

Issue
6

April, 2013

The Pulse

S I O P E D I T I O N

H O U S T O N



Featuring:

- . A Guide to Houston*
- . Follow SHRM to D.C.*
- . Den of Discourse*
- . Survival Guide: The Job Hunt*

Keeping everyone on the same beat...

The Pulse

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Editors Note

Welcome to another exciting spring edition of The Pulse! We are all very excited for SIOP in Houston this year and, in our anticipation, we wrote a few things up for you to prepare! We hope you find the Houston Guide useful and be sure to check out all of the presentations happening this year (page 5). Finally, don't forget to Meet the First Years so you can say hello during our reception!

As always, we appreciate your feedback!

- *Christa*

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



Prelude from the Program Chair

Houston, we have a conference!

Hello and welcome to the Spring 2013 edition of The Pulse! This is our pre-SIOP issue. It contains information about FIT I/O's SIOP activity, fun things to do in Houston and an invitation to our annual FIT I/O reception. First year students Leah Ellison and Kristine Chung have been working hard to help me coordinate the event, thanks Leah and Kristine! I would be most delighted to see all of you there. Yep, that's right, I'll be seeing you there! I am looking forward to my first full SIOP since P.J. (pre-Jack).

Other features in this edition include an interview with Dr. Erin Moeser-Whittle (one of our own alumni) who is a Visiting Assistant Professor with us this year. She is teaching Stats and Law while Art Gutman is on sabbatical. We couldn't have found a better and more capable sabbatical replacement if we had searched the whole planet. We are so glad to have Erin back around again, this time on the other side of the podium!

Other alumni featured in this issue are Greg Tupper and Emily Marovich Tupper who are working at Accenture in Dallas. They are doing some really interesting work and enjoying their new home in Dallas!

Current students featured in this edition include a student team who participated in a SHRM regional student case study competition (Mike Tocci, Christa Phillips, Jessica Prior and Irina Giobia). They did a terrific job! As part of our new international concentration we are developing a number of study abroad opportunities for students. You will hear from some of the first trailblazers: Tom Skiba who just returned from the BI Norwegian Business School in Oslo, Norway and Leah Wolfeld who recently returned from a semester in beautiful Valencia, Spain at the University of Valencia. We also hosted a student from Oslo, Norway-Synne Langeland. You can read about some of her experiences here at Florida Tech.

Don't miss our regular features including: Meet the First Years, Student Survival Guide (this one on job searching), research team updates, shout outs and congratulations and Where in the World is Murphy & Cleveland – you know it is still your favorite book!

Drop me a line any time, I love to hear what's up with all of our alumni!

See you in Houston!



The Pulse

FIT I/O Alumni & Students



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

Friday, April 12th



7:00 - 9:00 PM

The Lobby Bar inside of Hilton Americas Houston
Enjoy some refreshments, reconnect with familiar faces, and meet the current students in the program!

Special Thanks to
our event sponsors:



The Pulse

2013 Society for Industrial Organizational Psychology (SIOP) Conference Presentations

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

Conference is April 11-13, 2013

- Converse**, P.D., **Miloslavic**, S., **Pomerance**, M.H. **Piccone**, K., **Tocci**, M.C. (April, 2013). Quantity and quality in multiple task self regulation. In Park. G & Chong, S. (Chairs), *Self-regulation of motivation over time*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Converse**, P., **Piccone**, K., **Tocci**, M., and **Moore**, L., (April, 2013). *Childhood self-control, adolescent behavior, and career success: A longitudinal study*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Converse**, P., **Thackray**, M., **Piccone**, K., **Sudduth**, M. M., **Miloslavic**, S., and **Tocci**, M., (April, 2013). *Attractiveness, ability, and control: Implications for career success*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Dunleavy, E., **Gutman**, A., Morris, S., Oswald, F., and Murphy, K., (April, 2013). *Moving the state of adverse impact measurement forward*. Panel Discussion conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Gammon**, A., **Kung**, M., O'Connell, M., Delgado, K.M., **Griffith**, R.L. (April, 2013). What if several indicators of applicant faking behavior were triangulated? In Carter, N. (Chair). *New insights into personality test faking: Consequences and detection*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Glazer, S., Kozusznik, B., Kwantes, C.T., Peiró, J.M., **Steelman**, L.A., & Truxillo, D.M., (April, 2013). *Prepared for the global workforce? Internationalizing IO programs*. Panel Discussion conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Gutman**, A. (April, 2013). Disconnects between I-O principles and judicial rulings. In Hanvey, C., & Sady, K. (Chairs), *I-O in the legal context: Inconsistencies in understanding and application*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Jones, R.G., **Gutman**, A., & Sanchez, J.I., (April, 2013). *Proposition: Antinepotism policies should be abolished*. Debate conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

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- Lawal, T., Edkins, V., and Griffith, R.,** (April, 2013). *Deception in the job interview and follow-up questioning*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Merbedone, M., and Converse, P.,** (April, 2013). *Personality perceptions based on social networking sites*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Moukarzel, R., Young, S., Monnot, M., Steelman, L.A., and Khoury, H.,** (April, 2013). *Trust-in supervisor: The relationship driving feedback behaviors*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Phebus, A., Miloslavic, S., Scott, C., Camilleri, D., & Wildman, J.,** (April, 2013). *Negative personality, trust, and distrust: The mediating role of emotions*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Steelman, L.A., & Young, S.F.** (April, 2013). *A multifoci approach to engagement: Integrating science and practice*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Thackray, M., Tryba, B., and Griffith, R.,** (April, 2013). *Don't mind stealing bread if I'm hungry: Recession and faking*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Tryba, B., Christiansen, N. Griffith, R.L, Jackson, P.S., Kopp, R.L.** (April, 2013). *Lonely at the top? Effects of faking throughout the distribution*. In Carter, N. (Chair). *New insights into personality test faking: Consequences and detection*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Tryba, B. Griffith, R.L., Jackson, P.S., Lilly, S.J., Wells, S.R., Mochinushi, Y, & Gammon, A.,** (April, 2013). *End of the world? Faking and organizational criteria*. In Robie (Chair), *Advances in the use of personality to predict workplace criteria*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Wildman, J.L., Rockstuhl, T., & Cucina, J.** (April, 2013). *Expatriate selection*. Community of Interest conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Wildman, J.L., Skiba, T.S., Armon, B.K., & Moukarzel, R.** (April, 2013). *Best practices for 3C training: A culture-general perspective*. In **VanDriel, M.** (Chair), *The cultural conundrum: Training cross-cultural competence*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

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Wildman, J.L., & Thayer, A.L., (April, 2013). *The impact of culture on teams: Combining complementary research*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Wildman, J.L., Thayer, A.L., Salas, E., & McDonald, D. (April, 2013). The impact of cultural values on team mediators: A meta-analysis. In Wildman, J.L. & Thayer, A.L. (Chairs), *The impact of culture on teams: Combining complementary research*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Williams, J., & Steelman, L.A. (April, 2013). *I've got tenure, now what? Advancing women past the midpoint*. Panel Discussion conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Yoshita, Y., Tryba, B., Armon, B., and Griffith, R., (April, 2013). *Comparing and contrasting faking in the United States and Japan*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Young, S., Moukarzel, R., Steelman, L., Richard, E., and Gallo, J., (April, 2013). *Increasing positive emotions following negative feedback: How empathy can help*. Poster presented at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Young, S.F., Pita, M., Sudduth, M.M., Moukarzel, R., & Steelman, L.A. (April, 2013), *Going with the flow: The role of personality in engagement*. In Steelman, L.A., & Young, S.F. (Chairs), *A multifoci approach to engagement: Integrating science and practice*. Symposium conducted at the 28th Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Hey Alumni!

