

SOCIAL-I/O AREA NEWSLETTER

NOVEMBER 2005

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A NOTE FROM OUR AREA COORDINATOR

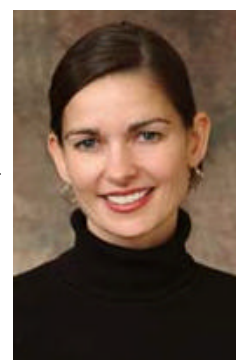
Hello Alumni, Current Students, and Faculty!

As promised, here is the first annual Social/IO Area-Alumni Newsletter. This was designed to provide a vehicle for our alumni to let us know what they are up to, and for us to keep alumni posted with current happenings in the department. One goal is for us to foster strong ties between current students and alumni. Please let us know if you have any additional ideas for establishing connections—I'd love to hear from you.

Hearty thanks to Kristina Matarazzo, my trusty assistant, for pulling this together and finally making it happen. Kudos Kristina!

Happy reading,

Lisa Finkelstein
Social-I/O Area Coordinator



WHAT'S NEW AT NIU?

Some of the things that might be different since you left us...

- Upon the retirement of TOM MCCANNE, JOHN SKOWRONSKI has accepted the position of 102 Coordinator and will step up to the plate for his 3-year term during Spring semester, 2006.
- The new Director of Graduate Studies is our very own CHRIS PARKER. As noted above, LISA FINKELSTEIN has fulfilled his former position as Social-I/O Area Coordinator.

INTRODUCING...

The Department is happy to welcome a new wave of six first-year students and one new faculty member for the 2005-2006 academic year.

FACULTY:

Joining us fresh from her post-doctoral research at the University of Michigan is **Amanda Durik**, PhD. (See picture, left.) Amanda studies personal and

situational factors that promote optimal motivation (interest and performance) among individuals in academic, work, and play settings. Amanda completed her PhD at the University of Wisconsin-Madison in 2003.

STUDENTS:

Pat Bowes, B.A., University of Wisconsin-Milwaukee

Chiatra Hyatt, B.A., Purdue University

Lauren Irwin, B.S., Fordham University

Sara Johnson, B.A., University of Wisconsin-Steven's Point

Danielle Johnson, M.A., NIU

Julie Unite, MSC, University of London



CONGRATS TO...

DISSERTATION DEFENSES

TRACI SACHTELEBEN
JEREMY HEIDER
SARA FARRELL
SAVIA COUTINHO

THESIS DEFENSES

LISA GETTA KUNYSZ
MELISSA COMMISSO
AMANDA SEIDLER
JOEL LYNCH
JILL BUDDEN

FACULTY NEWS

JOHN SKOWRONSKI has accepted a 3-year term as the Associate Editor of the Journal of Experimental Social Psychology. At the end of 2005, he will be stepping down after his 9th year as Associate Editor of *Social Cognition*. John is also on sabbatical this Fall 2005. How is he spending it? In addition to plans to travel to England, John claims, "My

golf stinks and I can't wait to play again tomorrow." In other news, John also recently cut his hair; no more ponytail.

LISA FINKELSTEIN was elected Secretary of SIOP for the 2005-2008 term. She's finishing up as Past Program Chair of SIOP this year, and has one more year on the MPA Program Committee.



John Skowronski
(with ponytail)



Pictured: Some of the current department

Top row (From L to R):

Amy Martin, Sara Johnson, Pat Bowes, Kristina Matarazzo, George Guajardo, Julie Unite, Lauren Irwin, Kevin Byle, Cindy Cerrentano, Stephanie Marberry, Dayla Randolph, Jill Budden, Amy Swanson, Karen Schnite, Danielle Johnson, Chay Hyatt, Jess Hartnett

Bottom Row:

George Neuman, Lisa Finkelstein, Chris Parker, Amanda Durik, Brad Sagarin

CURRENT STUDENT NEWS

What we're up to here...

CINDY CERRENTANO took a summer camping trip with 7 friends to Colorado in an RV. Cindy hates both camping and road trips. She recently moved to Montgomery, IL where she is frequently woken up to the sound of neighbors crushing aluminum cans in their driveway with a minivan. Her research inter-

ests include humor, Latino workplace discrimination and sexual orientation.

JOEL LYNCH and wife Amanda recently bought a house in Rockford to share with their puppy, Wrigley.

TIM RITCHIE and **SARAH WOOD** traveled to Scotland 2 days after Tim successfully completed the comps sum-

mer exam. Tim on the trip: "I'd go back in a wee heart-beat" (say it like *Groundskeeper Willie*). Tim's research interests include autobiographical memory; emotions, affect and mood; fading affect bias; self-regulation; positive psychology; applied statistics & psychometrics.

AMY SWANSON (KREIN) recently got married in August,

2004 and resides in Rockford, IL. This year, she is serving her sentence as George Neuman's RA. She researches job satisfaction, voluntary turnover, and selection.

AMY MARTIN is an Adjunct Instructor at Waubensee Community College and Aurora University. She is also a GA this year. Her research interests include conformity, blog-

CURRENT STUDENT NEWS (CONT'D)

ging, identity, ODT and online infidelity.

