

San Diego Edition

April, 2012

Issue 5

The Pulse

Featuring:

- **Hellmester:**
How to Survive!
- **The Ben Report:**
How to Thesisize!
- **Faculty Interview:**
Featuring Rich!
- **SAN DIEGO:**
What you need to know before you go!
- **Organizational Spotlight:**
Featuring Deloitte
- **Personal Updates**
- **Where in the World are Murphy & Cleveland?**

...And much more!



Keeping everyone on the same beat.

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Note from the Editors

Greetings, Pulse readers! Welcome to the 5th edition properly themed—San Diego! All of the editors are hyped for SIOP in San Diego, and we hope this edition produces the same feeling for you—our readers. A lot has happened in our program since the last publication. So, enjoy this page turner, and as always feel free to send your editors any feedback! We love hearing from you!

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Felicia Mokuolu



Katie Piccone



Ben Tryba



Michelle Thackray

Prelude from the Program Chair

Hello alumni, current students, faculty and friends of Florida Tech I/O psychology!

Welcome to another exciting edition of The Pulse - - keeping y'all on the same beat. Thanks, by the way, to Jaclyn Pittman (Lanier) for making "y'all" a consistent part of my vocabulary!

I hope y'all are looking forward to the SIOP conference in San Diego. It should be a great time to see what research and consulting I/Os are currently working on, share your projects with others, reconnect with old friends, meet new friends, and of course see the local sights. This edition of The Pulse provides everything you need to know: a list of Florida Tech posters and presentations, a guide to the best of San Diego (I guess no one is taking me up on that trip to Tijuana!) and your invitation to Florida Tech's reception. I will miss seeing y'all but please sign the guest book and write me a note about what you are doing and any special words of wisdom. I love to hear from you! If you can't make it to SIOP, I'd still love to hear from you, drop me a line any time!

The program here at home in Melbourne is kicking. Courses are tough. Students are working hard and being cool. The Center has new clients and is growing. The new Institute for Cross Cultural Management and International I/O concentration are off to a great start. Research productivity among faculty and students is strong. Our spring picnic at Wickham Park was a big success, especially for the dogs-there were at least 10 dogs that joined us. Check out the Match the Dog to its Owner article to meet some of our canine I/O family members! It was also a success for Matt Pita who left with all the extra Stella Artois...I'm watching you Pita!

If you are not a member of our Florida Tech I/O Alumni network, friend me (or any one of your buds who might be members) on Facebook and we'll get you set up. It's a private group, just for the cool kids, where we provide updates about the program, job announcements and other information.

Until next time..."nothing left to do but smile, smile, smile"

P.S. If Tomer Gotlib is wearing a pink shirt at the SIOP reception, buy him a beer!





FLORIDA TECH'S ANNUAL SIOP RECEPTION

BETTER THAN YOUR REGULAR FAMILY REUNION

After the closing session, pull up a chair for refreshments and snacks. Reconnect with familiar faces and meet the newest members of the FIT I/O family.

Date: 4/28/2012

Time: 7:00 PM

Redfield's Sport Bar
Inside the
Manchester Grand
Hyatt

Special Thanks to our event sponsors:



Florida Institute of Technology
Institute for Cross Cultural Management



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FL TECH SIOP 2012 Presentations

Florida Tech I/O Faculty (in bold) and Students (underlined)

Carlson, J., Carter, N., **Griffith, R.**, Lawrence, A., Kung, M., O'Connell, M. (2012, April). *Location, Location, Location? Chosen Testing Location and Differential Test Performance*. Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Carter, N., Mead, A., Zickar, M., Nye, C., **Griffith, R.**, Kung, M., Feitosa, J., O'Connell, M., Moukarzel, R., Lawrence, A., Roberts, B., Allemand, M., McAbee, S., Ock, J., Oswald, R., Seybert, J., Stark, S., Chernyshenko, O., Huang, J. (April, 2012). *Recent Developments in Personality Measurement Invariance: Time, Culture, and Forms*. Symposium conducted at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Converse, P. & Oswald, F. (2012, April). *Thinking Ahead: Assuming Nonlinear Personality-Criterion Relationships in Personnel Selection*. Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Donovan, J., **Griffith, R.**, O'Connell, M. (2012, April). *Faking and Personality Testing*. Community of interest session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Gabrenya, W., Van Driel, M., Pathak, J., Trame, E., Turner, S. (2012, April). *Validating the Cultural Intelligence Scale in an Overseas Population*. Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

WOW! This year we have 17 accepted submissions at the conference in San Diego! Yet another impressive representation of FL Tech at SIOP!

Great job everyone!

- Gutman, A.**, Dipboye, A., Nishii, L., Roehling, M., Chrobot-Mason, D., Shore, L., Cascio, W., & Joshi, A. (2012, April). *Theme Track: Reducing Workplace Discrimination: Legalistic, Training, and Business-Case Perspectives*. Special event session conducted at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Hanvey, C., Banks, C., **Gutman, A.**, Wilson, M., Bergstrom, R., & Appleby, G. (2012, April). *Job Analysis in a Legal Environment*. Symposium conducted at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Kinney, T., **Griffith, R.**, Peiro, J., Thompson, L.F. (2012, April). *Global I-O: Developing an International Curriculum*. Seminar session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Miguel, R., Barrett, G., Bielby, W., Campion, M., & **Gutman, A.** (2012, April). *Implications of Wal-Mart v. Dukes for Research in the Courtroom*. Panel discussion conducted at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Moukarzel, R. & **Steelman, L.** (2012, April). *When Employees use Feedback as a Political Strategy*. Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- O'Shea, P., **Gutman, A.**, & Dunleavy, E., (2012, April). *Employment Law/EEOC*. Community of Interest session conducted at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.



- Pomerance, M. & **Converse, P.D.** (2012, April). *Investigating Context Specificity, Self-Schema Characteristics, and Personality Test Validity*. Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Richard, E.**, Culhane, E., **Gabrenya, W.**, McCoy, C., Reid, P., Trejo, B., Hughes, S., & Severe, G. (2012, April). *Understanding the Role of Affect in Cross-Cultural Competence*. Symposium conducted at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Sachau, D., **Griffith, R.**, Simmering, L., Thomas, A., Sheets, T., & Moffett, R. (2012, April). *Outside the Ivory Tower, Using Real-world Experience in Graduate Training*. Panel discussion conducted at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Tryba, B. & **Griffith, R.** (2012, April). *The Next Step: How Do People Fake?* Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Wildman, J.**, Salazar, M., Qureshi, R., & Salas, E. (2012, April). *Fatalism, Trust Repair, and Revenge in a Collaborative Work Context*. Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Young, S., **Steelman, L.**, Trane, S., Pita, M., Lockamy, C., & Sudduth, M. M. (2012, April). *Reconceptualizing Employee Engagement: A Multiple Foci Approach*. Poster session presented at the Twenty-Seventh annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Check out the work of your FL Tech cohorts and professors in San Diego or email us for electronic copies of the works!

Organizational Spotlight: Deloitte

By Felicia Mokuolu

Deloitte Consulting, one of the largest multinational management consulting firms, is the focus of our spotlight for this issue. This prominent firm operates under the auspices of Deloitte Touche Tohmatsu Limited (a UK private company). Human Capital Consultants at Deloitte, typically partner with organizations to provide customized business solutions, to resolve a variety of challenges from organizational change and talent management, to business expansion and strategy development, in order to enhance corporate performance. If you would like to learn more about Deloitte, additional information is available at :

<http://www.deloitte.com/consulting>.

Nevertheless, the central focus of this organizational spotlight is to obtain “the inside scoop” concerning life as a Deloitte Human Capital Consultant, from one of our very own alumni, Stephanie Turner, and discover how the knowledge and skills that she acquired at Florida tech enable her to excel at Deloitte. Stephanie reflects on her experiences as a Deloitte Consultant below.

“One the most exciting moments I remember having as a grad student was the moment I received an offer from Deloitte Consulting, sometime in late November 2011. I was so excited to begin my career with the firm as it seemed like a perfect fit for me. I could tell throughout the interview process that the firm was a good match with my interests and energy level. I remember my interviewers emphasizing how important practice development efforts were in addition to client work, and I knew I’d gain a ton of experience, while acquiring unique skills.