**Don't forget to join FL Tech's very own
Alumni FACEBOOK page to stay in touch!**

Ask Lisa Steelman for the details!

The Pulse

Musings of Moeser-Whittle

By Katie Piccone



Erin Moeser-Whittle is no stranger to The Pulse interviews. In fact, Erin was featured in our first ever Alumni Interview column in our first ever issue of The Pulse, back in Spring 2010! Obviously, a lot has changed in the past 3 years and Erin has transitioned from FL Tech graduate student (she attained her doctorate in 2008), to alumna (she worked fairly close by at DEOMI), to current faculty member! Erin is currently teaching Statistical Research Methods (I & II) and Personnel Law while Art Gutman is on sabbatical. We couldn't be happier to keep her around in our I/O family! With her big heart and big brain, she's definitely a great asset for FL Tech and champion for ICCM. We have no doubt that she's making an impact at FL Tech and on the I/O world! Read on to see how Erin feels about being, as she puts it, on the "other side", how she's achieving her goals, and how her interests in cross-culture, law, and llamas developed!

Q: We know you started at UConn then decided to travel south to FL Tech. What made you decide to come to FL Tech initially (as a student)?

EM-W: I had always been interested in employment law and issues dealing with discrimination in the workplace. After I graduated from UConn I went to the University of New Haven for my M.A., and my advisor suggested that I look into FIT (specifically Art) for my doctoral work. I had already read much of Art's work, and the rest of the faculty seemed to have interests that aligned closely with mine (in one way or another). So the faculty research interests were what really drew me to the program. Apart from that, it was time to get out of New England for a bit and experience another part of the country, and the beaches in the area sealed the deal!

Q: What initially got you interested in the legal and cross-cultural sides of I/O psychology?

EM-W: My father was always very good about introducing us to new cultures and experiences when I was growing up, and I have always had a passion for looking at how prejudice and discrimination affect people. I actually started undergrad as an environmental science major, but felt I was missing too much of the human side of research. After some deliberation I decided to go into I/O, and focused largely on issues regarding discrimination. Employment law was a natural path from there, though my personal interest lies more in the perceptions and effects of the laws (more of a social psych approach), which I feel gave me a unique perspective in my initial research. Discrimination is something that (unfortunately) affects such a large number of employees – I felt it was important to look not only at the technical aspects of the laws themselves, but also how those laws impacted the lives of the individuals they are meant to protect.



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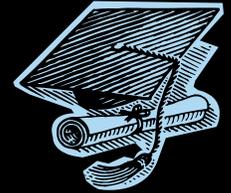
EM-W: *As I stated earlier, I grew up being introduced to various cultures, and continue to seek new experiences. I thoroughly enjoyed classes and studies centered on multicultural and cross-cultural research, but it was not until my work with DEOMI that I really got into the cross-cultural side of I/O. Looking at the issues our military was encountering, often due to insufficient cross-cultural training, inspired me to become more involved in how we can develop various training methodologies to assist a range of audiences. This interest grew even stronger after I formed personal relationships with service members who had been or were being sent overseas and heard their stories. The personal interest is definitely a large factor – having watched my husband deploy, and knowing he'll probably have to do so again in the future – I want to be sure I (and the field of I/O) am doing everything possible to contribute to his safety as well as the safety of all military personnel.*

Q: How was transitioning from a former student to current professor?

EM-W: *Overall, the transition was surprisingly easy! I was slightly nervous about still being viewed as a student, but the faculty (in the I/O program as well as Clinical and ABA) treated me as an equal from day one. I would say the most challenging part was (and is) separating myself from current students – I still identify with them, and at times need to remind myself that I am on the other side. That being said, I also feel that coming into the role as a former student in the program has helped me relate to my classes in a unique way (and I hope the feeling is mutual!).*

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

EM-W: *1) Graduation! Feeling that sense of achievement, after years of studying, hard work, comps, and my diss, was one of the best moments of my life! 2) My time at DEOMI – I loved the work I did while I was there – it was something that truly made me feel like I was making a difference. And the added bonus of meeting Brian is priceless! 3) Honestly, being invited back to fill in for Art this school year was a huge milestone for me...it was an amazing opportunity to gain experience in the academic world, and I was very honored that the faculty had that level of faith in and respect for me. It hasn't been the easiest year due to the distance from my husband, but it has been worth every day and experience along the way.*



Q: Do you have any major I/O-related goals you want to achieve?

EM-W: *My biggest I/O-related goal is to continue to feel that I'm making a difference. Yes, that is the most cliché answer possible! I guess it comes down to the way I personally view "making a difference." For many, that involves pages of publications and countless presentations. Obviously I would love to see those on my CV in the future, but currently I am happy knowing that the work I contribute to is reaching the target audiences, whether those are classes, military units, or corporations. Ultimately I would love to continue my work with ICCM, specifically with the military contracts. I was never one who felt the call to volunteer for military service, but I feel that the work we do as I/O psychologists can greatly contribute to the readiness and well-being of our service members.*

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

EM-W: *Respect for others. Most of my research, whether work-family balance, cross-cultural competence, or effects of discrimination, all have that one theme in common. We are all different in our own ways, and it can be challenging when you are faced with people who do not look or think like you. I have learned a LOT in my years of education and work. As a graduate student intern, entering a military environment as an obvious tree-hugging hippie was quite the challenge! I quickly learned not to judge others without making an effort to get to know them and where they came from. This professional experience aided me in an invaluable way when I moved up to the Fort Bragg area. Not only was I surrounded by military (many of whom have vastly different views and opinions than I do), but I was also living in the south, which is a HUGE culture shock! I do my best to remember the underlying theme of my research and work, and this has helped me form many new friendships with people I may never have thought to talk to in the past.*

Q: Because you graduated from FL Tech, experienced the applied world, then came back to teach at FL Tech, you definitely have a great and unique perspective. So, although we asked you this before in your alumni interview, we wanted to know if you have a new piece of advice to give students based on your experiences in the past 3 years (aside from "work hard, be cool")?

