

FALL
2011

[The Pulse]

WELCOME TO THE FALL EDITION

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Keeping everyone on the same beat...

EDITORS NOTE

We've made it to the 4th edition of THE PULSE NEWSLETTER!

We would like to introduce you to our newest editor, Felicia Mokuolu! Felicia just joined our program this year and is a great addition to our team. She's already contributed great editorials that you can find within this issue! See her picture below with your other editors From top left: Hannah Gacey, Ben Tryba, Felicia Mokuolu. From bottom left: myself (Michelle Thackray), and Katie Piccone.

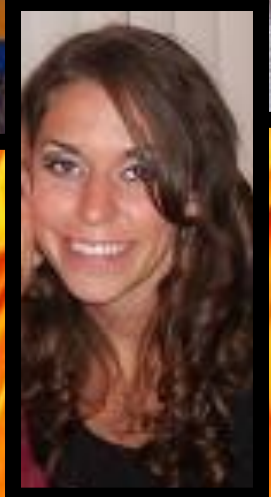
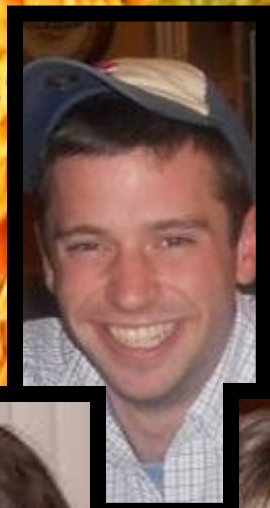
As you all know, our goal is to provide our readers with the latest and greatest from our I/O family. So, keep the input and feedback rolling in so we can be sure there is something for every reader! Feel free to contact any of our editors. We love to hear from you!

We really hope you enjoy this fall themed issue. We included some new editorials that we think you'll love. So, without further delay we bring to you our 4th edition!

(Email your editors at: hgacey2010@my.fit.edu, btryba2009@my.fit.edu, fmokuolu2006@my.fit.edu, mthackray2010@my.fit.edu, kpiccone2008@my.fit.edu)

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PRULUDE FROM OUR PROGRAM CHAIR

WHY I'M EXCITED FOR 2012

BY: LISA STEELMAN

Welcome to the Fall 2011 edition of *The Pulse* - our newsletter about everything I/O at Florida Tech. A special shout out to our alumni! We hope you find this newsletter an interesting, informative and fun connection to your old school. Please drop me or any of the editors a line with feedback, something you would like to see us write about and personal updates (new jobs, new family members etc.). Also, keep up to date on our new alumni social networking site on Facebook. It is a totally private group for networking, job postings, whatever. If you are not a member just email me or friend me on Facebook and I'll get you set up.

So why am I excited about 2012? First, 2011 has been a great year for the program. We launched our international concentration which is the first of its kind! We all know how important a global perspective is and this concentration will provide our students with the training and tools needed to be successful not only in international business, but business in general. The concentration consists of a series of elective courses in cross-cultural psychology and international I/O, among others, and opportunities for study/work/research abroad. We admitted our first students into the concentration this fall. Alongside the concentration we are also launching an Institute for Cross Cultural Management (ICCM). This institute will be the home of cross cultural research including funded research, as well as applied activities such as global leadership training for corporations, and training for expatriates/repatriates. If you would like to hear more about these programs for your own company, give me a call!

In support of the international concentration we are thrilled to welcome Dr. Jessica Wildman to the Florida Tech family! Jessie comes to us from UCF already a productive researcher. She will be teaching courses in the international concentration, as well as the Group and Team course and working with her newly established research team. We are so glad Jessie has joined us; she is going to be a great addition to our program! I am excited for 2012 to see these new initiatives really take flight.

Florida Tech had another great SIOP in Chicago this year. Our faculty, students and alumni were all very active in the conference program (lots of great posters and symposium!), as well as outside of the official program. Our reputation remains strong - you all know how to "do a conference"! Check out the SIOP photos in this edition of *The Pulse*. I am excited for more good work, networking and fish tacos (!) at SIOP 2012 in San Diego!

In 2011 we welcomed a new first year class and said good-bye to some old friends (now alumni!). You can read about the new first years in this edition, as well as see some photos from our welcome beach bash. Congratulations and best wishes to our newest alumni. Both groups are starting out on new journeys and we look forward to hearing about what 2012 has in store for all!

In this Pulse you can also read reflections from one comps survivor, hear what's up with the research teams, read about practicum experiences at DEOMI (the Defense Equal Opportunity Management Institute), and see some very creative Halloween costumes from the most recent Halloween gala and for those of you who just can't get enough—read the newest installment of the Ben Report.

And last but not least, 2012 is when we finally move out of our dingy, smelly, and alternately freezing cold-hot and muggy building! The Psychology Department is taking over the entire second floor of a brand new building, called Florida Tech Commons, in the spring or early summer of 2012. There will be more classrooms, more conference rooms, research space (!) and a graduate student bull-pen for grad students to set up shop, do work, have meetings, study together or just hang out and drink coffee. Stop by and see us if you are in town!

I am excited for 2012 because 2011 was such a great year. So many great things happen when we work hard and work together!

First Year 2011 Class



Our New Building!



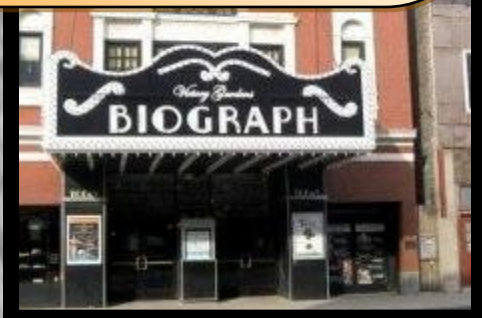
SIOP Recap: Chicago '11

By: Michelle Thackray

As expected, SIOP in Chicago was a huge success (in part to the fantastic guide provided by our editor, Ben Tryba)!

Our gang indulged in deep dish pizza, Chicago style hot dogs, skyscraper tours, comedy shows, and baseball games!

...Oh yea, and a few conference sessions here and there. We had **25** accepted submissions representing our I/O program! *(See the Spring 2011 edition of The Pulse to check out the list)*



As per usual, our students were hard at work snapping photos at every opportunity. Take a look at all of the exciting events that took place in the windy city!

Look out for our Spring edition of The Pulse to see where (in SAN DIEGO) our next FL Tech reception will be!





Top of Trump Tower!



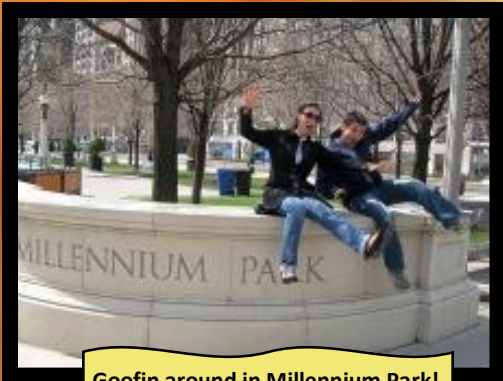
Jim, Drew, & Matt at the White Sox Game!