Having been a part of the firm for over a year now, it’s not easy to summarize everything I’ve done. Colleagues are constantly reminding each other to “create an excel sheet and document *everything* you work on.” It’s easy to forget all that you do (which is important to remember for your year-end evaluation). Deloitte expects practitioners to go above and beyond – outstanding client work is but the minimal expectation. Our practitioners are also encouraged to create what we call “firm eminence” – that is, we need to be innovative and strategic in bringing our

ideas to tangible solutions so to showcase the firm’s thought-leadership (thought-leadership is key to being a trusted advisor; you’ll speak the jargon once you come onboard). Practitioners need to be contributing to proposals, communities of practice, firm sponsored initiatives, volunteer work – the list goes on. To work for Deloitte, you must be Deloitte and represent the company values . On one hand, you can get overwhelmed by getting involved in too many things. This is not the expectation. The expectation is that you get involved in initiatives you’re interested in, while making an impact on the firm. The opportunities are limitless. In the past year, I’ve been part of the Deloitte-sponsored Innovation Tournament (where if you make it far enough, your team gets over \$100,000 to develop your solution and go to market – and yes, we made it that far!), the Best Places to Work in the Federal Government program, the Human Capital Big Deals initiative, and tool development projects – all of which are in addition to my client work. Because there are so many opportunities, the challenge becomes more about what to invest your time in. Finding time is one of the major challenges any Deloitte practitioner will face. But also, choosing the right firm initiatives to get involved in is just as important. Deloitte is an up or out organization – you’re expected to be promoted within a certain period of time; if you’re not progressing towards a promotion, you may want to examine alternative career models within the firm, or, you may want to re-evaluate whether you fit within the firm at all.

Deloitte’s not the only firm with this model in place – Accenture, KPMG, Booz Allen, PWC – they all operate similarly and why wouldn’t they? The model encourages top performers to rise and the bottom percent to leave. It ensures employees are engaged in various activities; however, as a consultant operating within this model, I can say it’s easy to find yourself exhausted from balancing the 5-10 hours of practice development work that you’ve added on top of your 40-45 hours of client work. This means that you need to choose initiatives that you’re interested in *and* that your leaders are invested in. There’s an art in finding ways to focus your efforts so that you make a big impact – an impact that will stand you out from the others at your year-end evaluation that will showcase your skills, and that will impress your leaders. With that said, I think that’s one way our



Stephanie Turner

Organizational Spotlight: Deloitte

professors prepared us for this type of work.

When I think back - preparing for class, writing a thesis, working on research teams, meeting the expectations of your GSA, and trying to find time for a personal life - I'm reminded of all the things grad students are juggling. If you're the type of person who responds well when your professor changes the project details last minute - sure, you find yourself in a bit of a panic, but you don't show that to your team, and instead, you think strategically on how you can best meet the demands of your professor, while also providing an impressive deliverable - you're built for consulting. Knowing where to focus your efforts and when is key to success for grad school and for consulting. Let's face it, grad school isn't the place you can do mediocre work and be successful. Just like Deloitte, our professors expected us to meet all of the demands they put on us while exceeding their expectations.

A few other skills that are acquired in grad school and are instrumental in consulting are presentation skills, the ability to use analytical techniques, and survey design. Our clients hire us to deliver solutions that are grounded in leading practices. Addressing a problem and recommending a solution is half the battle. Especially for our firm, we have solutions and service packages readily available to address the unique challenges our clients face; creating a solution is not usually the place you'll be spending your energy. Presenting your solution confidently so to inspire your client's confidence in you, is almost as important as the solution you'll deliver. What's further, we've seen a growing trend in the extent to which our clients request data driven solutions - our clients want to see that our leading practices are targeting the issues their organization's data has revealed, which means we have to understand how to analyze the data (and sorry SPSS lovers, excel is more likely what your client is using; if you're like me and have actively avoided the use excel, you might want bridge that gap in grad school since you'll have to use it when you get to client site).

Nonetheless, clients (and Deloitte) are especially impressed with your knowledge of SPSS and multivariate statistics. Of course, Deloitte pairs these analytics with impressive visualization tools so that our clients never have to see what we did - they get a flashy dashboard that shows them what the data said. Still, statistics and analytical techniques are a knowledge-base and skill set that our professors start teaching on Day 1 of the I/O Program. Even further, survey design and administration is invaluable. It's likely that your client needs to understand the organization from a specific perspective - which means you have to create a well-designed survey that targets the issue of interest.

Creating surveys, conducting focus groups, and developing action plans were all activities I did within the first six months of client work. As an I/O psychologist, your team and client will grow to understand just how deep and broad your knowledge and skills extend. But consulting is more than just I/O. In the first few months of one project, I used countifs statements and other formulas to create an automated dashboard visible to our entire federal practice. The dashboard tracked every pursuit of \$5 million or more. Our leaders currently use the dashboard to understand where we are in the pursuit process, to ensure accountability, and to better understand our pipeline. Prior to this, I hadn't worked with excel much and would never have imagined I'd be crafting a dashboard for use throughout our entire practice. However, this is why I enjoy consulting! It gives you the opportunity to acquire new skills, to challenge (and impress) yourself, to work with truly amazing people, and to make an impact on your company and the various clients you'll advise. So far, my experience has been great and all the awards Deloitte has received for being a great place to work, have been upheld. It's not for everyone, but if you find yourself rising to challenges and operating best in a fast-pace environment, Deloitte is a great firm to work for!"

Thank you Stephanie for providing a detailed account of your experiences at Deloitte!

The Deloitte logo is displayed in white text on a dark blue background. The word "Deloitte" is in a bold, sans-serif font, with a small green circle at the end of the word.

As most of you who have consistently read my "Ben Reports" over the past few years know, I am not always the "best" graduate student. I know – shocking realism. However, my procrastination and outside interests always take a back seat when something HAS to get done, which is why I am able to sit here and give you all some advice today. We all know the saying, "learn from your mistakes." However, I always feel it's better to learn from *other* people's mistakes – it's more efficient! With that in mind, this newest edition of "The Ben Report" will not tell you the best way to go about writing your Master's thesis, but how you should NOT go about writing it. Hopefully insight into the mistakes that I made will help some of you avoid them in the future.



The Ben Report

Tip Number 1 – DON'T WAIT TO START!

This is the most important tip, because it impacts everything. At the beginning of my "thesis adventure," and calling it an adventure is putting it lightly, I waited to share my thesis idea with Rich. It wasn't like I thought it was a bad idea or anything (on the contrary – I thought it was a great idea), but I kept putting off sharing it in order to do other work. This is a lot of students' first mistake – not getting started early. The worst thing you can do with a thesis is start late, because everything else falls apart from there on out. You rush through the literature review and more importantly, for those not doing survey research, you rush through the experimental design phase. Without a solid design, even your great idea can turn to, well, let's say the 2011 Chicago Cubs. And, to add insult to injury, starting late leads to summer thesis credits that not only take money out of your pockets, but you have to watch all your classmates get their pretty green book while your pulling all-nighters listening to undergrads talk themselves through what conscientiousness means...but I digress.

Tip Number 2 – ANNOY YOUR ADVISOR (to a degree). This was the hardest thing for me to do. Although some might find me annoying in person, I was never one to badger people about emails I sent or work that needs to get done. DON'T be like me. Your advisors are busy people, they can't always keep tabs of the progress each student has made or what each of their advisees should be doing. You need to be on top of your game and make sure they are in the loop. If you send them an email and haven't heard back in a couple of days (not including the weekend), email them again. If they haven't gotten back to you, go to their office. Your advisor is there to help you, so take full advantage of that. The money you are paying for thesis credits goes towards your allowance for (politely) annoying your advisor. Making sure to spend all of that allowance will go a long way towards completing your thesis on time.

Tip Number 3 – READ, WRITE, READ, WRITE (and so on...).

This was actually something that I (sort of) got right! I would read an article, make a summary that focused on what was related to my thesis, then I would read another one, do the same, and continued that process. Some students find it easier to read a few articles and then try to take a bite out of writing a section of their thesis. That may work, but I find it a lot easier to shorten those articles, in my own words, so I can combine them into related sections and write my thesis from there. Since the largest chunk of your thesis is the literature review, where you are supposed to show your mastery of the literature surrounding your idea, having article summaries was almost like writing your thesis. I would often just go into one of my summaries, and copy-and-paste some of my passages straight into my literature review. What would take other students a few hours would only take me a few minutes, because of the pre-work I did when summarizing.

Tip Number 4 – WORK CONSTANTLY!