EM-W: *Be open to new experiences, even if they are outside of your comfort zone! I remember the first time I met with Rich and Lisa, before classes started, and I asked about internship opportunities. Rich mentioned the Naval Air Warfare Center in Orlando (NAWCTSD, or NAVAIR as many know it). My response was "WARFARE center???? Yeah, I'm all set with that....anything that doesn't involve contributing to violence?" I was so stuck in my idealistic train of thought that I wouldn't even take time to learn about the organization*

before I turned down any possible opportunity to work there. A few years later I was still hesitant to apply for the internship at DEOMI, but actually researched the organization and what they did. I fell in love with the mission and the opportunities immediately. If I had remained close-minded to opportunities outside of my comfort zone, my life would be VERY different than it is today. I would have missed out on years of great experience, life-long friendships, and meeting my husband!

Q: So, we've been meaning to ask you this since your interview in our first issue of The Pulse (March 2010): Why do you collect llamas?

EM-W: *Ha! My dad took me to the Catskill Game Farm in upstate NY when I was five, and they had llamas wandering the petting zoo. Right away I ran up and started hugging them, and they immediately became my favorite animal. I started collecting stuffed llamas and figurines when I was little, and still do to this day. And I will mention – this is not an easy hobby!!! There's not as many llama collectibles out there as you might think!*

Q: Tell us two facts and one lie about yourself. [please indicate which is the lie so we know the answer when people guess]

EM-W:

- 1) I love the Dallas Cowboys.
- 2) I obsessively choose the scents for the house (candles, wallflowers, hand soaps, etc...) based on the season (spring, summer, fall, winter).
- 3) I am not a big fan of chocolate.

Thanks Erin for once again giving us great insight into your life and your invaluable advice! Great shout out to the Catskill Game Farm/upstate NY also! We can't wait to see where the next 3 years will take you (maybe we can make this a tri-annual tradition?).

Accenture

By: Felicia Kaloydis

In austere economic times such as these, organizations leverage the expertise of management consulting firms, to assist them in making the tough decisions necessary to innovate and survive in their specific industries. Accenture, the focus of the current organizational spotlight, is one of the largest global management consulting firms that provide technological support and strategic guidance to organizations, particularly during periods of organizational change. With approximately 259,000 employees spread out across offices and operations in over 200 cities in 54 countries, Accenture delivers consulting services in five operating groups; specifically, Financial Services, Communications, Media and Technology, Health and Public Service, Products, and Resources. To discover more about Accenture, visit www.accenture.com. As usual, the focus of this organizational spotlight is to acquire information concerning life beyond the classroom walls at Florida Tech. To this end, two of our alumni, Emily Marovich Tupper and Greg Tupper, graciously provide key information concerning their various consulting responsibilities at Accenture.



Emily

Emily: “Before I go into discussing my job responsibilities, I will give you a little background on my career path after FIT. After graduating, I took a consulting job (got the interview via the job search function at SIOP) with a small consulting company in Dallas, that focused on job analysis and competency modeling. After two years, I decided that I wanted to try consulting for a larger company, and I heard great things about Accenture. I started my employment with Accenture as a consultant in 2007. Currently, I work in the group called Management Consulting, which includes a range of groups that focus on supply chain, strategy, finance, and my group, Talent and Organization (T&O), to name a few. This group oversees training/learning management, change management, HR, org effectiveness, leadership, among other functions. Since joining the organization in 2007, I have been promoted twice, and I am presently a Senior Manager. I also have a client specialty that I am aligned to; therefore, I only work in “Resource” client area, which means either Oil & gas (which is the type of client I work with), or it can be utility or chemicals.

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Emily: My time at Accenture has generally been split between engaging in two types of projects. Firstly, much of my career has been focused on large IT implementations, where I lead the change management portion of the work. This means that I help determine what is needed to get the people impacted by the change initiative through the change process (i.e. training, communications, change liaison support, leadership support). This is a large percentage of the work that Accenture does in the T&O space. Secondly, I have spent some of my Accenture career (including the present time) conducting competency development, organizational design, or leadership type of work. Presently, I am working with a client to develop a leadership development program for a new Business Unit. My project group has created a leadership competency model, an assessment process to determine the development gaps, and programs to put into place to close these gaps (i.e., mentoring or coaching).

With regard to the nature of my work, there are a few things that I love about Accenture, in no particular order, they are:

1. The people. I work with some of the smartest, creative, driven people that I have ever met. I am constantly learning new things and being surprised by how awesome the people are around me.
2. The work. I like the way that I am able to change the type of tasks that I perform, or where I do them, very easily. Therefore, I do not need to get a new job if my tasks get too monotonous, just a new project. Although change can be stressful, for me it is exciting! In addition, I think I am able to learn at a fast pace with this project cycle style of work.
3. Working onsite with clients 100% of the time. Some consulting companies do not have you travel to your clients on a weekly basis, usually for obvious reasons related to cost. Prior to gaining employment with Accenture, this is how the consulting company that I worked for operated. Currently, I love that I am able to embed myself with my client onsite, and be a part of their team. Their problems become my problems and “we” work through things together. The client ends up respecting me and trusting me more quickly, and I am able to get a lot accomplished with this atmosphere.
4. The Accenture network. Accenture has over 250,000 employees worldwide. We are one of the largest consulting companies in the world, if not the largest. This may seem intimidating or overpowering to some people. To me, it means that I have 250,000 colleagues that can help me solve a problem.

As a Senior Manager, I have gained a lot of diverse experience with Accenture in less than 6 years. I think the most valuable experience is being given different challenges on a daily basis, and being given the opportunity and resources to accomplish them in all different aspects. I have expanded my skills in leadership development and change management, among others. Every time I ask for a new role or challenge to learn something new, I am given the opportunity, which is fantastic!

The Pulse

Emily: One of the most important assets that I gained from FIT, which helped me be successful was my actual consulting experience. The fact that graduate students were fortunate to work with a couple of different clients, solve their problems, produce a product, and work as a team to complete projects, was an advantage. Looking back, I might consider those projects to be simple or easy, but they were so challenging at the time! Without those experiences, starting work would have been that much harder. I also learned a good baseline for a lot of the work I perform presently. When I begin tasks such as creating a survey (which I end up doing for almost all projects), I typically think back to my classes, where we worked on item writing and remember the right process for those (thanks Rich!). Moreover, some of the helpful tips that I learned from Lisa in our organizational behavior class will come to mind from time to time (thanks Lisa). Even this week, I was attempting to recall old stats knowledge from Art! It's amazing that even almost 8 years later, there are things from graduate school that help me in my work! Overall, my graduate education at Florida Tech enabled me to build up the confidence to go out and start working in the field, assured that I was ready to be an asset among my peers.



Greg

Greg: “The nature of my work at Accenture is basically the same as Emily’s work. I joined Accenture in 2010 as an experienced hire in the Human Capital and Organizational Effectiveness group. Prior to joining Accenture, I worked for a petroleum company in the internal Human Resources function. I prefer working for a consulting firm over working internally, due to the flexibility and variety of experiences that consulting provides.”

Thank you Emily and Greg for providing us with insight regarding life at Accenture!