CORY SCHERER is working as John Skowronski's RA this year and enjoys researching profanity and persuasion; what people remember about others; spontaneous trait inference/transference; evolutionary psychology; and using statistics to predict the NCAA men's basketball tournament. He also left Las Vegas this summer with more money than he arrived. Nice work, Cory.

STEPHANIE MARBERRY recently joined up with Gamma Illinois,

the ECC's Phi Theta Kappa Alumni Association. She's interested in researching personality, teams, shared mental models, and stereotypes in the workplace.

KAREN SCHNITE is a research associate at NIU's Public Opinion Lab where she likes the requirement for creativity. Her personal research topics include the influence of justice perceptions and professional development priorities of teachers. Karen has been married for 10 years and enjoys retail therapy, working with her

friend's horse and gardening.

JILL BUDDEN has chosen her poison as a Stats TA this year. When she's not researching occupational stress and health, conscious and unconscious motivation and employee attitudes, Jill relaxes with TV (thanks to her DVR), pilates, boating, chocolate and retreating to downtown Chicago.

KRISTINA MATARAZZO is Lisa Finkelstein's RA this year. Her research interests include humor and mentoring.

ALUMNI NEWS

Wonder what your old classmates are up to?

MEL GONNERMAN is working as an Assistant Professor in the Department of Psychology at the University of Northern Iowa where he researches the relationship between religion and health. He also serves as a Projects Coordinator for the Center for Social and Behavioral Research at UNI. Mel recently founded a Non-profit organization, Seeds for the Fatherless. Its mission: to care for the physical, emotional, and spiritual needs of orphaned, abandoned, and fatherless children locally and globally. If you'd like to be added to his mailing list just send a request to: Seeds for the Fatherless, PO Box 57, Waverly, Iowa, 50677.

He and wife Amy recently celebrated their 11th anniversary and have two children, Marshall and Gaston.

JOJO MCINNERNEY (ROBERTS) is an HR consultant at National City Corporation. She also teaches prep courses for SPHR/PHR certification part-time in the Executive Programs Dept. at Cleveland State University. Her teaching schedule also includes HR overview mini-courses and the ASTD-sponsored Human Performance Improvement courses. While JoJo is much more the practitioner than the scientist these days, she is interested in collaborating on her research interests: job satisfaction, employee attitudes, motivation and engagement.

STEVE WAGNER is an Associate Professor in the Dept of Psychology at Central Michigan University. His research interests include psychology of employee ownership, work-related attitudes, and group dynamics. Steve travels regularly to Seattle and Chicago, has a dog,

Balou, and a cat, Whiskers.

JEREMY HEIDER is a Visiting Assistant Professor of Psychology at Eastern Oregon University where he enjoys the small class sizes and collegial atmosphere. His research interests include implicit racial attitudes and interracial interaction behavior; social memory; social inferences; and gender differences in reactions to infidelity. He and Candy just welcomed an addition to their family, Snoop Frankie Frank. (See picture, right.)

NEIL CHRISTIANSEN is an Associate Professor of Psychology at Central Michigan University where he enjoys mentoring grad students and researching personality in the workplace. He has two children: Duncan, 2 and Nicholas, 1; three dogs: Prace, Randal & Kiernen; and 3 cats: Hastings, Haddie and Agatha.



SPOTLIGHT

JoJo McInnerney (Roberts)

- *On her career:*

"I am passionate about career development and am always open to discussing what I've learned from my career path thus far with others."

On the Newsletter:

"I love that you are reaching out to alumni! Great idea... all you need is a cool T-shirt to capture the highlights of our alumni!"



The new arrival of Jeremy and Candy Heider, Frankie, a 3-mo. old dachshund, enjoys "chewing things, having his belly rubbed and driving his mommy and daddy nuts."

ALUMNI NEWS (CONT'D)

KELLY DAGES (HIGGINS) is a Senior I/O Psychologist at Pearson Performance Solutions where she conducts client consulting on HR solutions, competency modeling, and survey and assessment development. She has been married since 2002, and has a black lab.

BARB HOULE is a Psychology Instructor at Riverland Community College in Austin, MN. This summer, she and a colleague traveled to Swaziland where they collected data from various populations on the effects of polygamy on modern living. Having served in the Peace Corps there, Barb was also able to visit with friends. (See picture, right.) Another research interest of Barb's is the relationship between personal motives for volunteering and the salience of need.

SARA FARRELL is an Assistant Professor at Armstrong Atlantic State University in Savannah, GA. Her research interests include OCBs, applicant/employee fairness perceptions regarding organizational recruitment procedures and organizational rewards, gender and other types of diversity in the workplace. She recently started helping with poverty simulations sponsored by the Savannah Poverty Reduction Initiative. What are these? For an hour or so, participants get a feeling for what it is like to be in poverty and (hopefully) an understanding of the barriers such individuals face (childcare, transportation, discrimination, lack of job security, etc.). The simulations are offered all around the country—she recommends participating in one if

you have the opportunity.