Jessica, Pat and Rich at the FL Tech Reception



Second City Comedy Club!



Goofin around in Millennium Park!



The Bean!



Welcoming Wildman

A Faculty Interview

By: Felicia Mokuolu

Since Dr. Jessica Wildman joined the I/O Psychology faculty in August 2011, she has been a friendly face around the department; ever-willing to provide research development assistance and I/O concept clarification on topics ranging from statistics and trust, to culture and teams. She recently earned her Ph.D. from the University of Central Florida, where she won various awards for her team oriented research. Currently, she maintains the position of Assistant Professor, while fulfilling her responsibilities as a researcher at Florida Tech. In this capacity, she is intimately involved with the development of the Institute for Cross Cultural Management Institute (ICCM). Furthermore, Dr. Wildman teaches the Groups and Teams course, where she emphasizes the joys, challenges, and multidimensional nature of group and team phenomena. Despite her demanding schedule, I had the pleasure of interviewing her to gain insight into her background and interests. Read on to discover more about our newest faculty member!

Q: What initially sparked your interest in I/O psychology and in culture, trust, and team research specifically?

JW: *My interest in I/O psychology actually sprang out of the fact that I loved psychology as an undergraduate, but knew I didn't want to be a clinical psychologist... the idea of counseling didn't interest me. I started looking for other options and really loved the balance that I/O psychology provides. It uses the abstract theories of psychology that are so fun to learn about, but applies them to real-world practical problems. In terms of culture, trust, and teams, my interest in those areas is a product of the organizational world we live in... a world of ever-more-global business, government, and civilian collaborative interactions where cultural differences and stereotypes are causing distrust and keeping us from working as effectively as we can with each other. In essence, I feel like if my work can help people across various organizational contexts develop more positive and effective work relationships, then in*



some small way I'm really adding to (get ready to laugh now) world peace.

Q: What factors influenced your decision to choose academia over a career in the applied consulting realm, and to ultimately choose to become a faculty member at Florida Tech?

JW: *I've always been a sort of "free spirit" (I love yoga, I hate wearing suits, I'm an environmentalist vegetarian) and academia tends to be much more in line with those values than many applied business settings can be (there are exceptions, of course!). Plus, I really enjoy teaching and interaction with students, and would have missed that if I was in a purely applied setting. This way I get the best of both worlds - plenty of opportunities for research (my passion) and consulting along with the control, flexibility, and student-centered nature of academia. As for why I ended up at Florida Tech, I actually knew it was the place for me the second I saw the job posting. One of my colleagues emailed it to me with a note saying "I think this opening was written for you" and I couldn't agree more. As soon as I talked to Rich about the new international concentration and the long-term plans to make ICCM an icon in the field of cultural I/O research, I knew I couldn't find a better fit for my personality, background, and interests. In fact, the IO program's motto is "work hard, be cool" and our unofficial motto in Ed's lab at UCF was "work hard, play hard" so it's pretty much a perfect match. I feel extremely lucky that Florida Tech chose me to contribute to a program that is so excited to push the boundaries of I/O psychology and make a difference across the globe.*



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

JW: *This is a hard one. My first major accomplishment as an I/O psychologist was probably winning the Interdisciplinary Network for Group Research (INGROUP) Conference Best Poster Award in 2009. The poster highlighted some of the early work I did creating a measure of trust and distrust, and it was wonderful to think that the other conference attendees liked my work enough to vote for it. My second major accomplishment was winning the Interservice/Industry Training, Simulation and Education Conference (I/ITSEC) Doctoral Scholarship in 2010. I actually received one of those huge Publishers Clearing House-style checks at their gigantic conference banquet, which was an overwhelming and wonderful experience. My third, and probably favorite, accomplishment was actually finishing my PhD in four years (it CAN be done!) and having my dissertation approved without revisions to top it off.*



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

JW: *In the next five years, I hope to see my research headed toward various useful training applications. At this point in my career, I've done a lot of basic lab work, theoretical development, and writing in the areas of trust, culture, and teams, and haven't quite reached a point where the findings of my research can be directly developed into a tangible tool. I'd like to eventually take the knowledge I've gathered regarding cultural differences in trust and team processes and start to develop training programs that improve trust across international borders, improve multinational team effectiveness, and generally improve intercultural competence in various organizational settings, especially in the military. I also hope to have pursued and secured some funding so that I can pursue larger and more complex projects that contribute to ICCM.*



Q: Aside from "work hard, be cool" what is your best piece of advice for graduate students, who are currently

juggling the demands of graduate school and life in general?

JW: *My best piece of advice for surviving graduate school, and I can't emphasize this enough, is to support one another. And I mean that at a deep level... become friends with your classmates, study together, eat together, go out together, have ranting sessions together, go on vacations where you aren't allowed to talk about school together. The one thing that I discovered quickly in graduate school was that even though my other friends and family were incredibly supportive of my endeavors, only people who were going through the EXACT same thing could truly empathize with my struggles (try explaining the stress of comprehensive exams to someone that hasn't experienced them). Having close friends who knew exactly what I was talking about was the one thing that kept me sane at times. Take your own practice to heart – social support is a proven way to reduce workplace stress, so build a strong network!*



Q: Lastly, the *pièce de résistance*, what are two facts and one lie about yourself?

JW: (1.) I've never broken a bone or gotten stitches. (2.) I was a girl scout all the way through my senior year in high school. (3.) I once drove all the way to New Jersey for a concert.

Thank you Jessica for providing your keen insight and advice!

Can you spot Dr. Wildman's lie? If you have guessed which statement is false, email your wild guess to one of your editors for a chance to win a prize!

Fall Picnic '11



We had another great turnout at our Welcome Picnic this year! This picnic was the first time faculty, alumni, current and new students got the chance to mingle before the rush of the fall semester began. We saw a lot of new faces this year! Go on to the next page to meet the next class and newest members of our I/O family!



MEET THE FIRST YEARS!

As a first year student, I have the pleasure of introducing the newest crop of future FIT alumni in this issue of The Pulse. We are a diverse set of individuals, who hail from various parts of the United States, and notable international locations such as Saudi Arabia, Nigeria, and Venezuela. As a group, our wide variety of interests, skills, and experiential backgrounds, make us an indispensable asset to the innovative I/O program at Florida Tech. This article provides a personal snapshot of some of the first year students!

By: Felicia Mokuolu

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

Alessandra: I would be studying vocal performance somewhere in Europe.

Rob: Counterterrorism analysis at the CIA.