Although I did well with number three, I was very poor at number four (and yes, I did edit this sentence so it rhymed). We all know that the amount of work we, as graduate students, have to continually do is insane. Especially during your “hell semester” (first semester of your second year), when you should be rolling with your thesis, it seems like there isn’t a minute to spare. The key is to constantly work. Not only will you be taking little bites out of your thesis, but you will not have to spend much time (if any at all) reminding yourself of where you are or where you were going with your writing. We all need breaks, and I may be the greatest “break-taker” in the world, but the more little progressions you make, the more likely you will finish on time. Also, your thesis will probably need a lot less editing in the future if you’re not rushing through it. For instance, you won’t need to remove an incoherent paragraph you wrote at 5am one night when you were trying to make up time you lost because you didn’t work constantly...

Tip Number 5 – HAVE FUN WITH YOUR THESIS!

This was also one of the few tips that I got right (I know, what a shocker!). The best way to have fun when writing your thesis is to pick a topic you really are interested in. Don’t just pick an easy idea that you heard in class or read in the “future research” section of an article. Think of an idea that really intrigues you. Not only will you be happy with yourself for thinking of your *own* idea, but you also will work ten times faster since you will actually be interested in the articles you need to read. I know most of your advisors will have given you this tip before, but it does bear repeating. The 80 or so pages you need to write probably seems daunting, but it is much easier to do when you are fully interested and committed to the idea you came up with. The other way to have fun with your thesis is to take a break. You may say this contradicts tip four, but it really doesn’t. All of the papers we write need time to “soak” so you may as well have some fun in the meantime. So after writing a chunk, take a break and grab a beer with some friends to celebrate your accomplishment. I would not have been able to complete my thesis without taking some “Ben-time” where I celebrated what I had written so far (although some say this is why I almost did not complete it...).

The five tips above are just some of the more important things to keep in mind when writing a thesis. I know my biggest issues revolved around time management. As I mentioned, I got a late start, which made me rush through the experimental design phase, which snowballed into unforeseen issues in data collection that led to non-significant results. Looking back, I realized all of the time I wasted early on that I could have spent reading new articles and writing parts of my thesis. However, even if you have as many issues I had, you still learn a lot from the experience. I know its cliché, but you really learn a lot from the mistakes that you make and I think I am now better off after making them. All of my classmates, and those before me, have had their own specific issues when working on their thesis, and we all end up better off for making them. I am sure my fellow upperclassmen would be more than happy to share other tips that they found useful if you want more advice. I hope you young’uns found this article useful and have a better “adventure” than I did!

Grilling The Griffith: A Faculty Interview



Renowned for his Intro to I/O Psychology midterm that threatens to cause first years to experience something akin to Carpal Tunnel Syndrome, Dr. Rich Griffith is the key driving force behind the Institute for Cross Cultural Management (ICCM), and the International I/O Psychology concentration at Florida Tech. After receiving his Ph.D. from the University of Akron in 1997, he was recruited to establish the I/O Psychology Ph.D. program at FIT in 1998. Presently, Dr. Griffith is a Professor in the I/O Program. He also serves as a Senior Consultant for the Center for Organizational Effectiveness (<http://research.fit.edu/TheCenter/>), and the Director for ICCM (<http://research.fit.edu/iccm/>). His work on Applicant Faking Behavior has been showcased in The Wall Street Journal and Time Magazine. Although he is evidently an extremely busy man, he graciously carved out time to answer my questions about his interests and career experiences. Read on to learn more about Rich!

By: Felicia Mokuolu

Q: Why did you opt to pursue a career in academia, as opposed to a career primarily in the world of applied consulting?

RG: *I really enjoy teaching and I love autonomy. I am just not cut out for a 9-5 life. However, I lead a pretty balanced career. I do quite a bit of consulting, but have managed to find a way to do it on my terms.*

Q: As a graduate student (many moons ago), what was the greatest dilemma that you faced? How did you resolve the issue, and what did you ultimately learn from the experience?

RG: *I got caught between a rock and a hard place in grad school. My advisor was originally Dr. Barrett, but he was pretty inaccessible and was politically being pushed out of the department during my thesis year. So I switched advisors late in the game and got caught in a crunch. I had three months to do a thesis from start to finish, or I would be booted from the program. Paul Levy told me that "Superman couldn't do a thesis in that time frame". So the next day I bought a Superman t-shirt and wore it every day for 3 months. I worked 20-22 hours a day on my thesis during that timeframe and finished. I learned nothing is impossible if you are willing to focus, work hard, and sacrifice.*

Q: Apart from our I/O program maxim "work hard - be cool" what is your personal philosophy about the graduate school experience?

RG: *The thing I loved about grad school was how energizing it was to learn. I think it is important to embrace that opportunity to grow as a person and as professional. It is a very special time where all you are asked to do is learn. After grad school, there are so many demands on your time that it is hard to just take time to learn. I also think it is a time to let it all hang out and have some fun. As busy as grad school was, I had a great time and made very deep friendships that I have been able to maintain. So grad school can rush by if you let it, and sometimes you will even wish it was just all over. Watch what you wish for. Grad school is a special place. It is why I never left.*

Q: What have been three key milestones in your life as an I/O Psychologist, and what has surprised you the most about your career trajectory?

RG: *My career will ultimately be tied to the success of the program, so the three biggest milestones were our three hiring periods. In the day, it was just Art and me running the program. But we were able to convince the Dean to hire Lisa, and that allowed us to make great strides and build a committed team. We fought very hard to get 2 new positions, and even had them pulled at one point. Pat and Erin came in the same year and really legitimized the program. They could have gone to other programs, but chose FIT. That meant a lot to us, and made us want to work even harder toward what started to seem like achievable goals. Jessie is an outstanding talent and we knew she would be perfect for the program. We had to fight the administration really hard to get the position but it was worth it. I guess I am not surprised, but it does please me to come right out of grad school to start a PhD program and see it do so well. We have a good team in place, and those 3 hiring periods were all critical times in the development of the program.*

Q: The Institute for Cross Cultural Management (ICCM) continues to make strides in the field of global leadership training and cross-cultural competence. In your capacity as the ICCM Director, what is the most daunting challenge that you have encountered thus far?

RG: *Any start up organization is a ton of work. You have to wear all the hats and juggle a lot of balls to get it off the ground. Again I have been lucky to have a good team of "true believers". We have had a ton of tasks to accomplish: win grants, administer grants we have won, develop new products, develop a marketing and communication infrastructure, and recruit professionals for the advisory board. We have had to do all this while fighting to gain credibility with the FIT administration. I have found it tough to balance the day-to-day tactical activities necessary to maintain credibility and find the time to stay above it all and guide the strategic vision of ICCM. I have a great steering committee that helps me do that. Without them, ICCM would still be an idea.*

Q: What do you wish other people knew about you, and what are two facts and one lie about yourself?

RG: *I am pretty introverted, so talking to people is hard for me. I have had to work very hard at communication and it still doesn't come easy to me. [As for] two facts and one lie (1.) I played guitar in a rock show naked. (2.) I have waterskied naked. (3.) I drank all night in a Belgian bar naked.*

Thank you Rich for sharing your career experiences and providing sound advice! Can you identify Dr. Griffith's lie? Email your best guess to one of your editors for a chance to win a prize!

Survival Guide: Hellmester

I remember being a first year and hearing from my second year mentors that their 'hell semester' (which will subsequently be referred to as Hellmester) would soon kick in, and when this happens, I would no longer see their smiling faces downtown at Mainstreet. This saddened me mostly because it meant fewer people to hang out with, but then my anxiety set in when I came to the realization that soon enough I too would experience the infamous Hellmester (for those of you unfamiliar with Hellmester, it is the fall semester of second year). Luckily, I had some great mentors who really helped prepare me and my cohort for what lay ahead. I decided to write this column so that future first years would know what to expect and could adopt some of the useful tips that have been passed down from cohort to cohort. I should also mention that my cohort was the one to come up with the clever name of Hellmester™ for this daunting period of time. With that said, I give to you the Hellmester survival guide!

By: Michelle Thackray

1. Start your thesis BEFORE Hellmester starts! I really cannot emphasize this point enough. I know Ben touched on this a bit in the Ben Report (see page 10), but I really want to stress its importance especially when approaching Hellmester. What happens to pretty much everyone is that all of the projects, papers, presentations, and deadlines of Hellmester start to weigh so heavily that your thesis will simply become an afterthought. In order to keep your thesis off of the back burner, start as soon as you can! I started working on my thesis during the summer which gave me an advantage over others in my cohort. By doing this, I created some momentum so that by the time Hellmester was in full swing I was already in the meat of my thesis, making it easier for me to manage. Starting my thesis early also made it easier to set more realistic and manageable goals. My thesis wasn't a monster I was afraid to tackle, because I already had a considerable amount of it done.

