in the works! Two of our previous research projects are being moved forward, with hopes for submitting to journals in the near future. One project focuses on self-regulation toward goals over time in conditions of accountability and outcome interdependence. Another examines whether achievement goal frames vary over time during the pursuit of a goal. Finally, we are still embarking on a longitudinal study that examines variables relating to particular career choice. We meet Wednesdays at 3:30pm in the conference room, come join us anytime!

A Foreign Student Perspective

By Sara Trané



As an international student there is obviously much to learn and experience from receiving an education outside of one's home country. The first and most noticeable difference is, of course, the difference in language. For me (being from Sweden), this is definitely true since the Swedish language is very different from English. However, despite a nation's native language, English is the organizational language used in many non-English speaking countries. Within many organizations, English is spoken regularly, and in some cases English is the main language spoken at work. Therefore, people are well aware of the importance in being fluent in English. Swedish people in general are extremely knowledgeable in English, but most people can never get close to the fluency of someone who has received their entire education in an English speaking country. Not even living in an English speaking country may be enough to compete with the more specific language skills acquired through university studies.

In addition to the need to know English at work, as organizations are becoming more and more global, the need for sending employees from the home country to a location in another country is increasing as well. In these situations, many organizations prefer to have employees (from the organization's home country) placed within various international branches, opposed to hiring someone from the country in which the branch is located.

As graduation is getting closer (May, 2011) international students face one major challenge not applicable to American students. Before even thinking about applying for jobs, a lot of mental energy has to be put into decisions regarding what direction one's life should take following graduation. America is far away from home for most foreign students and it can be difficult to choose between staying and going back home, where roots and family will always be. This decision is also influenced by where the best opportunities for getting a certain job can be found. Such thoughts have crossed my mind many times lately. I understand the value that organizations put on above average fluency in English and I have come to the conclusion that I will most likely be better off competing with people from my home country, who most likely have received their education at home and do not have the same international experience as I have. I feel less confident that I will be as competitive in the American job market compared to American students. However, regardless of where we choose to work, I do believe that taking the opportunity to receive an education from an English speaking country is, overall, a very good thing. To gain a better understanding of the benefits of receiving an American education as an international student, I asked some of my fellow foreign classmates (Alexandra Novak from Austria, Leslie Naer A from China, Marcela Peterson from Brazil, Rana Moukarzel from Lebanon, and Nupur Deshpande and Bharati Belwalkar from India) a few questions regarding their perception of the future and the value of being an International Student...

1. How do you personally value an American education as compared to one from your home country? What is the main difference?

Alexandra: "I like the American way better, especially Florida Tech's way with lots of hands on work (proposals, projects, etc...). In Austria the focus is on lectures (large class sizes) and end of the semester exams".

Leslie: "I value it very much, not just because it's much more expensive than education in China, but also because graduate level education is cutting-edge in the US. For me, I'd love to stay in the US to work, so an American degree is definitely the way to go. Besides, the personal life experience here is also priceless. I'd rather spend some time here to gain more cultural and world knowledge than staying home all my life knowing only one dimension of the world".

Marcela: "It is extremely hard to get into a Master or PhD program in Brazil, since there are fewer universities, but once you get in all expenses are paid for and students gets paid for doing research. In the US students get more support from faculty and relationships are more open".

Rana: "I have always looked up to a Graduate level education in the United States as being the best education I could get. At least when it comes to getting a degree in the field of I/O psychology, the USA was the only country I thought of when apply-

Continued from page 22...

Nupur: "I am amazed at the dedication, at all levels, of the academic departments to the quality of education, specifically its originality and application. The style of instruction is very 'andragogical' (i.e., tailored to adult learners) and focuses on integration of everyone's experiences to make the subject matter relevant. Here, the student may know more in certain areas than the professor which allows for a casual relationship between the both of them. The goal is always to grow each other's knowledge. Things are not studied for the sake of grades. If you really understand it, and can apply it, then you have really learnt. It is the emphasis on all this by American educational institutions that differentiates education in India from over here".