Samantha L.: I'd be an Airport bartender. They may make no money, but they get to meet so many different kinds of people and hear lots of stories!

2. What do you miss most about your undergraduate experience?

Alicia: The view of the mountains.

Dinah: I miss being in the heart of NYC where there is always something crazy and beautiful going on.

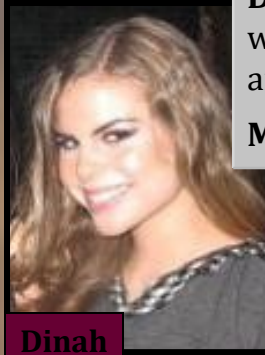
Mike T.: Free time!



Beth



Alicia



Dinah



Elizabeth



Christa



Mike

3. What would be your ideal post-graduation job?

Beth: Doing anything in a global or international setting.

Elizabeth: Working at my family's business as an on-staff I/O psychologist.

Pam: My first love will always be the classroom, but I would like to gain some field experience first.



Samantha L.

4. Of the more tenured students, whose notes would you like to have free access to?

Amy Gammon won 1st place, while Marne Pomerance, Rana Moukarzel, and Lisa Moore placed 2nd, each receiving 8% of the vote.



Robert



Regan

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

Rich received the most votes for 1st place, Art placed 2nd, while all other I/O faculty members tied for 3rd place.



Josh



Tom

6. Name an item on your bucket list.

Alessandra: Watch the sunrise over the Himalayas.

Alicia: Hiking the Kalalau Trail in Kaua'i.

Beth: Fly a plane. Travel to all the continents. I've been to all except Antarctica.

Dinah: I want to become fluent in two more languages. I haven't decided which ones yet though!

Felicia: Write a novel featured on the New York Times best seller list.

Mike T.: Go into outer-space.

Pam: Star in a musical.

Raad: Lose weight.

Regan: Go to Italy.



Pam



Raad



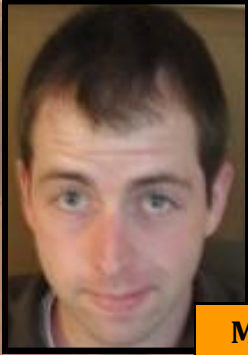
Felicia

7. What constitutes your dream vacation?

Josh: I would love to visit Dubai.
Mike T.: Cruise. Virtually no responsibilities and all you can eat food 24/7...What more could you ask for?
Raad: Any place with nice shopping malls.
Regan: Traveling with my family and close friends, and going somewhere warm close to a beach with good shopping
Rob: New Zealand.



Leah



Mike B.

9. Name two hobbies that you can't live without.

Felicia: Abstract painting, and jewelry-making.
Josh: I love home-brewing beer and writing poetry.
Pam: Singing and playing the flute.
Raad: Internet surfing and listening to music.
Rob: Wasting time and video games (the latter is NOT the former).

8. What's your favorite sports team?

Alessandra: A.S. Roma! (Forza Roma, Forza lupi. So' finiti i tempi cupi!)
Alicia: Colorado Rockies!!!
Beth: Pittsburgh Steelers.
Elizabeth: University of South Carolina - football & baseball.
Raad: Al-Ahli Soccer club in Saudi Arabia.
Regan: Boise State Broncos Football Team (It's a love-hate relationship).
Samantha L.: NC State Wolfpack (Yes, I am aware that the team is terrible).



Samantha W.



Jason & daughter

10. What two words best describe your personality?

Alicia: Talkative and sweet-tooth.
Beth: Exasperating tenacity.
Elizabeth: No. Idea.
Josh: Complex and winning.
Mike T.: You probably should ask my mother.
Regan: Introverted and stubborn.

**Good
 Luck,
 1st Years!**

Not pictured above: *Brigitte *Alessandra

Organizational Spotlight: DEOMI

By: Ben Tryba

The Defense Equal Opportunity Management Institute (DEOMI) is jokingly referred to as FIT North, referencing the number of FIT students and alumni currently working (and having worked in the past) at DEOMI. DEOMI specializes in training military personnel (e.g., army, navy, marines and air force) on issues such as Equal Employment Opportunity, Cultural Readiness, and Diversity Management. You can find more specific information about DEOMI as an organization online at <http://www.deomi.org/>. However, this spotlight is not about giving information about DEOMI that you can find online. The main purpose for this 'organizational spotlight' is to find out insider information about what it is like to work at DEOMI. Therefore, the following section of this article contains testimonials from current DEOMI employees and interns. What is it like to work at DEOMI? What knowledge and skills do you learn on the job? What knowledge and skills learned at FIT are utilized while working at DEOMI? These questions and more will be answered below:

Mary Margaret Sudduth

(4th Year)

"I have been at DEOMI for a year now and have really enjoyed the people I work with. Whether you



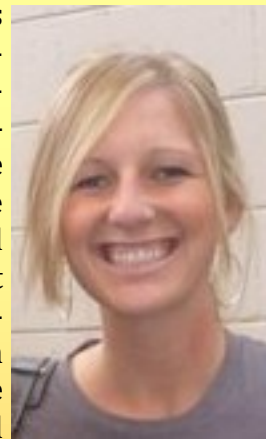
research interest aligned with DEOMI's (cross-culture, diversity, discrimination, and harassment) or not, there is a great deal of value in ex-

periencing an organization's approach to conducting research. There is also value in experiencing an organization that works with the government and military. Working at DEOMI has allowed me to practice not only the more technical data analysis skills but also more adaptive skills related to problem solving and meeting deadlines. Additionally, there are some opportunities in training development for classroom learning, learning through simulation, and now through online learning."

Liz Culhane (FIT Alumni)

"I have been working at DEOMI for the past 3 years. I was brought on as a student intern and went full time this past year. I currently work with simulation. Our goal is to train military members on EO, diversity and cross-culture issues and also provide them with resources after they leave DEOMI. We are currently training the students on a program that focuses on non-verbal behavior and have

plans to focus on a cross-cultural competence training in the Spring. I have really enjoyed working at DEOMI because I am able to use what I learned at FIT and im-



prove my skills along the way. I have had the opportunity to complete research in my areas of interest, build relationships with others in the field and present at numerous conferences."

Felicia Moukulu (1st Year)

"I currently maintain the role of Graduate Research Fellow at DEOMI. Given that the organization focuses on military readiness, the research con-



ducted at DEOMI primarily centers on diversity, culture, and equal opportunity. Presently, my responsibilities range from serving as a research champion for training courses, to participating in the development of a pedagogical model of cross-cultural competence (3C). Furthermore, I provide support for various diversity and culture related initiatives within the organization. Thus far, I enjoy the collegial nature of the work environment, and the diverse opportunities to engage in impactful research, which will inform future policies enacted by the Department of Defense (DoD)."