2. Distribute the responsibility! This helped out my cohort greatly. We were able to hold everyone responsible and keep everyone on the same page, because all group members had a job or role to fulfill. In Hellmester, a lot of the projects are completed in groups. Being I/O psychologists in training, we are aware of the different issues and challenges that groups and teams encounter. Holding everyone accountable is one of the best ways to ensure that individuals are responsible. So, how did we do this? The first thing we did was create the position of second in command and secretary. That was the first order of business for the leader. They would select two people – one for each role. This helped to take some of the pressure off of the

main leader and also gave the group two extra people to contact if the main leader was out of contact – there were formally chosen people to lead in the leader's absence. This also put the group in a good position for when the main leader gets fired, which always happens. We also created a team charter together that everyone had to agree on. Our team charter covered issues like how decisions would be made, our mode of communication, and how we would handle conflict. In addition to assigning leadership roles and creating a team charter, we also create a Google Sites webpage. This was extremely beneficial for a variety of reasons. At any point in time, a team member could access all of the documents that were ever created for the project. We posted weekly meeting minutes, timelines, articles and summaries, the team charter, our schedule, reminders, announcements, our Gantt chart, and numerous other resources on the Google Site. This meant that no one could use the excuse that they didn't know about something or were out of the loop, since all they had to do was visit the Google Site. The entire progress of our project was at every member's fingertips.

3. Don't Procrastinate! Again, I know this is a topic that Ben touches on in the Ben Report, but during Hellmester you'll find that procrastination is your worst enemy. As soon as you receive an assignment of any kind, even if it's due at the end of the semester, try to start knocking part of it out early on. Towards the end of Hellmester you will have a variety of projects and papers due, just like most semesters, only it tends

to be more demanding in Hellmester. You'll be doing yourself, and your team, a favor by working on these tasks ahead of time. Now, a word to all the procrastinators out there. Procrastinating in a group is more than frowned upon. You'll irritate other group members and probably cause some conflict. The truth is that many of these projects happen sequentially. What I mean when I say that is in order for the next phase of a project to begin the previous phase must be completed. If you don't do your part, chances are your holding up the rest of the group and hurting your chances of meeting deadlines. As for the non-procrastinators out there, you need to be aware of those who typically do procrastinate and stay on top of them. Don't harass them or make their life difficult, but shooting them a gentle reminder that an assignment is due soon is a nice way of trying to make sure they're on the right track.

4. Spend time with your cohort and DON'T talk about school! This is actually pretty hard to accomplish. It's easy to spend time with your cohort especially when you have class two to three times a week, research meetings, and weekly project meetings. It can even be somewhat easy to see each other outside of school related functions. The real challenging part is making a commitment to not talk about school. I struggled with this so much because I was always so concerned about the state of our projects and papers; there was always something to stress about! However, when you're watching a football game at Coasters, keep the ARM talk to a minimum. This is also important in order to keep up your group's morale. I think this tip is especially useful after you've experienced some in-group conflict. Having fun with each other and remembering that you enjoy one another's company is really important in surviving Hellmester.

Hellmester Survivors



Hannah, Drew and Jim



Drew, Hannah and Michelle



Drew, Xeny, Tem, Hannah, Jim and Sara

That concludes this edition's Survival Guide. I hope future cohorts take some valuable information away from this column. I would always recommend talking to current second years prior to entering this phase, because everyone has different experiences and therefore, different pieces of advice.

Although Hellmester has gotten a pretty bad wrap, I must say that after this semester I finally felt like I could go out in the 'Real World' like I knew a thing or two. The pressure can be immense, but it's purposeful. You're really pushed in this semester to show what you're made of, what you've learned, and how to apply it. You also get a chance to learn more about business acumen. In the end, knowing you survived it and that you (hopefully) created some great projects/products should make you feel proud!

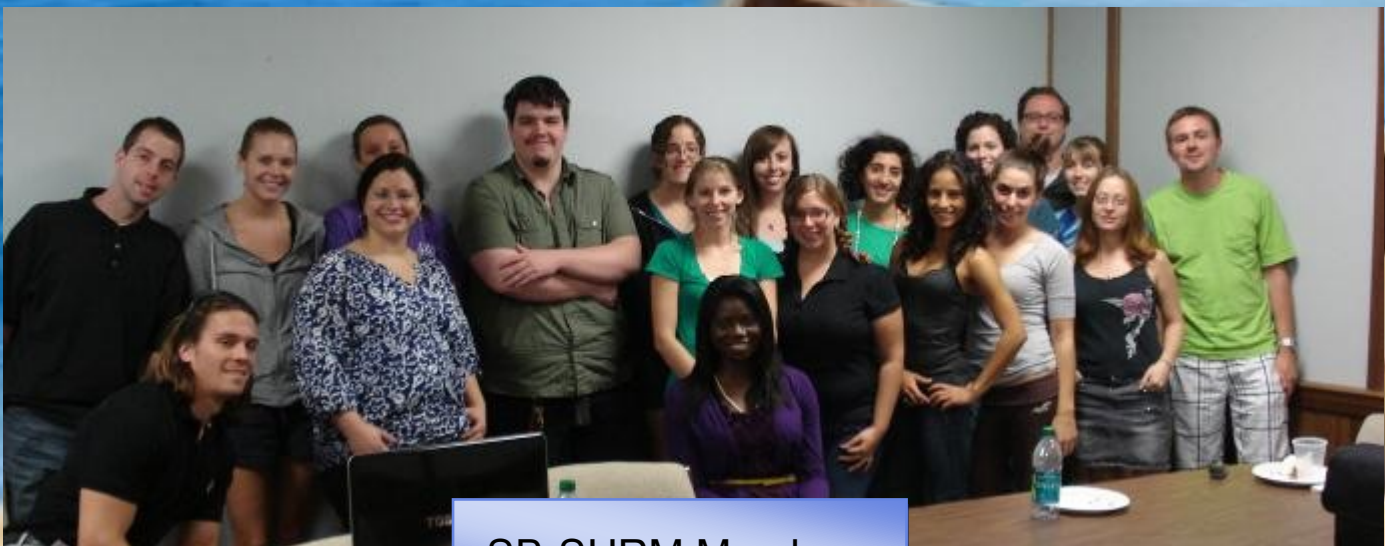
SB-SHRM Student Chapter 2011-2012

What a great year it has been for the South Brevard Chapter of the Society of Human Resources Management Student Chapter! It is hard to imagine that this time last year, we were all sitting at “Sand on the Beach” with a frosty beverage in hand, discussing all of the grand plans for the year ahead. Looking back, we’ve done a lot! This academic year, we are proud to announce that we have increased our membership and presence on the Florida Tech Campus. Our chapter includes members from Florida Tech and other local institutions with specializations in I/O and HR management. This year, the student chapter has achieved recognition as one of Florida Tech’s official student organizations. This recognition allows the chapter to apply for funds to conduct programs and attend conferences. As the 2011-2012 executive board prepares to hand-over to the newly elected leadership, we wish you luck!

By: Lisa Moore

Here’s a list of the 2011-2012 highlights!

- ◆ **Networking Workshop with Jim Gallo, MS, SPHR**
- ◆ **The Future of HR with Gerry Hoeffner, Personnel Dynamics Consulting**
- ◆ **National HR Games**
- ◆ **SB-SHRM Student Chapter Members Presenting at National I/O Psychology Conference**
- ◆ **SB-SHRM 2012 Graduate Salute!**



SB-SHRM Members

HR Games!

The SB-SHRM student chapter had the opportunity to send five Florida Tech I/O students to the 2012 SHRM Southeast Regional Student Conference held in March at Clemson University to compete in the HR games.