If you are interested in pursuing career opportunities at Accenture, feel free to contact Emily or Greg via the Florida Tech I/O alumni network.

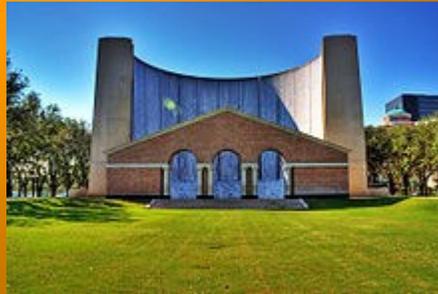
The Pulse Houston Guide

WATER WALL

Houston's Water Wall is about a 20 minute drive from the Hilton where SIOF is being held. According to reviews, it is the number one landmark to visit while in Houston.

The Water Wall is located in the Uptown District of Houston at the Gerald D. Hines Waterwall Park. It is a multistory fountain that is open from 10 am—10 pm.

If you're worried about the 20 minute drive, no worries! There is shopping close by to make it worth the trip.



As it turns out, this happens to be the very first SIOF city guide that all of The Pulse editors are completely clueless about!

With that being said, take a look at our recommendations for this year's SIOF at Houston.

We hope they don't disappoint, but please forgive us if there are any major oversights for those of you who consider yourselves Houston experts!

By: Michelle Thackray

VIC & ANTHONY'S

Where to find good eats? Vic and Anthony's is known for their steaks but also receives rave reviews for EVERYTHING on their menu! Given it's only a 5 min drive from the hotel, it is likely to be worth the trip.

Where: 1510 Texas St



NOUVEAU ANTIQUE ART BAR



This unique bar is only a 10 minute drive from the SIOF hotel. It's an antique bar that many consider a

must see while visiting Houston.

The atmosphere is unlike any bar you've visited and they have nightly happy hour specials!

Where: 2913 Main St

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BAYOU BEND COLLECTION AND GARDENS

One of my favorite things to do every SIOP is explore a garden or park in the middle of the hustle and bustle of a city. The Bayou Bend will certainly fulfill this tradition. This site has both a museum as well as a garden so if you're feeling artsy you can kill two birds with one stone here. Only 15 min away from SIOP hotel!



Where: 1 Westcott Street

TEXAS ROCK GYM

This is certainly not the norm for SIOP guides, but this is the first year that the city's baseball team are out of town. If you're looking to do something sports oriented check out the largest rock gym in Houston!



the largest rock gym in Houston!

Where: 1526 Campbell Rd

TOPGOLF HOUSTON

TopGolf is the premier golf entertainment complex where the competition of sport meets your favorite local hangout spot. Basically, if we were grad students in Houston we would do this instead of bowling. Who's in?

Where: 1030 Memorial Brook Blvd.



THE GALLERIA

Only a 20 minute drive to shopping, dining, and even ice skating! The Galleria looks like there is something for everyone! Might want to give it a visit if you have some time to kill.

Where: 5015 Westheimer Rd



By Charlie Scott

Meet The First Years



Watch out! We bite!

Hello everyone!

So by now you've seen us lurking in the halls, our eyes glazed over with knowledge. But for those lucky enough to have avoided us, or those curious to know more... MEET THE FIRST YEARS! Best of all, we have lives outside of campus!



Enjoying September in Melbourne!

From Left to Right: Leah Ellison, Hairong Jiang, Irina Gioaba, Charlie Scott, and Agnes Flett



The First Years Hosting the Annual Halloween Bash

From Left to Right: Barbie (Keemia Vaghef), Lydia Deetz (Leah Ellison), The Bumblebee (Jenny Kiesel), Black Cat 1 (Hairong Jiang), Clark Kent (Charlie Scott), Black Cat 2 (Kristine Chung), Referee (Brittany Dian), Lady Sailor (Irina Gioaba), Tavern Lass (Thanh Hampton), and "Gold Digger / Lady Bling" (Jessica Prior)



Happy Birthday Kristine!

From Left to Right: Irina Gioaba, Keemia Vaghef, Kristine Chung, Jenny Kiesel, Hairong Jiang, Agnes Flett, & Leah Ellison

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The Pulse



Here We Are!

Turns out Dr. Gabrenya did the impossible (and got a picture of everyone)!
 From Left to Right: Synne Langeland, Irina Gioaba, Jessica Prior, Chelsea LeNoble, Leah El-
 lison, Hairong Jiang, Brittany Dian, Kristine Chung, Charlie Scott, Thanh Hampton, Trevor
 McGlochlin, Jenny Kiesel, Keemia Vaghef, Agnes Flett, Yumiko Mochinushi



Hairong Jiang

Where are you from?
 Nanjing, China

What two words describe your personality?
 Cheerful and Laid-back

What's your ideal job?
 A job that I enjoy, with good pay, and close to my friends and family!

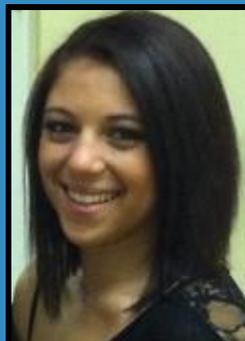


Jessica Prior

Where are you from?
 Glastonbury, Connecticut

What's your ideal job?
 Internal consulting for a large organization

Who is your favorite sports team?
 NEW ENGLAND PATRIOTS!



Chelsea LeNoble

Where are you from?
 Miami, Florida

What's an item on your bucket list.
 Sky diving in DeLand!

List two hobbies.
 Poetry and cooking new things with BACON!



Irina Gioaba

Where are you from?
 Bucharest, Romania

What's different here in Melbourne?
 There's no snow and the beach! But there are no sidewalks here!

Which professor would you like to have drinks with?
 Dr. Jessica Wildman



Charlie Scott

Where are you from?
 Flagler Beach, Florida
What's your ideal job?

I'd love to work abroad or for a large multi-national.
If you weren't at FIT, what would you be doing?
 Creative writing or Marine Biology

The Pulse



Almost the Whole 1st Year Crew (and a few stray second years)

Seriously, you guys have no idea how hard it is to catch our entire class in a single picture. It's a miracle to take a picture with everyone looking at the camera!



Agnes Flett

Where are you from?
Aberdeen, Scotland
Name two hobbies
Golf and Aerobics
If you weren't at FIT, what would you be doing?
Continuing to run my HR consultancy business full time back in the UK.



Brittany Dian

Where are you from?
Chicago, Illinois by way of Pittsburg, Pennsylvania
What two words best describe your personality?
Honest and Ambitious
What is your ideal job?
I'd really love to work in consulting for a few years to get some good experience to help narrow down my interests!



Trevor McGlochlin

Where are you from?
Salt Lake City, Utah
If you weren't at FIT, what would you be doing?
Applying for a job at Google.
What is your ideal job?
Vice President of Organizational Development for a professional sports franchise.



Leah Ellison

Where are you from?
Richmond, Virginia
If you weren't in school, what would you be doing?
Waitressing. Thank you grad school!
Name an item on your bucket list.
Live and work in a foreign country for at least one year.