Bharati: "In India, awareness about industrial psychology is at its nescient stage, and very few well known organizations (especially the ones following international standards) recruit industrial psychologists. Since the emergence of this field has been in countries like the US and UK, I thought of taking education from an American university. The general education system in India is mostly theoretical, whereas here in US, a lot of emphasis is given to practical application. Of course, the active research work is a plus point."

2. How do you think organizations in your home country value an American education?

Alexandra: "I think the education level in high schools has a poor reputation, but graduate education is highly valued (especially Business)".

Leslie: "It will be very valuable for them. First of all if a graduate from an American university speaks fluent English AND Chinese, this individual will be viewed as a highly desirable talent because organizations in China are increasingly globalized nowadays and are in need of bilingual, culturally competent human resources. Second, as mentioned, degrees from the US are viewed as world-leading, so the professional skills of American-graduates will not be questioned".

Rana: "Organizations in Lebanon value really highly American degrees. Applicants that have graduated from the US are usually looked at more positively and are considered first for the position compared to applicants with similar education and experience but with degrees from Universities in Lebanon".

Marcela: Brazil really values education in any other country, especially programs from high level education ranked Universities".

Nupur: "An American education is considered elitist and up-to-date. It reflects the student's/candidate's drive to work very hard (to the extent of relocation and living away from family) to achieve his/her goals. However, at the same time, organization's are aware that the management philosophies and therefore, theories, may not be applicable at national and local levels. This is certainly a regional issue. Places like Mumbai, Delhi and Bangalore are very metropolitan. The spirit and professionalism in these cities reflects US standards. Here, an American education will certainly generate more revenue, but not without a little local Indian flavor in the mix.

Bharati: "They do value American education, in fact, organizations value any education that adds value to their operations. An American degree definitely is weighed higher when hiring an employee, however the actual performance is valued too once the employee starts working in the organization".

Personally, my hope is that not only I, as an international student, will benefit from studying at FIT but that American students will benefit from the large number of international students at FIT. Therefore, I have followed up the international perspective with some opinions from my fellow American students (Stephen Young, Christen Lockamy, and Stephanie Miloslavic).

1. What are you personally gaining from taking classes with international students?

Stephen: "It's no secret that I am someone who asks a lot of questions about everything. Conveniently for me, I'm surrounded by a class full of culture experts who have been so nice about sharing their experiences and knowledge [of other cultures] with me".

Christen: "I am convinced that the FIT I/O program has provided me with additional tools simply from working with the students that surround me. As businesses begin to adopt a global perspective, I feel prepared to work with colleagues from different cultures due to the diversity of our program. Before entering the program at FIT, I was uneducated about the countries where fellow students have grown up. It is enlightening to work with others who not only have a different educational background, but also have a unique approach to life. I am certain that my exposure to the knowledge and diversity of those around me has enhanced my personal experience throughout this program".

Stephanie: "Working with individuals from other cultures has helped me to learn how to be more patient and to communicate more clearly."

It is probably obvious that everyone benefits from interacting with individuals from different cultures. Many times it does not matter whether the interaction occurs in a foreign country or not, learning and a valuable exchange will occur. Personally, I learned a lot just from reading these different perspectives regarding the exchange between American and international students, and I hope that you all did as well!

Erin with daughter Riley !



That's A Wrap!!!

We hope you enjoyed the latest edition of The Pulse newsletter! Have any guesses about Dr.

Gabrenya's lie? Do you know where Murphy and Cleveland are this time? Do you have any feedback? Let us know! Contact your editors (p. 2). Also, as per last issue, we know you've been waiting to see what Erin was lying about! Well, she was in the Tiger marching band at LSU, she just didn't play the flute!

CHECK OUT THE I/O PICNIC PHOTO COLLAGE BELOW!

Prospective Students:
Check out the mentor site! It's packed with great info provided by current first year students! Contact Michelle Thackray at: MThackray2010@my.fit.edu to become a member to our exclusive site!



Where in the World is Murphy and Cleveland?



Congrats to Dan Divine (M.S., 2010) on guessing Murphy & Cleveland's last destination: *Chicago*! Dan, you've won a FL Tech T-Shirt! Do you recognize where Murphy & Cleveland are visiting in this issue? If so, email one of your editors and you may win a prize!