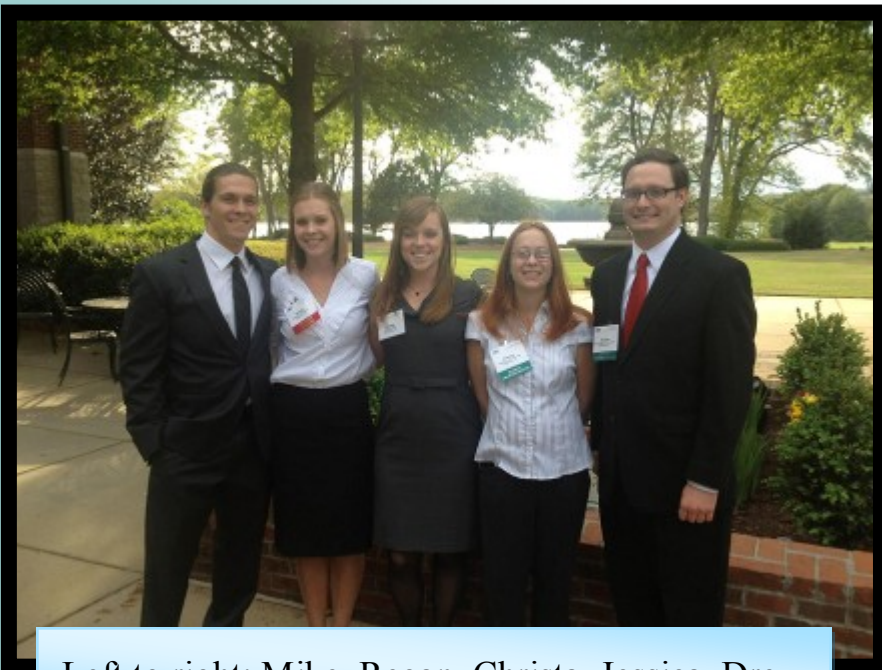
The team, led by coach/mentor/sensei Jim Gallo, was the sole team representing the state of Florida and consisted of Jessica White, Mike Tocci, Christa Phillips, Regan Lineberger, and myself. Our team “The Pooler Kids” competed against eight other teams for a chance to win \$3,000 and a free trip to the national SHRM conference in

Atlanta! Each team was placed in separate rooms, provided with information regarding a fictional company’s decision to implement a flexible work scheduling program, and given four hours to create written and oral presentations aimed at diagnosing and solving problems presented in the fictional case. After the allotted

time was complete, each team submitted their written presentation to a set of judges and performed its oral presentation for a second set of judges. The top two finalist teams, as judged by their written and oral presentations, then performed their oral presentations to the entire conference after which a winner was selected by the

judges. Unfortunately, our team was not selected as finalists, but regardless, we had a great time representing Florida Tech, learning about current HR related issues, and meeting fellow students from across the southeast. I strongly encourage future members to participate in this exciting event!

By: Drew Hickman



Left to right: Mike, Regan, Christa, Jessica, Drew



San Diego Guide

I should start by mentioning that I have lived in Pennsylvania, New Jersey, South Carolina, and of course Florida, but never California. With that being said, San Diego (SD) happens to be my favorite city in the US! I like to think of myself as an honorary resident since I've had the privilege to visit on several occasions and currently have a sister living it up in Pacific Beach. Similar to Ben's Chicago Guide for last year's SIOP, the San Diego guide is not an all-inclusive list. I wrote this guide with two things in mind: (1) list popular tourist spots near the hotel and (2) list local favorite spots that tourists don't know about. I've also divided this list into two parts: Downtown Fun and SD and Beyond. Downtown fun consists of spots that are pretty close to where the conference is being held and SD and beyond are places that will require a rental car or cab (but trust me it'll be worth every penny!). That's enough of me rambling. On to the good stuff...

By: Michelle Thackray

Downtown San Diego

Mission Federal ArtWalk: We really lucked out with this one! On April 28th and 29th San Diego will be hosting their annual Artwalk. It is currently the largest art event held in the area. This event will showcase artwork from more than 400 artists and it's considered a must see for anyone in the area at that time. I've personally never been, but I'll be sure to check it out!
Location: Little Italy Neighborhood For info call: 619-615-1090

Balboa Park: Considered the "Smithsonian of the West" Balboa Park should be on everyone's list of things to do! It has 15 museums and nine theatres and performing arts centers. In Balboa Park you'll encounter famous art work, Spanish Colonial Architecture, and incredible garden views. If you're worried this may be too stuffy, just head on over to the surf museum!
Location: Minutes from Downtown San Diego. For info call: 619-239-0512

San Diego Zoo: You really can't go to San Diego and not see the world famous San Diego Zoo. This zoo is home to more than 4,000 rare and endangered animals. You'll be able to see giant pandas, cute koalas, and all sorts of reptiles! *Location: 2920 Zoo Dr. For info call: 619-231-1515*

PetCo Park: PetCo Park is the home of the San Diego Padres. It just so happens that the park is walking distance from the SIOP hotel and tickets to games are relatively cheap! The Padres will be playing the Phillies in San Diego from the 19th to the 22nd, but don't worry if you won't be there yet! They will be playing the Nationals from the 24th-26th! *Location: 100 Park Boulevard. For info call: 619-795-5000*

The Shout! House: This popular bar is conveniently located in the Gaslamp Quarter which makes it a great spot for all of us to check out! This bar tends to be so popular with locals and tourists alike because it features dueling piano players that sit face-to-face and entertain requests from the audience (just like County Line/Howl at the Moon)! On behalf of everyone, please don't be the person who requests Piano Man by Billy Joel... *Location: 655 4th Ave. For info call: 619-231-6700*



Nobu: I just HAD to feature at least one sushi place in San Diego, because frankly I haven't had better sushi anywhere else! Nobu tends to be a bit on the pricey side, but I spare no expense when consuming raw fish. It's a world famous Japanese restaurant and I hope you all get to see why! *Location: 207 5th Avenue. For reservations call: 619-814-4124*

Trolley Tours: Many say that a trolley tour is the best way to see San Diego attractions. There are a variety of different tours to choose from and they run trolleys all day long! *Check out this website for more information if you're interested: trolleytours.com/san-diego.*

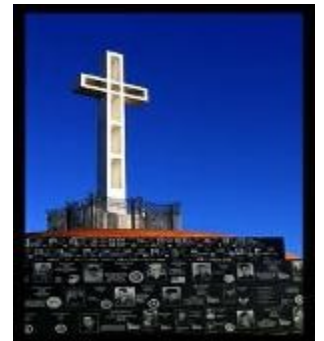
Old Town San Diego: This is considered the historic district of San Diego. There's a lot to see and do in this quaint area including shopping, restaurants, museums, and historic sites! *For more information check out this website: oldtown-sandiego.org.*

Acai Bowls: Ok, so this isn't really a place, but acai bowls became my newest addiction when I was in San Diego over the summer. You should be able to find street vendors all over that sell these in the morning, especially if you're around a beach! So what is an Acai Bowl? Well, it's layers of breakfast heaven to put it simply. Its bottom layer is a sweet acai smoothie that is then topped with granola, various fruit (strawberries, blueberries, bananas, coconut shavings) and then covered in a thin layer of honey. They are absolutely delicious and you should take advantage of this inexpensive, healthy, breakfast sweet!



SD and Beyond

Mount Soledad: This impressive landmark is located in La Jolla, California. It's a dedication to fallen soldiers of the Korean War, but the main reason this spot is so popular is primarily because of the great views. This memorial displays a 29-foot cross with dedications to soldiers around it. In addition to the memorial, you'll be able to take in great views of San Diego and on a clear day Tijuana! *Location: Soledad Park Road. For info call: 858-459-2314.*



La Jolla Cove/Village of La Jolla: There are a few reasons why everyone should take the trip north to La Jolla Cove. The first is for the sunset! La Jolla Cove is rated as one of the top five places to watch a sunset in the world! The other reasons include the beach, the shopping area, and the restaurants. I always make a stop at La Jolla Cove anytime I'm in the area! *For more info visit their website: lajollabythesea.com.*

Seal Beach: Seal Beach is a city within Orange County, California. It offers tons of outdoor attractions like surfing, body boarding, snorkeling and kayaking, but for me the real reason to hit up Seal Beach is (of course) for the seals! You'll be able to watch these cute little guys from an observation deck that stretches out into the ocean! *Checkout their website for more info: sealbeachca.gov.*

Gliderport: Torrey Pines Gliderport is reportedly the Mecca of free flight in the US. They offer a variety of exciting experiences including paragliding, hang gliding, and sail planes. If you don't classify yourself as a sensation seeker (yep, I went there), don't worry, you'll be able to observe those that are and take in some breathtaking views! *Location: 2800 Torrey Pines Scenic Drive La Jolla. For info call: 858-452-9858 or visit sandiegofreeflight.com.*



Wahoo's Fish Tacos: I wouldn't exactly say that San Diego has a signature food (e.g., Chicago – deep dish pizza), but fish tacos have certainly become synonymous with San Diego. Think seafood meets Mexican cuisine. There are a few locations in Southern Cali so be sure to check out their website before you head out for an excursion (wahoos.com)!