Jenny Kiesel

Where are you from?
Washington State
If you weren't at FIT, what would you be doing?
Ideally studying art or neuropsychology
What do you miss most about your undergrad experience?
All of the free time!

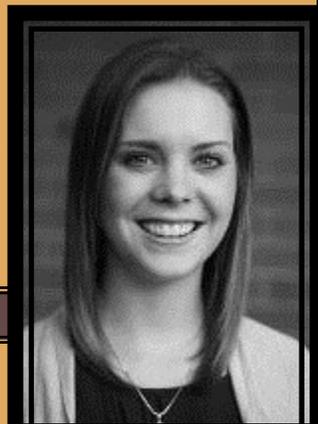
The Pulse

Shout-Outs!



Katie Piccone

Katie has received a 2013 Society for Industrial and Organizational Psychology (SIOP) Foundation Graduate Student Scholarship award of \$3,000. She was one of only two who received the honor. The award recognizes achievement in a graduate career and is intended to assist with costs for doctoral students in the field of I/O psychology in carrying out their dissertation work. The award is also based on the potential of the recipient's dissertation to make significant theoretical and applied contributions to the field. Katie's dissertation explores role of task-relevant affect on decisions to allocate resources to competing goals over time. Specifically, this research focuses on the antecedents and consequences of the activation dimension of affect, which has yet to be studied in a competing goal context.



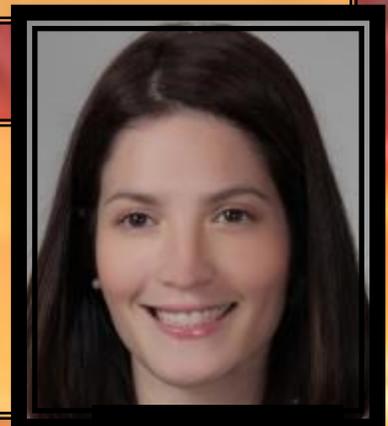
Regan Lineberger

Regan received the SBSHRM scholarship from the SBSHRM Chapter for \$750. She also received the SHRM Graduate Academic Award for \$5,000. Only four recipients nationally win!



Mike Tocci

Mike received the SBSHRM scholarship from the South Brevard SHRM Chapter for \$750! The award honors leadership in SHRM and excellent academic performance!



Bianca Trejo

Bianca received The Robert J. Wherry Award for the Best Paper at the 2012 IOOB Conference. Bianca will accept her award during the Plenary session on Thursday, April 11, 2013. Her paper was entitled, "Emotion Regulation Ability, Optimism, and Strain: Relationships with Cross-Cultural Competence."

Wow! Way to Go!

The Pulse

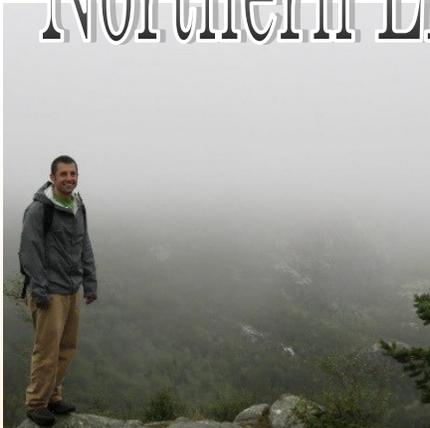
The World in Our Hands: I/Os Studying Abroad

By Rana Moukarzel

It is a well-known fact that the I/O program here at FIT hosts a many international students. In an effort to make our program more visible internationally and prepare our students in the global application of I/O Psychology, the I/O program at FIT was the first in the country to offer a concentration in International I/O. The Ph.D. curriculum focuses on courses in cross-cultural theory, research design, and practice, as well as international business and cultural competencies. As part of this effort, students enrolled in the concentration get to enjoy a robust international experience by studying abroad at one of our academic partner's program (e.g., BI Norwegian Business School, East China Normal University, Universidad de Valencia, University of Silesia).

For the time this past semester, two of our 2nd year PhD students- Tom and Leah- left us for a semester long study abroad adventure to Norway and Spain, respectively. During this time, we also welcomed an exchange student- Synne- from BI Norwegian Business School. All three were excited to share with us their experience and insights about their global adventure in this short interview.

Northern Lights vs. Sunshine State



Tom Skiba (pictured above at Preikestolen) studied for a semester at BI Norwegian Business School, Oslo, Norway.

[Tom's responses are in **Green**]

The introduction week with bowling and a picnic was a very cool start of the semester by getting to know the professors and their respective families.

~ Synne



Synne Langeland (Pictured above at Disney) joined us from BI Norwegian Business School for 4-months.

[Synne's responses are in **Orange**]

Norwegian names are really challenging and at first it can be difficult to differentiate the names and faces of the hordes of slender 5'8" blonde women.

~ Tom

The Pulse

What did you think of the “program culture” (e.g., student interactions; student-faculty interactions) in your host country compared to home ?

T: There is a much greater emphasis on group work so students have advanced skills for group projects. They do thesis in tandem as well. However, the big difference is the exchange student culture. BI has exchange students from around the world in all the difference concentrations and the most enriching part of the experience was building relationships within those circles. In some ways it setup a dichotomy between the comfortable consistent life of the Norwegians, and the high energy spontaneity of the exchange students.

The student-faculty interaction was quite similar to FIT; Norway being a very egalitarian society in which all is fair and everyone is equal, I used my professors first names and they were very approachable. This was a much greater contrast for other students who came from more formal school interactions.

S: It is great to have been a student at a real American university – it all felt just like what I have seen in the movies! It is a little funny, quite cool, and fascinatingly different from the everyday life at BI. Throughout the semester, I met a lot of students. They were all very friendly, interesting, and easy to get along with. Other international students in the program had a similar mentality, but were even more outgoing, easy to get to know because they were in a similar situation as mine, and had an open perspective unto the world. The relation between professors and students are closer and more personal at FIT than at BI. I heard that this is special for this program, but that has really been to my advantage. Also, I praise the professors for their profound interest in their course as well as their care for the students. The fact that they are open to sharing their personal experiences and are available for their students outside class time is not something I take for granted as a BI student.

Did you have any trouble adjusting to the new life? Socially:

T: Joining second year students can be tough because they have their clicks and have developed cohesion without you. Although my classmates were welcoming at school, it is hard to remember that they have busy established lives and although they mean to be welcoming, they forget you showed up all alone. Yet, as an enthusiastic exchange student, my peers and I shared an openness to culture and experience that snowballed into many adventures, personal conversations and a whole lot of fun. The best part of Norway is the outdoors and the cabin culture and I spent many weekends on some mountain top in a cabin enjoying the colorful characters (Norwegian and other) I was lucky to spend time with.

S: No, I was lucky to move in with two other FIT students, take part in the mentor program, and work a lot in teams. However, due to the fact that FIT students were busier than my fellow students back home, in terms of class and workload [aka Hellmester], I was less social with my classmates than I would have been in Norway.