BORIS BALTES is an Associate Professor of I/O Psychology at Wayne State University in Detroit, MI where he enjoys researching and mentoring grad students. He received the Humboldt Fellowship Award in 2004, and is the Consulting/Action Editor for *JOB*.

DAREN PROTOPIPAC is an Assistant Professor at St. Cloud State University in MN.

His research interests include selection measure development and evaluation; psychometric techniques and theory; personality influences on org, team and individual outcomes; ODT; and cross-level-off-the-job interactions. He just bought his first house, has been married for 2 years, and is starting a punk/ska band with **Dr. John Kulas**. Their goal: to play an SCSU frat or sorority party. Good luck, and send us an invite.



Barb Houle, with friends in Swaziland.

CONNECTION CORNER

This section serves to connect alumni and current students with research related needs and interests.*

SEEKING RESEARCH COLLABORATION AND CO-PUBS:

a Mel Gonnerman: contact him at mel.gonnerman@uni.edu

c Stephaine Marberry is interested in teaming up for either Social or I/O related research. Contact her at: sberryecc@hotmail.com

c Jill Budden: Contact her at jbudden@niu.edu

a Barb Houle: contact her at bhoule@riverland.edu

a Neil Christiansen: contact him at chris1nd@cmich.edu

a Sara Farrell: Contact her at farrelsa@mail.armstrong.edu

a Daren Protolipac: Contact dsprotolipac@stcloudstate.edu

POTENTIAL DATA POOL SEEKING RESEARCH IDEAS, COLLABORATION AND CO-PUBS:

a JoJo McInerney has access to participants. Contact her at: jojorox@earthlink.net

RESEARCH SEEKING PARTICIPANTS:

a Steve Wagner is looking for employees from orgs with employee ownership plans. Contact: wagne1sw@cmich.edu

c Karen Schnite is looking for K-12 teachers, and peo-

ple studying to be teachers to fill out an online survey.

Please recruit those you know and send them to: http://www.p20.niu.edu/P20/mathsci_survey.shtml

c Jill Budden is looking for working adult participants. Contact: jbudden@niu.edu

a Neil Christiansen is looking for applicants who have completed personality tests. Email: chris1nd@cmich.edu

a Sara Farrell is looking for an organizational sample. Email: farrelsa@mail.armstrong.edu

f Lisa Finkelstein is looking for orgs interested in research on mentoring,

individual differences in diversity training, and/or humor at work. Contact: lisaf@niu.edu

a Daren Protolipac is looking for full-time US employees. Contact him at: dsprotolipac@stcloudstate.edu

SEEKING EXPERIENCE WITH RESEARCH IDEA:

c Joel Lynch is developing his dissertation on mentoring disabled persons. If you have experience with this field, please contact him at: joelelynch@hotmail.com

*See more info and his/her research interests in the:

a = alumni news section

c = current student news section

f = faculty news section

RECOMMENDED READING

The Social/IO Area faculty, alumni and students have been publishing their butts off. Here's some recommended reading, written in whole or in part by your NIU family.

The best part: There was only enough room in the *Newsletter* for a sample of what you've been publishing... and this doesn't even count your presentations! Want to find out more of what the NIU family is writing? Satisfy your craving at PsycInfo!



Baltes, B.B. (in press). Aging and work/family issues, In G. Adams & K. Schultz (Eds.), *Aging and Work in the 21st Century*. Lawrence Erlbaum Associates Applied Psychology series.

Christiansen, N.D., Burns, G., & Montgomery, G.E. (2005). Reconsidering the use of forced-choice formats for applicant personality assessment. *Human Performance*, *18*, 267-307.

Houle, B. J., Sagarin, B. J., & Kaplan, M. F. (in press). A functional approach to volunteerism: Do volunteer motives predict task preference? *Basic and Applied Social Psychology*.

Jones, J.W., & Dages, K.D. (2003). Technology Trends in Staffing and Assessment: A Practice Note. *International Journal of Selection and Assessment*, *11* (2/3).

Finkelstein, L. M. & Farrell, S. K. (in press). An expanded view of age bias in the workplace. In G. A. Adams & K. Schultz (Eds.) *Aging and Work in the 21st Century*. Lawrence Erlbaum Associates Applied Psychology series.

Ritchie, T. D., Skowronski, J. J., Walker, W. R., & Wood, S. E. (in press). Comparing two perceived characteristics of autobiographical memory: Perceptions of memory detail and perceptions of accessibility. Accepted by *Memory*.

Sagarin, B. J., Britt, M. A., Heider, J. D., Wood, S. E., & Lynch, J. E. (2004). Intrusive technology: Bartering and stealing consumer attention. In W. R. Walker, & D. J. Herrmann (Eds.), *Cognitive technology: Transforming thought and society* (pp 69-88). Jefferson, NC: McFarland & Company, Inc. Publishers.

Skowronski, J.J. (2005). In Diversity There is Strength: An Autobiographical Memory Research Sampler. *Social Cognition*, *23*, 1-10.

Wagner, S. H., Parker, C. P., & Christiansen, N. A. (2003). Antecedents and consequences of employees thinking and acting like owners of the business. *Personnel Psychology*, *56*, 847-871.