The Ben Report: Melbourne "City" Guide

By: Ben Tryba

Welcome to THE BEN REPORT! The newest installment of my life in grad school is focused on things to do around the "city" of Melbourne. We here at The Pulse have done a number of little segments (in the Summer and March 2010 issues) that advise current Melbourne'ians on where to go to eat, drink and be merry. However, now I are going to formalize it with this newly created section - The Melbourne "City" Guide. In this section you will learn where all the *cool kids* go to consume delicious food, beverages, and fun (yes, you can consume fun, I've seen it!) after they are finished working hard.



In this ceremonial commencement article, of what will now be referred to as The Guide, a couple of parameters will be set forth. First, I will not be over-viewing eateries and bars that have been discussed in past issues of The Pulse. For a rundown of the bars downtown, as well as Tapps and Broken Barrel Tavern, read "The Ben Report" from the Spring 2010 issue. Also, an FIT alumnus, Casey Cook, wrote a great article in the Summer 2010 issue that covers a number of restaurants and bars (Broken Barrel again...) from the viewpoint of a local Melbourne'ian. Second, all of the restaurants and bars in this article are chosen subjectively. I like to go to them, but not everyone will. Use this list as a guide for those nights where you are trying to figure out what do or where to eat! Lastly, for those future oriented readers, the next edition of The Ben Report will be about my experience with the Thesis process... it will be a good one! Now, without further ado, I present **The Guide:**

Bars

(theme for this section - TRIVIA NIGHTS!)

Coasters (<http://www.coastersbrewpub.com/>)

Coasters is a beer lover's haven; a brewpub through and through. It is also actually a bit more of a restaurant than a bar, but I am putting them under the Bar category because it is has a really solid collection of beers! Coasters just opened up a beer garden as well (basically just an outside patio), which makes it an even better place to grab a brew! If you go and don't know what to try, here are a couple standbys of mine: Bell's Two Hearted (all around great beer), Cigar City Maduro (a little on the heavy side), and Weihenstephan Hefeweiss (light and refreshing). I suggest you just ask your server if you don't know what you want, they are very helpful! Lastly, almost every Monday night (7-9pm) they have TRIVIA NIGHT! There are multiple rounds of trivia and the majority of points come from knowing music. Get a group together and try to beat the damn old folks that always win!!



Ichabod's (<http://ichabodsbarandgrille-florida.com/> - Beachside location)

Now, Ichabod's is probably my least favorite of all of the places mentioned in this article. However, it also has a trivia night, which makes it completely tolerable, if not downright fun, for at least one night a week! After visiting Coasters for trivia on Monday, head on over to Ichabod's for trivia on Wednesday! I really have nothing more to say about the place, other than it is on the small side, but with some nice outdoor seating. A great place to go for happy hour or trivia night!

Restaurants:

Yellow Dog Café (<http://yellowdogcafe.com/>)

Soooo, this is an amazing restaurant if you are pulling down some non-federal aid money. My new favorite fine dining establishment is located directly on the Indian River, giving patrons a wonderful view while they enjoy their scrumptious meals. Although the menu is quite pricey, even for lunch, the food is well worth it. This is a place to go for a celebration, like when your parents come to visit and you celebrate the fact you do not have to buy your own dinner! One of their specialties is a pan-fried mashed potato fritter/ball. It was mashed potatoes taken to the next level –delicious! I have nothing specific to suggest; just get whatever sounds best and I promise it will taste amazing!



Squid Lips (<http://www.squidlipsgrill.com>)

This is one of my go-to places in Melbourne! It has it all – great food, cheap drinks, and live music. Squid Lips also has one of my favorite sandwiches to get anywhere in town – the Abaco Fish Sandwich. It is soooooo good!! The fish filet is also twice the size of the bun they serve it on, so you will most likely have delicious leftovers for the next day as well (or a midnight snack)! There really is nothing not to like about Squid Lips. You can purchase drinks in big plastic cups or a coconut monkey, which you can take home and then bring back for discounted drinks! One day, I will get a coconut monkey and after consuming all of the alcohol he has to offer, I will name him Coco... and he will be mine.



Cantina Dos Amigos (<http://www.cantinadosamigo.com>)

So this solid Mexican establishment is on this list for one reason: EL CHEAPO MENU (that's really what they call it so don't judge me...)! Talk about a deal – from 11-3pm you can get unlimited chips and salsa (for free!) and pay \$3.50 for tacos (2 hard or soft), a burrito, a flauta, or a quesadilla! I can't tell you how many times I have left completely stuffed and paid about \$5. They also have churros!!



Taste of India (<http://www.tasteofindiafl.us/melbourne.html>)

This is another restaurant that is on the more expensive side, but it is well worth it! I am not a connoisseur of Indian food, but the food here was delicious in general! No matter what, you have to get some Naan (garlic was my choice). I actually am a connoisseur of bread and Na'an is one of the best breads in the world! I had the Lamb Vindaloo, which is supposedly the second spiciest dish they have. It was niiiiiiiiice and hot! I will be going back to try their Phal, the spiciest dish they serve, anyone want to join me??

This is Halloween...

By: Michelle Thackray



Well, if I/O doesn't work out for our fourth year ladies it looks like there is hope for them yet as PanAm Flight Attendants!



Popeye and Olive Oil know how to strike a pose

What's our program's favorite Halloween candy to snack on while studying hard for mid-terms?

Whether its frozen, bite sized, or pumpkin shaped we enjoy our Reese's Peanut Butter Cups by a land slide!

Honorable mentions go out to Kit Kats, Candy Corn, and Snickers...



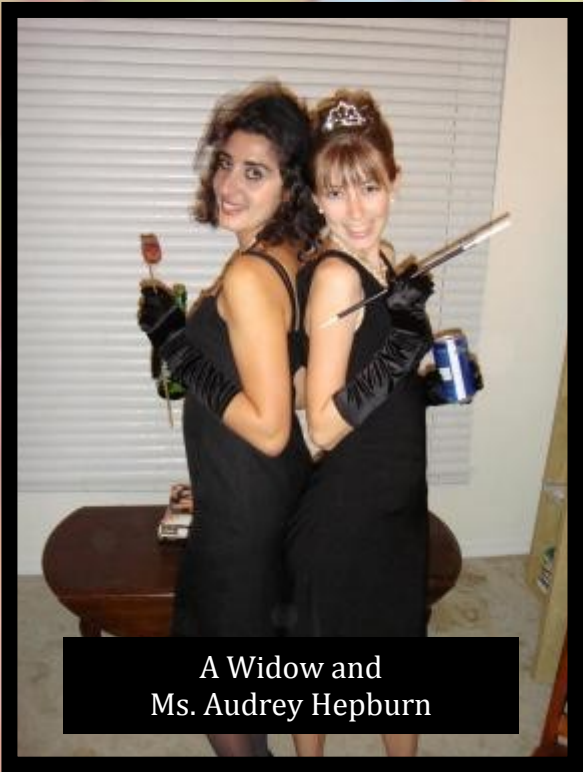
The first year girls already know how to work hard and be cool as Lucy from I love Lucy, a reindeer, and a hunter...