Tom and BI peers in Stavanger

The Pulse

Did you have any trouble adjusting to the new life? Academically:

T: Taking different classes from a somewhat different perspective really stimulated my creative juices. Academically, the semester was very helpful for developing new ideas and getting exposed so some areas of theory we do not covered at FIT.

S: The workload was much more demanding and challenging than at BI. The heavy workload is manifested in more readings per lecture and more evaluations throughout the semester, compared to BI. In spite of these demands, I learned a lot more during this exchange than in a semester at Bld. This was my one and only challenge during this experience but I was met with understanding and a willingness to accommodate from the professors at FIT.

What did you like best about your experience?

T: My best moment was hanging my feet off the edge of Preikestolen, a giant cliff with 1982 feet between me and the rocky water, with my friends.

Also is so safe. So peaceful evening walks through parts of the city and the multitude of public transportation options will be missed.

It was fun trying to explain American cultural norms in my classes when reflecting upon articles. I often found myself saying, "well yes, in some places" or "yes, from an elite academic perspective that's true".

Memorable Moments:

I spent 14 hours in a 9 seater Opel van driving around Tromsø (the northern city) to find northern lights. It wasn't just the fact that we managed to see reindeer, whales, and northern lights (which were spectacular), it was the end of my trip and the friends I was with 4 Germans, 1 Belgium, were so cohesive and loving. Being out in the middle of nowhere, freezing cold, driving for hours with these people, I couldn't have been happier. In reality, I can reflect on the beautiful emerald beams of light in the sky with some amazement, but it was really the dynamics of this group that was the highlight and something I genuinely miss.



Northern Lights taken outside Tromsø

S: Even though I came to FIT to study, I have to admit that my best social experiences during my four months in the US were to visit Miami, Orlando (with Disney World and Universal), Key West, Everglades, and New York. I had family and friends over for two longer vacations - which gave me long-desired holidays.

I enjoyed using the outdoor swimming pool in the mornings, staring at the long isle of ice-cream at WalMart and picking a different ice cream flavor every time, as well as to waking up and putting on my summer clothes for four whole months.

I was also privileged to work with people from all over the world; it was a great experience as I learned about their cultures and realized that even though we come from different parts of the world we are able to collaborate and create good quality work together.

Memorable Moments:

One of the best experience I had was the day I took part in Obama's campaign event prior to the Election. We were standing in line for about 12 hours to get tickets and get into the event; a hot and monotonous experience in itself – but totally worth it! What is the likelihood of seeing Obama when spending only four months in the US, and that he visits exactly your campus? I was excited to see him, and have to confess that I am a little more star struck for seeing him than the King and Queen of Norway.



Synne enjoying some "American" delicacies

The Pulse

¿Habla usted Español? Leah's Study Abroad Experience

Leah Wolfeld studied at the University of Valencia, Spain, for 5 months where she enrolled in courses covering Basic Methods and Interventions / Methodology, Organizational Change and Development, Training / Selection / HR Assessment, Team Building and Development, and Psychosocial Risk Prevention.

What did you think of the “program culture” (e.g., student interactions; student-faculty interactions) in your host country compared to home ?

Students spend a lot of time together, as the assignments were almost exclusively group work. The group was very tight-knit. In terms of student-faculty interactions, we were able to address our professors at a first name basis like we do at FIT. The classroom provided for some excellent discussions.

Did you have any trouble adjusting to the new life?

The program at the University of Valencia is very different structurally. We had projects and presentations instead of readings and tests, and were scheduled to be in the classroom for 40 hours a week, either for lecture or for group work. This was definitely my biggest adjustment. However, having entire days dedicated to working on and delivering group projects made the entire group work process less complicated.

What did you like best about your experience?

Almost everyone in the class (12) represented a different country, and all were kind, open, interesting people with remarkable experiences across cultures.

I enjoyed living in the city, and the lifestyle that it permits. I loved hearing Spanish everywhere, the *café con leche* and croissants, grabbing wine and tapas in the SoHo-style neighborhood Russafa with friends, and walking or biking to class in the “river” Túria, which is in fact a river bed made into a city park with sculptures, bike paths, playgrounds, and soccer fields.

What were some things that you struggled with?

I’ve studied abroad and moved to new places on my own before so I knew what to expect regarding making new friends and constructing a social life. More than anything, the time difference made keeping in touch family and friends back home pretty complicated. A major social “adjustment” was related to the fact that everything is closed on Sundays, and on weekdays from 2 to 5 for lunch and *siesta*. Apparently, I run all my errands during exactly those times in the US.

In Spain, people have smaller personal bubbles and better personal fashion. Also, some lines that are clear here are blurry in Spain, like the minute hand on watches.

~Leah



Rainy day in Valencia's center with Nele (Germany).



Lauma (Latvia), Leah, Alexander (Sweden), Carolina (Colombia) showing off our materials for the cross-cultural teamwork .training we gave.

The Pulse

Final Thoughts From Our Global I/Os.

Studying abroad provides you with the opportunity to explore a new culture, see a whole new continent, meet interesting people, soak in the atmosphere of a totally new city, and combine the school work with great leisure activities. This has been a great experience— next time I will have to be more prepared for the workload waiting for me.

~Synne

It is best to go abroad as a nomad, in your mind you have to be open to your next destination, needing very little to sustain yourself (especially because you wouldn't be able to afford your normal lifestyle) and act genuinely, because people from other countries think young Americans just have superficial relationships.

~Tom

Studying abroad has been a rewarding, and an exceptional learning experience in many, many ways. If you do decide to study in Spain, look both ways before you cross the bike lane.

~Leah



Leah at the science museum in Valencia, Spain

Interested in the International I/O Concentration?

This Spring semester, Brigitte Armon (2nd year) and Bianca Trejo (4th year) are gaining their international experience at BI (Norway) and the Winter School (Valencia, Spain).

The program has welcomed Gebeyehu "Geb" Begashaw from Ethiopia (Geb is interning with ICCM), and will also be welcoming Ida Caroline as our new exchange student from BI come Fall 2014.

If Tom and Leah's stories and experience have inspired you, if you have a passion for culture, and if you foresee an international career for yourself, the I/O concentration might be cut out for you. Check out our website (<http://cpla.fit.edu/io/international/>) for more information regarding the curriculum, what others have to say about the program, and meet our International Alumni!



The Pulse

From the Job Hunt to Life After Grad School

By *Katie Piccone*

Amy Gammon
&
Jessica White

It's easy to forget that there's life after graduate school, especially when we're in the midst of Intro to I/O readings, ARM projects, Comps prep, and dissertation writing. When do you, or, when *should* you, start searching for your next life adventure? What are the first steps to take? How does the "real world" compare to grad school? To find some answers to these questions, we pinned down Amy Gammon (Ph.D., 2012) and Jessica White (M.S., 2012).