Pipes Café: This is a great place to grab some breakfast or lunch. Famous surfers in the area frequent these popular local breakfast spots so you might get lucky and run into Rob Machado! Similar to Wahoo's, there a few different locations, but no matter where you go you'll be sure to eat some delicious grub. *For more info check out their website: pipescafe.com.*



Meditation Gardens: I literally saved the best for last! This is my absolute favorite spot to visit anytime I'm in California. Whether you're a Yogi, a tourist, or a grad student, this is absolutely a must see! I must mention that it's FREE! But, donations big and small are welcome. This garden is located in Encinitas, CA which makes it a bit of a drive, but I assure you it's worth it. The expansive views are incredible and the lush garden and koi ponds give you the feeling that you're in paradise. It is commonly referred to as Swami's Gardens because the garden is conveniently placed on a cliff overlooking the famous surf break known as Swami's. If you get a chance to explore, I strongly recommend this great spot! *Location: 215 W K Street, Encinitas.*



Personal Updates!

By: Katie Piccone

Look who got hitched!

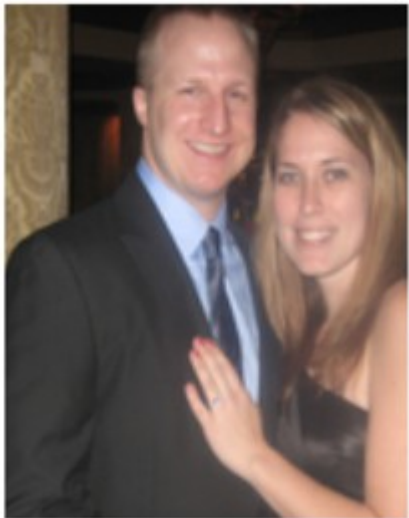
Congrats to current doctoral candidate, Shikha (formerly Aurora)!

“My husband’s name is Arish Bharucha and we got married on November 26th. Our wedding reception was held in Mumbai, India on December 23rd.” -Shikha

We wish you two all the best!



Look who got proposed to!



Amy had much to celebrate last fall! Less than a week after she successfully proposed her dissertation, Amy Gammon got proposed to by Sam Buckett on December 2nd, 2011!

Congratulations Amy and Sam! We couldn't be happier for you two!

Cassie Hirsch (M.S., 2010) said “yes” to her boyfriend of 7 1/2 years, Bryan Clark, on February 18th. They are planning to tie the knot June 8, 2013.

Congrats to you both!



Welcome To The World...

Amelia Grace Peterson!

On December 18th, 2011, Stacy and Mitch Peterson (both 2010 graduates from the Ph.D. program) welcomed beautiful Amelia Grace (7lbs and 19.5 inches) to their fam-



ABC



Leona Yoyu Chang!

Mavis Kung's (2008 graduate from the Ph.D. program) gorgeous little girl arrived shortly after Amelia Grace on January 30, 2012!



HEY ALUMNI! First, we want to hear from you, so don't forget to let us know what you've been up to (e.g., where you're working, your travels and adventures, your fiancés and families, etc.). Email any of your editors or Steelman with your news! **Second**, we want to hear your graduate stories for our next issue of The Pulse! The next issue features **YOU!** It's our first ever throw-back issue and we're looking for your memories. Please send us anything about your graduate school experience at FL Tech that you'd be willing to share (e.g., favorite experiences, most difficult experiences, lessons learned, funniest moments, unforgettable friends/professors, etc.). The crazier the better!

The Globe Trotter: A Trip to España

For those of you who don't know me, my name is Rana Moukarzel and I am in my 3rd year in the program. I am also the first student to go through the International I/O concentration (yep, I am the Guinea pig). I was born in Lebanon, and although I spent most of my life there, I was lucky to start traveling the world at a young age. Overall, I have visited seven countries so far

and lived in three countries for more than 6 months. This is why I've been cleverly nicknamed, by my dear friend (Margaret), the "Globe Trotter".

This story is not about me (well kinda). It's about one of the recent and greatest travel adventures I've had. I just came back from a three week trip to Spain and I am really excited to tell you all about it!



Left to Right: Elizabeth, Rana, Miquel, Anjeza, Snezana

I spent about three weeks at the University of Valencia, Spain, in a program called the Winter School. The Winter School (WS) is the Joint Intensive Learning part of the Erasmus Mundus Masters in Work, Organizational, and Personnel (WOP) Psychology. The WS is divided into three phases: (1) a virtual (e-learning) preparation phase, (2) an in-residence (en España) phase, and (3) a wrap-up phase. This article will provide an in-depth account of each of these phases.

Skype Sundays: The Virtual Phase

Starting November 2nd until February 18, I was assigned to a team of four other students with whom I was going to work virtually for the next five months. I introduce you to Group 3 (see above picture). What were we working on? We were assigned three group projects and one individual preparation assignment. Overall, this phase went smoothly; we all hit it off really well, joked a lot during our meetings, and were able to see eye to eye for the most part. Nothing is perfect, however. The difference in time zones, personal schedules, personality and work styles, and approaches to I/O, led to some disagreements and long discussion meetings (our personal record was four hours on Skype on a Sunday!).

So what's my take-home from this phase? Although we've all read during our Intro to I/O class that virtual teams suffer from lack of trust between members which obviously affects the team's performance and interaction, I don't believe we suffered from this (the catch comes later!). I guess we were able to effectively build a relational approach during the first couple of meetings; we would always update each other on what's going on in our life, share some frustrations, and celebrate successes. Thinking back, I realize that one major reason for why this happened was a match in cultural background. Although we represented five different cultures, we all came in with the assumption that building ties and commonalities were important for the dynamic of our team.

More on Group 3!

Eli	Miquel	Anja	Sne
<ul style="list-style-type: none"> Country of origin: Mexico Home University: Universitat de Valencia Languages spoken: Spanish and English 	<ul style="list-style-type: none"> Country of origin: Spain Home University: Universtat de Barcelona Language spoken: Spanish and English 	<ul style="list-style-type: none"> Country of origin: Albania Home University: University of Bologna Language spoken: Albanian, Italian, and English 	<ul style="list-style-type: none"> Country of origin: Serbia Home University: University of Coimbra Languages spoken: Serbian and English

Hola! Que Tal?: The In-Residence Phase

February 16, 2012. It's 8:30pm and I'm on board of the Air France plane which will cross the Atlantic as I get closer to my final destination: Valencia. Seventeen hours later, I finally made it! On my way out of the airport to Gosia's house, I got to embrace the beauty of Valencia. From what I saw that night, it had a mix of 19th century French/European architecture combined with some Arabic influence. [Fast Forward] Two days later, still in jetlag mode, I find myself standing in front of the Faculty of Psychology of the University of Valencia waiting for the bus to take me to my hotel in Gandia (approx. 1hr south of Valencia) where the WS will be held. It is on this bus that I finally met face-to-face my teammates and started networking with other students who would soon turn out to be (sorry guys) my new I/O family for the next two weeks. That night, the coordinating team for the WS had set up a dinner reception for us (opening ceremony). Each of the groups members got to introduce themselves to the rest of the WS attendees (around 50 students were participating in this), and we got to hear from the director of the WS Prof. Jose Maria Peiro and the chair of this year's edition Prof. Robert Roe. We were also informed of our daily schedule for the next two weeks....are you ready for it? Classes are held Monday-Friday from 9:00am-1:00pm then from 3:00pm-7:00pm, with 30 min coffee break at 11:00am and 5:00pm. Now let's see how this panned out..



Gosia and Rana



My Schedule!

Day 1- Morning: Organizational Justice and Ethics Seminar with Prof. Dirk Steiner (University of Nice, France). If you've been digging into the organizational justice literature lately you would recognize Steiner's name. During the seminar, he gave us a good review of interventions for increasing justice perceptions in organizations. Also, we had an application exercise- remember the individual project I had to do? Basically, within our groups we had to discuss the cases we found, talk about the justice issues at hand, and then present to everyone our proposed intervention. **This was the first time Group 3 worked together in "real life". As a first attempt, spontaneous presentation, we really did a great job!

Day 1- Afternoon: Design Intervention: General Introduction with Prof. Robert Roe (Professor Emeritus from Maastrich University). Bringing in an extensive record of consulting activities and being currently chairman of the Scientific Advisory Board of SHL International, Dr. Roe introduced us to interesting approaches to organizational interventions based on his own design process. Basically, this was the first step into what will end up being a huge intervention project we needed to tackle in less than two weeks.

Day 2- Morning: The design intervention project is assigned. At first glance, this looks like an ARM project. We had to propose an organization intervention to a hospital which is looking for a "patient-oriented team nursing approach". Piece of cake, right? Actually, think of all the ups and downs you went through during that class, the issues you had with your group, and the timeline within which you had to work with. Now, shrink the time to two weeks, add in five different work styles, cultures, and perception of times....you get, Group 3. **Although, this sounds catastrophic – it really didn't end up as bad as it sounds.