What's our favorite seasonal beer to unwind with?

Well, there wasn't a clear winner but a few of us enjoy...

1. Sam Adams Oktoberfest
2. Sam Adams Winter Ale
3. Christmas La Chouffe
4. Blue Moon Winter Ale

...just to name a few



**A Widow and
Ms. Audrey Hepburn**

...Everybody make a scream!

Who do we expect to win the Super Bowl this year?
Lisa should be happy to hear the majority of our students think it will go to the Packers...

But, don't worry Rich your Steelers tied for second with the Patriots and Eagles!



What's our program's favorite movie to put on during the holiday season?

There was a three way tie for first!

- 1. A Christmas Story
- 2. National Lampoon's Christmas Vacation
- 3. Love Actually



What's our program's favorite pie to eat after Thanksgiving dinner?

- 1. Pumpkin Pie
- 2. Apple Pie
- 3. Pecan Pie



Wondering what Casey has been up to since graduation? Slaying Vampires of course...



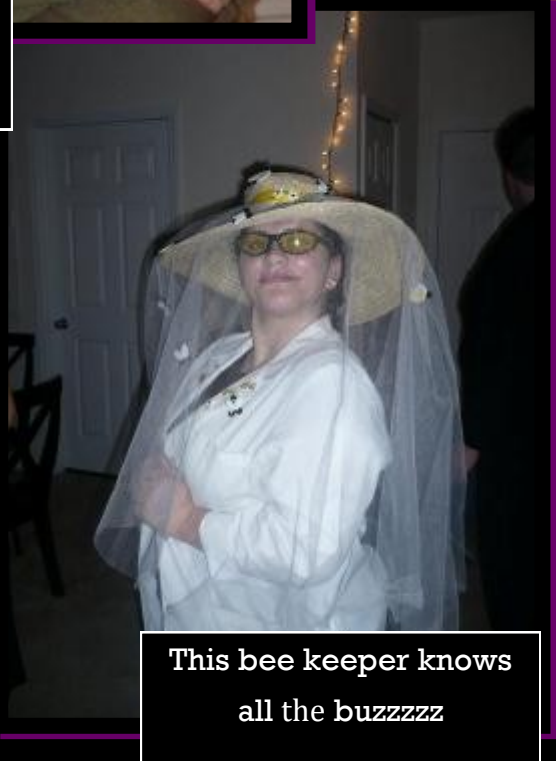
This vampire couple better be careful around Casey...



Our very own Party Rocker and Dexter (all the way from Miami)



A Greek Goddess and Tink made a special appearance



This bee keeper knows all the buzzzzzz

Comps Survival Guide

By: Katie Piccone

I'm going to be honest from the beginning and tell you that the title of this column is blatantly deceiving. I *wish* there were some magical words I could tell every 1st - 3rd year student to make the comps process easier. However, comps will forever remain an arduous burden that must be faced head-on by every third year student. I apologize for any disappointment this may cause you. Another point I must make before proceeding, is that the comps experience is somewhat different for every individual and every third year group. This column is about my experience and that of my third year group (Margaret Suduth and Lindsey Lee). Okay, now to reflect back on what, up until now, I had successfully blocked from my mind.

My first encounter with the "C" word was during my first semester of my first year. I was at Liz Trame's house for the I/O welcome party, mildly sipping a beer with my new cohorts. A few of us newbies declined a game of flip cup to chat about the ins and outs of the program with Liz and Matt Merbedone. At the time, Liz was a 3rd year student and Matt had made it successfully to his 4th year. With this combination, as many would suspect, the conversation turned to comps. As Matt divulged some of his comps horrors, I listened intently while feeling some satisfaction in knowing that I wouldn't have to deal with that monster for 3 long years. Ha, I was so naïve.

Although the subsequent 3 years were more fleeting than Charlie Sheen's sobriety, they were each imperative for providing invaluable principles. Each year in the program has involved a lesson learned that became THE guiding principle, and even the motto, of that year. We've carried these principles with us and each has helped guide us through the labyrinth of comps preparation. I'm convinced these could only be learned from the experience within our very own I/O program. In this column, I list each year's corresponding principle and discuss its meaning and relevancy to the comps experience. This is as close as I'm going to get to meaningful words of wisdom so I hope they do some good.

Year 1: *Know everything*

Yes, everything. This stems back to first semester, first year. These are the words spoken to first year students when one of them



Here we are as blissful 1st years

inevitably inquires about what to study for Rich's Intro to I/O midterm. Typically, when spoken by a more senior student, these words are preceded by laughter and a smirk. Big concepts, small facts, powerpoint bullets, and

whatever else floats into the mind of Rich (if we dare to imagine), are all fair game. Now, add 18 classes, 2 concentrations, and multiply that by the minds of 6 professors and you have comps. Those of you who have survived Rich's midterm know that this is realistic. Those of you who have survived comps know that this is no exaggeration.

Generally, this is a good principle to abide by for every class you take. The more you know and retain from every class (either in memory or in note cards), the better off you'll be for comps. By following this rule throughout each semester, I like to believe that we were as mentally prepared as we could have been for the requisite amount of comps studying that lay ahead.

Year 2: *It will get done because it has to get done*

First semester second year is when the going gets tough. At the time, I was living with Margaret. Our lives consisted of school work and all school work. We'd take breaks from our work to go to class. I think "miserable" would be a good word to describe it. The stress got to me mentally and physically. I experienced my first freak out moment within weeks of the beginning of the semester while battling a bad head cold. That's when I told Rich I didn't believe I was cut out for the big leagues. He told me it was all about *perseverance*. I left his office disgruntled for not having a solution and still fuzzy-headed from all the Theraflu.

Soon after mine, Margaret experienced her own freak out. After plastering her bedroom wall with yellow sticky notes containing assignments and due dates, she emerged from her room looking as if she had just lost her cat, Oliver. The word "impossible" came fluttering out of her mouth over and over. We sat down and talked about what Rich had told me. We finally came to the realization that this year wasn't supposed to be easy for anyone. The point of this semester was to throw challenges our way and see how we dealt with them. We had to learn how to juggle, to survive, and (perhaps the most challenging) to be a functioning human being while facing real-world pressures. This year was about being pushed out of the cushy bird's nest of first year and learning how to fly.



After some thought, we concluded that we had no other choice at this point but to get the work done. We settled on the notion that the work WILL get done because, quite frankly, it HAD to get done. Like Rich said, it was about perseverance. This meant buckling down, late nights, early mornings, and no more downtown Melbourne on the weekends. Each time one of us got down or frustrated due to the work, the other would simply chant our new motto: "It will get done because it has to get done," to keep us going. With that principle in mind, we successfully survived "hell" semester.