Although she will probably be known forever as the star stats T.A. here at FL Tech, **Amy** is currently teaching at Ripon College in Wisconsin. Amy teaches undergraduate courses in Personnel Selection, Organizational Behavior, Human Resource Management, Research Design and Statistics I & II, and Research Seminar.

Alternatively, **Jessica** went the applied route and is currently working at HCP and Associates in Tampa, FL, where she is a Research Analyst. Her duties include a wide-array of services for clients depending on their needs, but she often develops and analyzes surveys, which serve to measure both client and employee satisfaction, and helps identify areas of improvement for organizations.

Read on to see what they had to say about their experiences!

When did you start looking for jobs (e.g., how long before graduating)? How long did it take you to land your current job (from the time you started looking)?

AG: I started looking for academic jobs the Fall semester before graduating in the Summer semester. For academic jobs, the appointments usually were for the following school year. I accepted the job in the Spring semester.

JW: I started looking for jobs in March before May graduation. I landed my current job actually on my birthday, June 1st, just in time to move back home to Tampa.

What were some sources you used to find job openings? Did any of the faculty help you with your search?

AG: I used Higher Ed Jobs, The Chronicle of Higher Education, and the SIOP website. The faculty was very helpful with tips and strategies and writing recommendation letters. Thank you again!

JW: I used many of the typical sources to find jobs, such as Monster and Career Builder. I also posted my resume with FIT career services. Art Gutman got me in contact with an alum, Albert Murillo, in Tampa to help find a job, since he was familiar with the Tampa area. With the help of Albert and Dr. Gutman, I landed my current job. I am deeply appreciative for their help.

The Pulse



Amy

Did you feel prepared for the working world when you graduated from FL Tech? If you could do it all again, would you prepare in a different way? What are some suggestions you'd give students who are preparing to enter the working world (here, you can focus on either academia or applied, or both)?

AG: I felt prepared for the working world when I graduated. If I were to do it again, I think I would have done more applied work so I could give more examples while teaching. As far as suggestions, I would say to try to have both applied experience as well as teaching experience.

JW: I feel I was semi prepared, and when I say that, I mean I should have had more working experience in the field. One thing I would suggest to students is to gain as much experience as possible before jumping in. I had an internship for my practicum, which helped me a lot, but if I had more, I feel my adjustment to the work environment would have gone more smoothly. Not only that, employers value experienced above education more than ever. Lesson learned from me to students who are looking for an applied I/O job: take advantage of as much working experience as possible when you have the chance.

Any other survival tips you'd give those getting ready to look for jobs?

AG: If you have location preferences, it may make the process more difficult. If you want a job in academia, the deadlines for applications usually range from October to January for the following school year.

JW: Just breathe. Job hunting is stressful, but if you are cool and calm, eventually things will come your way. Be confident, know your skills and abilities, and just be yourself. I purchased an interview survival book that helped me prepare. It was extremely helpful! Also, have professionals proof read and provide feedback to your resume. An HR and an I/O professional look at my resume and gave me areas to improve on. Now I feel my resume is top notch.

How does the real world compare to being a graduate student? Do you want back in or are you happy to be free?

AG: I think the workload immediately after graduate school was greater with having a new scene that needed different time management strategies. As a teaching assistant or adjunct instructor you could focus on prepping just one course. As a full-time faculty member you have more responsibilities such as prepping multiple courses, grading all the time, conducting research, attending several meetings, workshops, and school functions, serving on committees, advising students, supervising student research projects, and writing recommendation letters.

I would like to be a graduate student again in warm sunny Florida...it is currently snowing here.

JW: Be careful, the real world will hit you like a ton of bricks. Just kidding. I won't sugar coat it though, the real world is nothing compared to graduate school. While I know many of us feel ARM is the most stressful part of our graduate school experience, I can say now with full confidence that I value the lessons learned from the experience. ARM is only a glimpse at what the applied world may look like, and I appreciate how the program simulates how the real world would look like.

The Pulse



Jessica



What skill(s) did the program provide you that are invaluable in the working world?

AG: Critical and analytical thinking skills and problem solving skills

JW: Report writing, time management skills, and just overall my education. I value the education I received more than anything else.

What skill(s) did the program provide you that are invaluable in the working world?

JW: I often tell myself to remain cool and calm when things become too stressful at work, and remind myself that my hard work will pay off.

Finally, just for kicks, what's your favorite memory of your time at FL Tech?

AG: I have several favorite memories...all of which include hanging out with you, Margaret, and Maria. A school related memory would be how we rooted each other on before the various defense milestones and then waited excitedly to congratulate each other right after and one of the times everyone hid behind the car and then jumped out saying congratulations and spraying silly string everywhere. All of our birthday celebrations, the post-comps cruise, and brunches are great memories too!

JW: At SIOP 2011 in Chicago, I went to a company party with Art Gutman that was 1920's themed. At the party, they provided the guests with costumes to dress up like your where in the era, so naturally they had flapper costume material. Art decided to wear a feather boa, as did I, and we had a blast! Needless to say, he was the life of the party. This is a memory that will stick with me for a long time.

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

The Pulse

Charlie's Den of Discourse

Work Hard, Be Cool

By Charlie Scott

As a 1st year, one of the things that has really appealed to me since arriving last semester has been the great cultural diversity represented by my incoming class and the classes ahead of us. I'm really proud of how cultural differences are embraced rather than ignored by the program, including both classmates and faculty.



Lisa Silva showing us how to do Halloween Dia De Los Muertos Style.



Remember, Remember the 5th of November
Pictured from foreground to background: Synne Langeland, Agnes Flett, Pamela Jackson, and Irina Gioaba all celebrating the UK's Bonfire Night!

And of course I also love to have a good time. So, one thing we've been doing the last year is getting together and celebrating our various national holidays. This started just after Halloween and we've been rolling pretty strong since then!

Additionally, what started as unofficial, fairly impromptu get-togethers have been officially recognized by the program. This spring we received funding from the department to have a Chinese New Year, Spring Festival Dumpling Party!

The best part of all this is that we've been able to have fun and learn new things, for instance: the historical importance of Romanian National Day, the point of Robert Burn's Night, and how to make authentic Chinese dumplings! Of course, we're always up for just a bonfire night with a bunch of fireworks and beer... That's cool too.



Chinese Lunar New Year Dumpling Party
(Before the rest of the horde arrived):
Making some delicious DUMPLINGS!



The Pulse

Congratulations!