Day 2- Afternoon: As part of the intervention project, we got to interview the different stakeholders of the hospital to better understand their individual needs and shape that up into what we think are the requirements, constraints, and specifications of this project. I think this was the best part of the project as we all enjoyed switching roles as lead consultants during the interview process.

Day 3- Morning: State of the Art Seminar with Prof. Rob Briner (University of Bath, UK). The name might sound familiar to some of you (Steve), Rob Briner and Denise Rousseau have been advocating for more evidence-based reviews. As I explained earlier, this was the purpose of this class but since it wasn't really clear to us what we had to do...well, all the groups did pretty poorly on that assignment. But on a positive note, we got to hear about a state-of-the art review on: (1) Multicultural Teams, (2) Readiness for Change, (3) Value-based Interventions, (4) Innovation climate, and (5) Role of Proactivity in Org Effectiveness.

Day 4- Morning: The next morning Dr. Briner discusses evidence-based practice and explains to us in more detail what kind of paper he was looking for. Looking back at this now, I really think we should get on top of this in our research teams; we shouldn't only create new knowledge but also evaluate what is out there in the field and see whether the concepts and ideas that are being thrown out there are actually worth it.

Day 8- Afternoon/ Day 9-Morning: Workshop on Intervention with Prof. Fred Zijlstra (Chair of WOP at Maastricht University). Each group presented their proposed interventions for the case study we worked on in the virtual phase. The next day, we got a lecture on Dr. Zijlstra's personal experience in organizational intervention and then an explanation of his personal research findings regarding the daily hassles of workplace (fatigue and strain on work performance).

Day 10/11- Morning: Contextual Factors with Prof. Erik Andriessen (Delft University of Technology. Dr. Andriessen's research interests were in the area of distributed teamwork and knowledge management, Human computer interaction, and ICT oriented innovation processes. During this class, each of the groups presented on the contextual factors of the country/region they were assigned to. We heard about China, Japan, Argentina, Chile, and Kenya. The next day, one individual from each team got together to form a new group which had to integrate all the information we heard the previous day and presented back to the class.

Day 12- All day: Design conference presentation. The clock was ticking for the past couple of days and we just got to show time. All groups from both emphases got together at 9am to listen to each other's presentation regarding our proposed intervention for the hospital. It was an opportunity for everyone to see what we have been working on for the past 10 days or so, be evaluated on our work, and evaluate our experience. Bottom line? One group for each emphasis was picked by the hospital...we all survived, we all had a great time, and we all were going back with a wealth of knowledge, skills, and lessons learned.

Lessons Learned:

- ◆ Working within multi-cultural teams is not an easy task. Switching from virtual to face-to-face interactions is challenging. Apply what you've learned about team processes and team chartering- it was useful to our group!
- ◆ Make sure you keep things into perspective, you can get pretty heated up about small things when the larger picture is important. Have fun and make friends, the knowledge will come on its own.
- ◆ Be sure to brush up on that 8th grade Spanish, you will need it!! If you don't know Spanish and are interested in this experience, I highly recommend you start learning it or any other Latin language (Although my Spanish is fair, speaking French was a great in to forming new friendships as well as being able to understand other students speaking Italian or Spanish).
- ◆ Don't seclude yourself or stick to just your group. I was having breakfast, lunch, and dinner with different people every day. You get to learn so much about people during that time.
- ◆ Eat well and sleep well. It sounds like an advice your mother would give you (def. something my mother told me). Trust me, not having the time to relax after such a long flight and having to work long hours every day for two weeks is exhausting! It's known throughout the years that students get sick during the WS.
- ◆ Forget about FIT, Melbourne, and the USA. Be open to new experiences, learn how things are done there and do it their way.
- ◆ Take the weekend to discover Gandia and Valencia. IF you can, stay a couple of days more in Spain after the WS is over, and take the bus/train to Barcelona, Madrid, or Andalusia.

Fun and Interesting Facts:

- ◆ You can't say cheers with a glass of water when everyone else is holding a glass of wine (it's bad luck in Italy). You can just hold the glass up but not touch others' glass.
- ◆ Northern Europe is more open and less conservative than Southern Europe (I heard that from many of the students at the WS).
- ◆ European girls, like American girls, have an interest in what we may call stereotypical "hot guys": French, British, Italians and Germans.
- ◆ An award ceremony was held at the end of the WS and I was voted Miss Workaholic.
- ◆ This year's WS graduates started an Alumni effort for networking purposes, first informal networking event will be held at SIOP, San Diego. I will be meeting again with three of my WS school friends coming from the University of Baltimore, Maryland!

At the end of the day, although an intensive and nerve-racking experience at times, the WS is all about making connections with fellow colleagues from all over the world. Five years from now, at our alumni reunion, we will all be thinking about the nasty wines at our lunch and dinner tables in Hotel Borgia, the five minute walk to class at 8:45 am in cold winds, the Adele CD playing on repeat in the lobby, and the amount of sugar we indulged in during the coffee breaks.

Now, you have to excuse me, I have some catching up to do across the Atlantic...Hasta luego!

IOOB Recap

By: Stephen Young

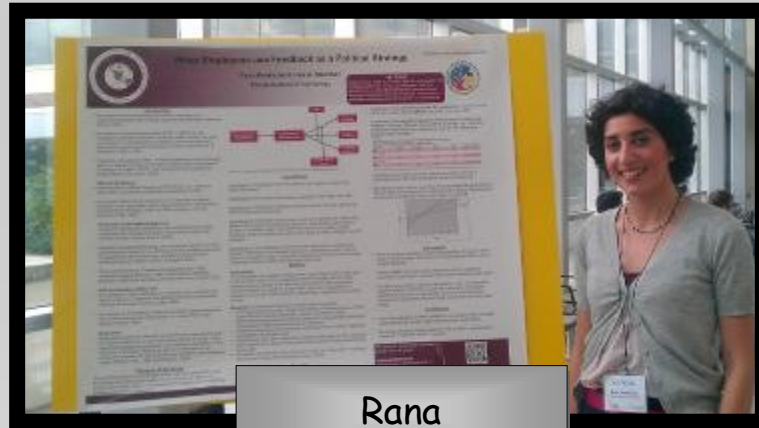
On the weekend of March 9th -11,th a number of us made a trip to the University of Central Florida to attend the 33rd annual Industrial/Organizational and Organizational Behavior (IOOB) conference. The conference theme was: The challenges of a multicultural, globally distributed, technologically mediated workplace. The conference featured keynote addresses by Kurt Kraiger on managing the virtual workforce, Paul Hanges on unpublished results from the newest GLOBE study, and Gary Latham

on how to be successful. The conference was small, but that was what made it really fun and engaging. Between sessions, during social/happy hours, and at night time, we all got to hang out and connect with fellow students at other I/O programs. By the end, we left the conference excited to attend SIOP this year with some new friends to meet up with. Does it get better than that? Of course - three of the *top-five* rated posters at the conference were FIT students. The honorees were: Bianca Trejo (advised

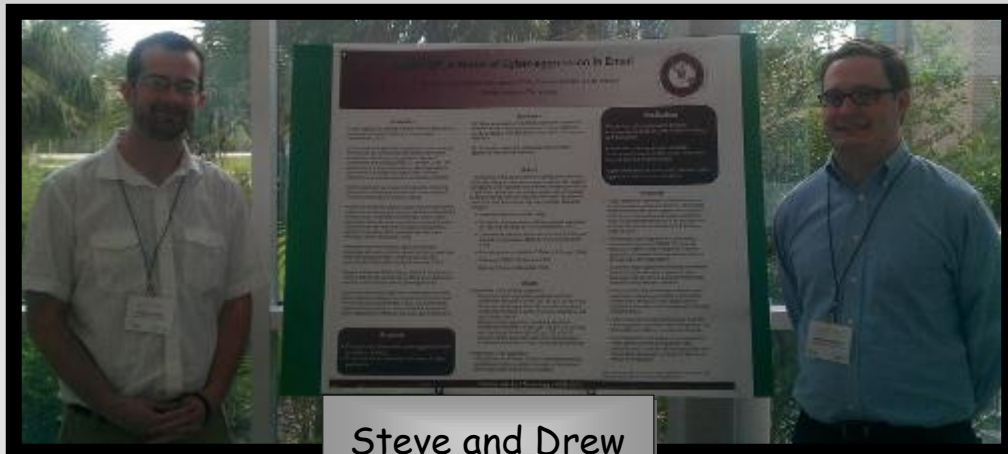
by Erin) on cross cultural competency, Rana Moukarzel (advised by Lisa) on politics and feedback seeking, and an emotions research team poster by Steve Young, Matt Pita, Jessica White, Andrew Hickman, and Erin Richard on cyber-aggression in email. The first place poster will receive the Robert J. Wherry Award to be announced at SIOP this year. Congratulations and good luck to my competitors! If by this time next year, you have not attended IOOB, you will have made a really big mistake...