One of the best "Patrice advice" about comps was that, "it's **do-able**. Every person I've told that to has agreed with me..." Afterwards, I found Patrice and agreed with her.
-Margaret Sudduth

It's probably easy to see how this principle is relevant to comps. If not, then imagine a two-month (approximate) deadline to abide by the principle of Year 1. Believe me, that's a lot of note cards and articles sprawled across a living room floor. I would be shocked if when you get there the word "impossible" doesn't enter your mind once you get organized enough to understand the sheer amount of articles and class notes that lay ahead. But remember, you survived second year first semester, so you know you are capable of doing an insane amount of seemingly impossible work. So, when the time comes, take a deep breath and get sh*# done! At that point, you really have no other (good) choice.

Year 3: Preserve your mental health

Some things in life have to be learned the hard way. For me, the principle from Year 3 was one of them. Maria Twitchell was always the one to tell us that we shouldn't be so stressed out over grad school. She'd offer her advice of taking the occasional mental break (or "knowledge naps", as she called them) to enjoy our lives. I'll be honest, I never understood her when she said this (and not just because of her silly voice). For me, like many others, grad school was my life. I lived it and breathed it, and sacrificed a lot for it without blinking an eye. I think I would have been fine going on like this; however, real life finally had enough of me ignoring it and decided to smack me in the face in the beginning of third year. That gave me the perspective I needed to know Maria was right. Some things *are* more important than a paper and that perspective made me realize that I shouldn't be so stressed over school work. Don't get me wrong, that paper needs to get done (and be done well), BUT it's not worth losing your mind over. After all, remember principle 2 - that paper's going to get done (because it has to get done), whether you stress out or not. So, if you can, choose not to stress too much.



Maria, and her bear friend, keeping things in perspective

I truly think this is the most important principle for surviving comps. Let's face it; you need a functioning healthy brain to make it through. To preserve our mental health, we had to do a few things, including keeping things in perspective, enjoying what Florida living has to offer, and finding the good in what we were doing. On that note, let's talk about some good things about comps. I promise that this is not a mean trick - there actually ARE good things!

Are you wondering how Lindsey made out second year first semester? Well, she had a pretty good trump card! She welcomed Kendall E. Lee into the world 10-26-2009 (see March 2010 issue).
Strategically planned? I guess we'll never know =) - Lindsey Lee

Finding the good:

1. The first great thing about comps is that you are completely excused from other obligations after you're done with your last final of spring semester. For perhaps the first time since grad school began, you have only one thing on your plate. Granted, that one thing is bigger than anything else you've worked on thus far, but at least it is one thing. One piece of advice: save up money to have during comps because 2 months of no income can lead to bad choices (like eating cereal with water).
2. An obvious benefit of comps is that things finally make sense. All of those articles you read first year FINALLY seem to be in a language you understand! Not only that, but they provide a great framework for the things you've read in subsequent years (I know, it's almost like our professors *planned* that or something!). Without a doubt, comps IS the missing puzzle piece for understanding I/O psychology.
3. A surprising feature of comps is that it puts the spark back into your love for I/O. When preparing for your concentrations, you are required to read all about the things that interest you that you may not have had time to read during the past three years. This part is very close to (if not, dare I say, exactly like) reading for pleasure! While reading these articles, you begin to remember why you chose I/O in the first place.
4. I would also like to add a quote from Lindsey that is especially important when finding the good, *"You develop closer, deeper relationships with your comps colleagues. No matter your differences going in to the process, your common (slightly traumatic) experience will bring you together. For me, this solidified a trust and unity in our little group. This experience plants the roots of lifelong professional relationships, at minimum, that you know you'll be able to rely on in the future when needed."*
5. Finally, the best thing about comps is that you have the greatest excuse ever to plan an awesome vacation afterward. I recommend going somewhere without internet, phone service, or Murphy and Cleveland (they have other places to be, see page 27 for where in the world is M&C). Leave it all behind and enjoy the chance to do anything you want whenever you want. Amy Gammon, Margaret and I chose cruising to Mexico and it was just what we needed! Lindsey and her family drove as far as they could: to the southernmost part of FL (see photo on right)!



Because my comps group was such a vital part of the experience, I could not write this column without some words from Lindsey and Margaret. I asked the girls to list some of our strategies we had for surviving the ordeal. The following page lists the advice that Lindsey, Margaret, and myself have for survival. You can see Lindsey's comments in **pink**, Margaret's in **green**, and mine in **black**.

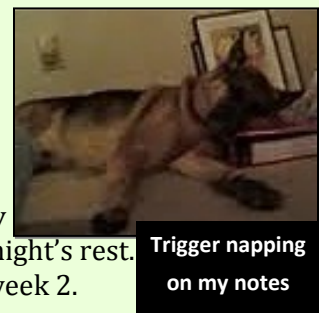
BEFORE COMPS STUDYING

Ask multiple people about their comps experience – there are so many perspectives that you’ll relate to at least one!
 Benefit from passed down comps wisdom and notes, but making your own materials is part of the studying process.
 Make a study plan! But don’t forget to plan in time to account for some hurdles and *be flexible*.
Really take advantage of Props to dig deep into your concentrations. You’ll be that much farther ahead when it comes to studying later.
 Make fun “after comps” plans. So of course this starts with your cruise – but there are so many more things. Make an “after comps list”. I think one of Katie’s favorite items was our “cut our hair and dye it blonde” item. “After comps” becomes another noteworthy quote you will mutter.



DURING COMPS STUDYING

Secure a desk, or some other area that you are comfortable being for long periods of time. Related note – if you study on your tummy... keep some lotion for the ‘bows nearby. Trust us.
Review the old comps questions to get a feel for what you’ll be presented with. As you get farther into the process, try answering a few of them without “cheating.” This’ll help you gauge your progress (and more importantly your deficits).
 Study in groups! This helps you know where you stand, learn from others, and also allows for much needed laughter!
 Don’t freak each other out! While reaching out and human contact are good – be considerate of your friends’ comps experiences and mental health. One day I was having a bad day and knew I would freak Katie and Lindsey out, so I sat out a study session (don’t make this a habit though – pull it together!) **Be prepared for at least one super freak out moment. This is totally normal (unless you have them daily...then seek help!) I found it helpful to talk through my freak out with my support system OUTSIDE of school. Don’t burden your fellow comps colleagues with your freak out in the moment as Margaret mentions here, but you can definitely share it with them later! You’ll all get a good laugh out of it after everyone has passed.**
 Make human contact outside the I/O program. It’s important to have a good support network that also allows you to remember there’s life after comps.
 Don’t forget to eat. Pistachios were my favorite comps snack. **-Coffee was my “it” snack**
 Celebrate small victories (e.g., finishing studying a whole class). This is a two-for because it’s a Kotter (1999) reference AND so true! See, you’re already studying.
Don’t feel guilty about taking breaks. This relates to the Year 3 principle above. It seems like I took at least one 1 day off a week and still managed to survive. Everyone had a slightly different strategy for breaks. I took breaks to play with my dog and would stop studying early enough to get a good night’s rest.
 Go outside! Florida is beautiful, so enjoy it. I took my materials outside after getting cabin fever by week 2.