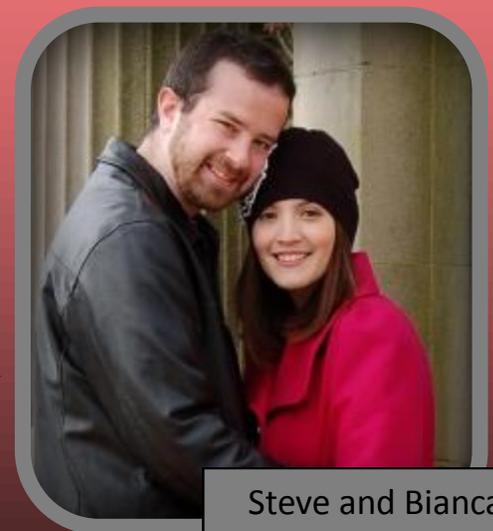
Paul and Katie

Katie: I met Paul Merlini (M.S., 2007) during my first

year in the program and we started dating shortly after the start of my third year. Luckily, he has the patience of a saint -otherwise, I doubt he'd stick around through coursework, comps, and dissertation! He proposed Thursday, Feb 21st in Orlando. That day, on a stress scale from *1st Year Orientation to Comps*, I was about Hellmester on a day where Rich decides to throw in a project twist. I came home from school 2 hours late after unsuccessfully trying to fix something I have 0 skills in (javascript for my diss study), stubbornly refused to go out to eat because of my irrational compulsion to immediately fix the issue, and more than slightly panicked as Paul led me away from my laptop. I asked him, "Are you really doing this right now!?" (poor guy!). Yes he was and I said yes. We celebrated with champagne and, by the time we finished our calls and were ready for dinner at 11pm, Taco Bell. Ever the romantics!



Bianca: Steve and I met at Florida Tech's orientation day. As he sat down right next to me, I smiled and introduced myself. I immediately noticed his bushy beard and thought to myself, he must be one of my professors! Eventually, after realizing that we both shared a similar interest for community engagement, I started to like his beard and realized that he was younger than me-only by 3 months, it's not like I'm robbing the cradle! Fast forward to October 21st when he proposed to me in Melbourne. I had just gotten back from a late meeting, and we had planned on going out to get dinner. I walked into our house and immediately saw my dog next to a piece of paper. We have two miniature dachshunds and they are infamous for tearing up/devouring paper. So, the first words out of my mouth were "Martini, what is this?!" But as I walked closer, I noticed the paper was not ripped into shreds, rather it was folded neatly into a square. Then, Steve told me that I should open it and read it. Inside the piece of paper, I read one of the best memories that we have shared together. After reading this piece of paper, I saw another; this one also contained a memorable experience that we've had together. Our journey down memory lane continued all over the house-with the last one having been placed with the ring! I turned to him laughed and hugged him, saying, "Oh my gosh, of course, yes!" One of my favorite notes described the time when he screamed really loudly after I had pushed him into our bathroom containing a spider. His scream was so high pitched, that I immediately started to laugh. I laughed so hard that I had tears running down my face and could barely breathe.



Steve and Bianca

The Pulse

Take a trip with SHRM

by Irina Gioaba and Jessica Prior



All of us in front of SHRM headquarters

Solve a 10 page case study, write a two page executive summary, and develop a 15 minute PowerPoint presentation...all in four hours!

This can summarize the 2013 SHRM Southeast Case Competition. This year the SHRM Southeast Regional Student Conference was held in the beautiful

historic city of Alexandria, VA. Our team (from left to right: Jessica Prior, Mike Tocci, Christa Phillips, and Irina Gioaba,) fearlessly led/advised by Jim Gallo, took on the challenge and competed against 4 other graduate teams from all over the Southeast region for a chance to win \$2,500 and funds to attend SHRM's Annual Conference in Chicago.



Out on the town with our friends from UCF!

Similar to the previous years, we were placed in a hotel room with no access to external sources and given 4 hours to come up with solutions for a fictional case study. After completing this task, we had to present our recommendations in front of a panel of HR professionals that acted as judges.

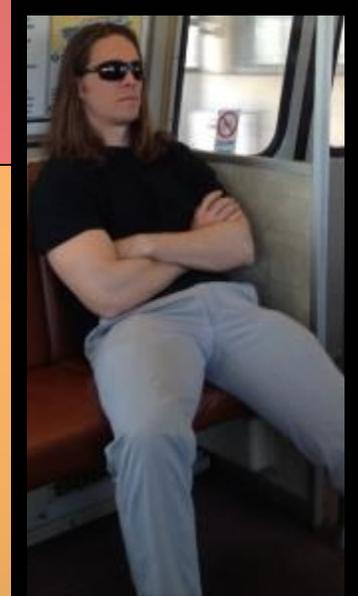


Jessica and Jim enjoying some delicious food.

The Pulse



Mike and Christa getting ready to compete



Mike protecting us on the train into the city

Although we were not chosen as finalists, we learned a great deal about HR topics, presentation skills, and most important how to speak the "HR" language. In addition to the competition, the team took the opportunity to network and to create some ties with our colleagues from UCF. Together, we enjoyed the nightlife of Downtown Alexandria and some of us learned how to "Wobble" (ask Mike for a demonstration). We also got the chance to take a quick tour of downtown Washington D.C and traced the steps of Forrest Gump and Jenny on the steps of the Lincoln Memorial.

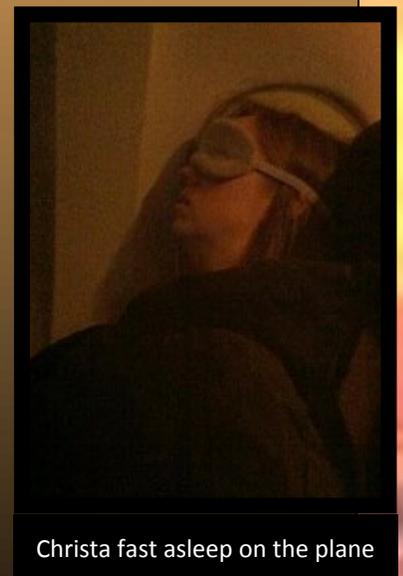
Unfortunately Mike and Christa will not be able to participate next year as they are now PhD students, but the team looks forward to new team members and will continue to compete to come back with a win for FIT!



Jessica, Irina, and Mike in front of the Washington Monument



Irina at the White House



Christa fast asleep on the plane

The Pulse



Gang's All Here!



First Year Ladies



Tom, Mike T., & Jim



Fourth Years Soaking Up Free Food While They Still Can!



Lisa and Trevor's daughter try to keep cool!

The Pulse

Where in the world are Murphy and Cleveland?



Hint: Esta estructura se encuentra en la segunda ciudad más grande de España

That's a Wrap!

Congratulations to Stacey Lang for guessing the last location! Stacy is a Florida Tech I/O graduate. She was in one of Lisa's first classes. How appropriate for her to guess the location of Murphy and Cleveland for the throwback issue! If you know where Murphy and Cleveland are this time, be sure to contact your editors to claim your prize!



Irina



Matt and Michelle



Bianca and Steve



Liz S. and Liz C.



Dumpling Making!



Leah Ellison



Amy Gammon, Maria Twitchell, Katie

Hey Incoming first years, we are so excited to meet you! Be sure to check out the mentor site (<http://fltechiomentoringprogram.ning.com/>) so you can get to know some of us before making the trek to Florida Tech! If you have any other questions or concerns feel free to contact Leah Ellison at lellison2012@my.fit.edu