Bianca



Rana



Steve and Drew

Departmental Survey

First, I want to thank everyone for their continued participation in the departmental survey! Having engaged readers is what makes the Pulse such a success! I would also like to note that although I make generalization about the department, percentages are based on only those who participated. Enjoy this San Diego/SIOP themed survey!

Which future SIOP

destination are people most looking forward to?

Honolulu is the clear winner with **62%** of us looking forward to SIOP 2014! ...I would like to give a personal shout out to *Jim G.* and *Steve Y.* for picking Philly and I regret to inform *Margaret S.* she is no longer allowed to eat cheesesteaks for forsaking her homeland!

It looks like only **42%** of us have ever been to San Diego before. Good thing we included the San Diego guide (see page 18)!

Here is **Drew's** favorite SIOP memory: " I loved seeing The Second City perform last year in Chicago. It was amazing to see where so many wonderful comedians got their start!"



Sam Lilly is looking forward to " seeing all the different re-search going on in the field. And finally be able to put a face to all the names of people whose articles we've been reading all year. "



Steve is most excited to do: "Everything except waking up in the morning."



Marne's best SIOP memories: "All of our hazardous trips on the metros in Atlanta and Chicago. We've experienced: almost getting caught in the middle of a fight (Atlanta), coming close to losing luggage because the train doors closed ON one of our bags (Atlanta), almost losing \$10 to \$20 bucks because the metro doesn't give change (Chicago), trying to get into the metro station only to find out it was closed (Chicago), pulled muscles because our suitcases always tend to weigh more than us (both cities... although maybe that was just me)... the list goes on..."

WHO HAS BEEN TO THE MOST SIOP CONFERENCES?

ERIN RICHARD! ERIN HAS ATTENDED 11!

Beth is most excited to: "Spread the word about ICCM!"



Rana is most excited about: " Presenting my thesis poster and being part of the top 5 posters in IOOB. Results for the TOP POSTER are announced during SIOP"



Curious about **Pam's** favorite conference memory? Well, here it is! " I went to a College Democrats National Conference in Washington, D.C. where we got a tour of the White House. That's definitely a memorable experience."

Matt's best SIOP memories: " I'd say going to see a baseball game both years tops it. Last year, watching baseball in the Chicago freezing rain with a handful of really good people might take the cake."



About **90%** of our department will be in attendance at SIOP this year!

Mike Tocci's best conference memory: "The Pooler Kids!!" Check out page 17 to read more about the Pooler Kids experience at the HR games!



Department Pups

*They say people resemble their pets. Can you match these pooches to their owners?
(answers are on page 31)*



1. Pacer may be a recent addition, but her owner isn't!



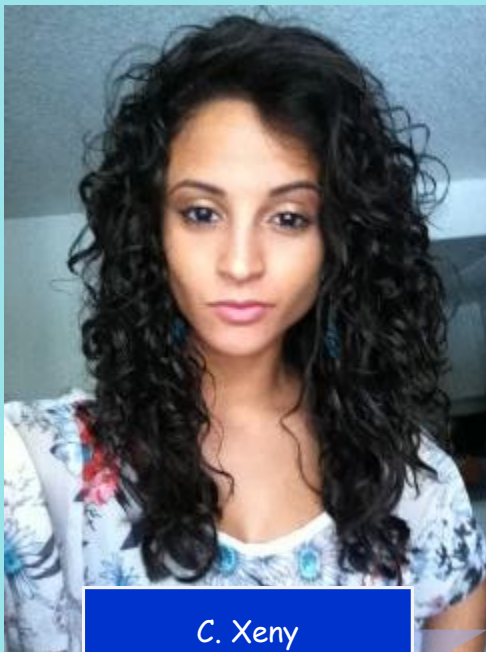
2. This little guy is as cuddly as a 'Teddy' bear



A. Jim



B. Marne



C. Xeny



3. This handsome devil lives up to his nickname



4. Puccini is bound to be a jet setter!



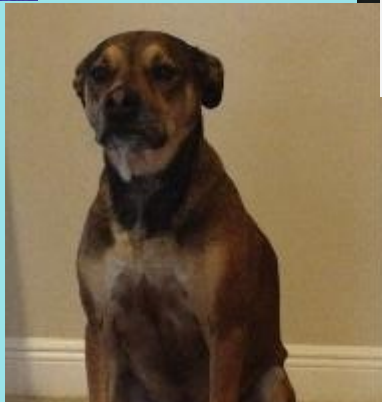
D. Amy



E. Bianca



5. These Schnauzer's get their modeling skills from their mom



6. Similar to her owner, Boshia is popular in HR and IO



F. Katie



G. Pam



7. These two dachshunds are as fashionable as their Mom!



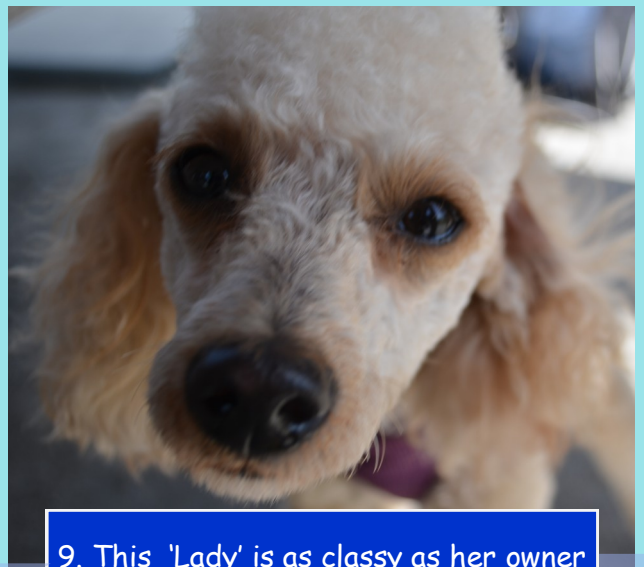
8. Don't let this dog's pint size owner fool you



H. Alessandra



I. Michelle



9. This 'Lady' is as classy as her owner

A = 6
B = 9
C = 5
D = 1
E = 7

F = 8
G = 2
H = 4
I = 3

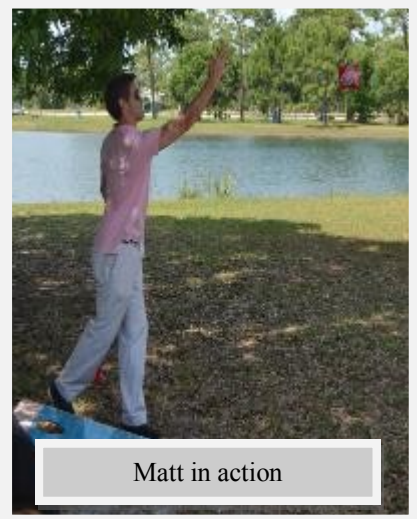
SPRING 2012 PICNIC!



It looks like the 1st years got the "Work hard, be cool" motto dead on!



Jennie (with husband, John) returns!



Matt in action



Rich mastering the grill (before mastering homemade volcanoes)



Brigitte, Erin, Suzanne, and Pat!



Marne, Steph, and Steph's beau Ed enjoying a study break!



Did someone say free food?



Amy, Katie, and Margaret keep cool by the pond

That's a Wrap!

Prospective students:

Be sure to contact **Samantha Lilly** at slilly2011@my.fit.edu to get access to our exclusive mentor site! Also, check out archived issues of The Pulse at: <http://cpla.fit.edu/io/thepulse.php>

Would you like the Pulse editors to highlight a particular organization? Just e-mail us and let us know!

Were you anxiously awaiting answers to our last issue's brain stumpers? Well, Murphy and Cleveland were locked up in Fort Worth, Texas! Thankfully, they busted out and traveled to a new location (see below)! Also, would anyone have guessed that Jessie was lying about being a girl scout until her senior year!?...well, maybe! Congrats to Anna Safran for sending in the correct answers and winning a FL Tech T-shirt! Remember to email us your answers for a chance to win!

Where in the world is Murphy and Cleveland?

You know the drill by now! If you know where Murphy and Cleveland are e-mail a Pulse editor for your chance to win a free tee-shirt!

Hint: This is a local spot in Melbourne and it's frequented by students and professors alike! It has also been featured in a previous Pulse!