EXAM TIME

Don’t expect to ever reach that feeling of “I am ready”. Even if that feeling doesn’t come, you can still pass comps with flying colors. **I am a shining example of this.**
 Think about how much you’ve already accomplished in the past 3 years and how this is just another bump in the road. On my way to orals, I started thinking about presenting in my first symposium at SIOP and how terrified I was during that experience. Comparatively, I wasn’t as afraid of orals as I had been for presenting at SIOP. I started laughing at this thought because, well, it’s a little ridiculous considering the weight of comps, but it worked for me! Because I overcame something much more terrifying (to me) in the past, I had the confidence I needed to face orals.
 During writtens, go outside on your breaks and talk to your friends. Don’t talk about comps. Smile and joke. Feel good about just completing a quarter of your exam!
 Bring eye-drops! Or, remember to blink (either/or). My eyes were so beat red after writtens that I resembled a zombie from 28 weeks later.
 Equifinality! This word was impactful during studying. You will feel stronger in some areas than others, but having the mental flexibility to apply material to multiple areas will serve you well as there is no “right” answer in comps – its all about the logic you use to solve the problem.
 Let go of the things you got wrong. I had a hard time with this one, especially after orals. I was fixated on the answers I should have known. I felt fairly awful about what I had missed, even though I had passed and it was all over. Unfortunately, you can’t change the past, but you can learn from it. I still remember the answers that I missed and will probably remember them longer than the ones I answered correctly. Comps, like everything else in grad school, is a learning experience.



AFTER COMPS

Enjoy Life!

--- Research Updates ---

Culture Research Group – By: Bill Gabrenya

The Culture Research Group is working on two projects this semester: (1) creation of a repatriation adjustment scale and (2) performing an online experiment to look at the effect of cognitive reappraisal training on affective response to unpleasant, novel cultural stimuli. The latter study uses explicit and implicit measures of affective response to understand the emotional effects of strange foods eaten in other cultures. The research is distally a response to my encounter with this item when I was working in Taiwan several years ago and thought I was ordering a poached egg off the Chinese menu: [http://upload.wikimedia.org/wikipedia/commons/2/25/Inside a Balut - Embryo and Yolk.jpg](http://upload.wikimedia.org/wikipedia/commons/2/25/Inside_a_Balut_-_Embryo_and_Yolk.jpg) (view at own risk).

Emotions in the Workplace Team – By: Steve Young

The Emotions in the Workplace Team is alive and well. Results from a SIOP 2011 poster was recently written about in the *Indianapolis Star* and *Florida Today* among other publications. Its focus was on how emotion in email is perceived differently depending on the gender and status of the sender. Using a different methodology, we are currently working on collecting more data in this area to validate some unexpected findings!

Are rude emails a problem in your workplace? Tell us your stories! A second major area of concentration has been cyber-aggression. Cyber-aggression is the perception or expression of aggression in email. We just submitted a poster to SIOP 2012 that examines antecedents and consequences of cyber-aggression. We found that cyber-aggression predicts turnover intentions, CWBs, among other important workplace outcomes. Future research will examine cyber-aggression at the discrete event level.

Applicant Response Behavior Team – By: Richard Griffith

The Applicant Response Behavior (ARB) has been busy building and testing theories of faking behavior. Rich & previous ARB guru Mitch Peterson recently edited a special edition of *Human Performance* proposing several new theories of applicant faking behavior. In addition to the ongoing student sample research, the team has been busy collaborating with Select International to develop studies to test these new theories in the field.

Legal Team – By: Lindsey Lee

Under the advisement of Dr. Art Gutman and Dr. Vanessa Edkins, the Legal Team is currently making progress on three primary research projects. First, Dr. Edkins, Marne Pomerance, Tem Lawal, and Alessandra Passalacqua are developing a laboratory study examining the influence of plaintiff race on juror decision making in sexual harassment claims. In the second project, Lindsey Lee, Jessica White, and Michael Beverage are compiling a workplace bullying review to submit for publication. Finally, Lisa Moore and Hannah Gacey are building a relationship with Dr. Deborah Carstens and Dr. Veronica Giguere of Florida Tech's College of Business to begin a project on the legal implications of social media use in the workplace. Senior members Betsy Grozman and Anne Marie Haddock are also augmenting the empirical assessment of retaliation claims paper (presented at SIOP Chicago 2010) in order to move it toward publication.

Feedback and Performance Management Team – By: Steve Young

The Feedback and Performance Management Team is currently working on a few ongoing projects while looking forward to embarking on new endeavors. Housed within the Performance Management wing of the team, has been the development of a new engagement scale called the Four Foci Engagement Scale (FFES). We have been collecting validation evidence to support four distinct facets of engagement: job, coworker, supervisor, and organization. So far, the results are quite promising! This scale makes a valuable contribution to both academic and applied literatures by better laying out what drives engagement to different foci, which in turn allows organizations to better target engagement interventions. Presently, we are working on attaining organizational data.

Our second major project (Lisa's "Holy Grail") is making exciting progress as well. This fall we will be collecting feedback environment and feedback orientation data within a 360 degree program. This initial collection represents only the first wave of data that will eventually enable us to examine how these factors affect performance across time. Lastly, a number of us submitted our master's theses to SIOP 2012. We look forward to seeing you all there!

Seasonal Traditions and Hobbies!

We asked our students what some of their favorite activities, traditions, and hobbies were during the fall and winter seasons. Find out what Jim likes to do with his sons on Christmas Eve, what Xeny's Christmas prank is, and what Steve's favorite part of fall in Florida is!

By: Michelle Thackray

"Justin and I are starting the tradition of brewing an Oktoberfest style beer every fall. Other than that, Fall has always been my favorite time of year. In High School it meant marching band, tennis, and homecoming. In undergrad it was getting to see all of my friends I hadn't seen all summer. Fall was always met with excitement and the promise of something new. I still have to say it's my favorite season."



- Pam, 1st Year

"Dressing up for Halloween, carving pumpkins, and normally my fall consists of wearing scarves, sweaters, boots and raking leaves so I am making some new traditions in Florida."

- Regan, 1st Year



"Watching LSU football! Dressing up for Halloween."

- Erin, Professor

"Drinking apple cider (when it's cool enough in FL), dressing up my



daughter for Halloween, family get-togethers, picking out pumpkins from the pumpkin patch"

- Lindsay, 4th Year

"My favorite fall tradition is watching the leaves change colors...I mean going to the beach"



- Steve, 3rd Year

"For Christmas I always get every single person in my family a weird or ugly prank gift and try to pass it off as their actual gift. My sister, my mom, and I also coordinate our Christmas PJs so that we all kind of match."

- Xeny, 2nd Year



"SPENDING TIME WITH MY TWIN BOYS LOOKING FOR SANTA CLAUSE IN THE NIGHT SKY...AND TRACKING HIM ON NORAD (WHICH IS THE OFFICIAL ONLINE TRACKING SITE FOR SANTA)"



- JIM, 2ND YEAR
(featured at right with wife, B.J.)



"Its a time to do evening walks (not be munched by bugs) and watch sunsets. Fall season gives me an excuse for baking sweet treats

and not having my house so hot that I regret it. I can also justify breaking out my slow cooker for hearty stews in bread bowls."

- Lisa M, 3rd Year (featured left with Sara Trane)



Shout Outs!!!



CONGRATULATIONS TO OUR LATEST PH.D. GRADUATES

Charlene Bogle - Dec 2010

Tomer Gotlib - May 2011

Elizabeth Culhane (Trame) - Summer 2011

Jaya Pathak - Dec 2011

And Congrats to:

MASTERS SPRING GRADS (2011)

Steve Young

(the grad student not the quarterback)

Bianca Trejo

Leslie Naer A

Faye Li

Bharati Belwalkar

Jennivee Huseman (Blandford)

Casey Cook

Christen Lockamy

MASTERS SUMMER GRADS (2011)

Nupur Deshpande

Lindsey Lee

Erin Maas (Johnson)

Lisa Moore

Marne Pomerance

Matt Pita

Ben Tryba

Stephanie Miloslavac

Sara Trane



We're on Facebook!!

ALUMNI PAGE

Our Alumni Page Moved!

Interested in keeping in touch with past classmates and professors?

Check out our alumni page on Facebook! Track down Lisa Steelman on Facebook or send here an e-mail at LSteelma@fit.edu to become a member to one of THE most exclusive Facebook groups around!

PERSONAL UPDATES

Hey Alumni! What are you up to?

We'd love to hear from all of you so we can share your news with your FL Tech IO family. So, please e-mail your editors of The Pulse to give us an update of your latest exciting news!

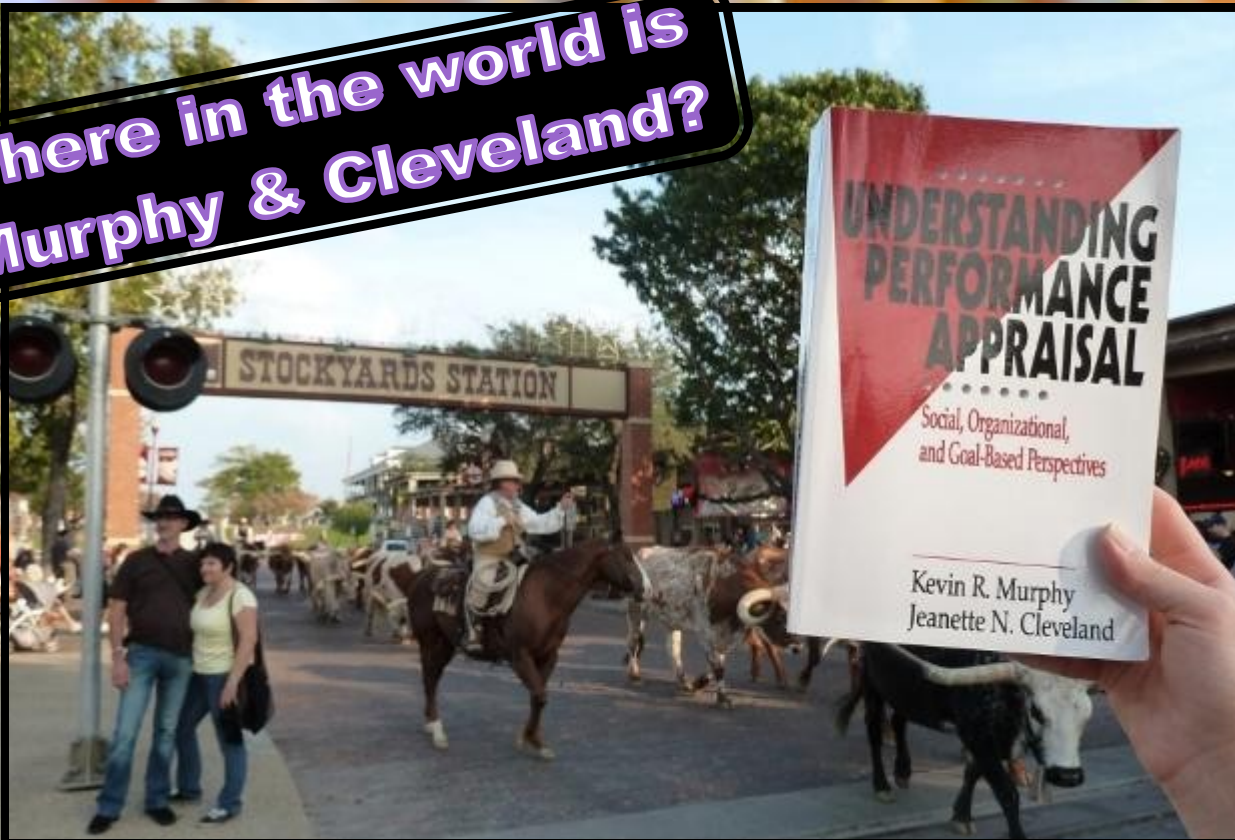


Uh oh! Have Murphy and Cleveland gotten themselves into a little trouble? Go on to the next page to see if you can find out where they are!

Don't Forget!! You can check out any of our archived publications of The Pulse on the student page of our FL Tech I/O Website!!
<http://cpla.fit.edu/io/>

That's a Wrap!

Where in the world is
Murphy & Cleveland?



Okay folks, NOBODY guessed where Murphy and Cleveland went last time....Don't tell me that no one has been to **Lebanon!** (Thanks Rana for making the long trip with our good friends, M&C). So THIS time we're making it a bit easier.... Get out your leather chaps and oversized belt buckles M&C, you're in the wild wild west!

Can you name this place? If so, you can win a FL Tech t-shirt! (email your editors for a chance to win)

Just tuning in to The Pulse and curious as to why M&C have become our travel buddies? Check out our first edition of The Pulse (March 2010) for the scoop.

But wait! There's more!

Starting in the next edition of The Pulse, we will be featuring an 'Ask the Professional Segment.' We encourage readers to submit questions they may have about the I/O or HR profession to fmokuo-lu2006@my.fit.edu, who will consult with local professionals to get the answers you need!