

I/O PSYCHOLOGY NEWSLETTER

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Hofstra University

Spring 2005

Ψ The News from SIOP 2005 Ψ

By: Terri Shapiro, Ph.D.

The 2005 SIOP conference was held this April in Los Angeles, California. This was a terrific place for SIOP, and it marked the 20th anniversary of the original conference held in Chicago in 1986. The people involved in the original meeting could never have imagined how the conference would grow in terms of attendance and the variety of sessions and activities offered. I was pleased to see that, as in years past, many of our students attended the big I/O festivities. Dr. Shahani and I presented a poster on physical attractiveness and selection decisions in India and the U.S. Despite the fact that the poster session was only held for one day, I am happy to report that many were interested in our research!

What exactly is SIOP? SIOP is The Society for Industrial and Organizational Psychology. It is an association of individuals who are the world's top workplace behavioral scientists. This society has more than 6,000 members from all over the U.S. and 42 other countries. SIOP contains a diverse and prestigious group that focuses on building better organizations. By this I mean by

improving upon the performance and satisfaction of individuals, teams, and groups of employees to increase productivity. Many SIOP members have a doctoral degree and are affiliated with the American Psychological Association (APA) or American Psychological Society (APS). To learn more about SIOP and becoming an I/O Psychologist, visit their website at www.siop.org.

Why should you go to the SIOP conference? Some reasons for going are that they have excellent preconference workshops, strong programs involving interactive sessions and special events, and many opportunities to network and connect with other researchers and practitioners in this field. The SIOP conference provides many opportunities to interact with, and learn from, I/O psychologists from the U.S. and many other countries. The conference includes formal academic and practitioner presentations. There are also several informal opportunities to interact with other members such as coffee and lunch breaks, evening receptions, community of interest sessions, the SIOP golf open, and the SIOP 5K run. The SIOP Conference provides an opportunity to meet new I/O psychologists, catch up with graduate school friends, meet with former graduate students, learn about new trends in the field, and most importantly network with those in the field. Overall, the SIOP Conference is a wonderful experience for those who are new, or not new, to the field.

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Questionnaire Results



Q and A with Dr. Ira Kaplan

- 1. If you were stuck on a desert island, what other Hofstra I/O professor would you like with you?**
Terri Shapiro (but I doubt that she would want to be stuck on a desert island).
- 2. What one word best describes you?**
Quiet.
- 3. If you could be any famous researcher, who would it be?**
Richard Hackman.
- 4. Professionally, what is your biggest regret?**
That I have not yet made a transforming contribution to human knowledge. I still hope to do so.
- 5. If you had 3 wishes, what would they be?**
Peace, health, and happiness, for everyone.
- 6. If you could change your career, what profession would you choose?**
I'd be a composer.
- 7. What is in your CD player right now?**
Gershwin plays Gershwin: The piano rolls.
- 8. What is your favorite store?**
Ben's Delicatessen in Baldwin.
- 9. What was your worst job?**
Being in the Army.
- 10. If you had to live with only 3 television channels, which would you choose?**
PBS, Discovery, and CNN.
- 11. If you could be one age for the rest of your life, what would it be?**
23.
- 12. What did you want to be when you grew up?**
A doctor.
- 13. What is your biggest fear?**
Death.
- 14. What time era would you most like to travel to?**
The 1920's.
- 15. Describe a perfect dinner: What 3 people would you invite and what would you serve?**
My wife and two children. Salad, potato pancakes, apple sauce, mixed vegetables, and a chocolate layer cake.
- 16. What was your first job?**
Delivering dry cleaning for a tailor when I was 12 years old.
- 17. What is your favorite movie?**
The Wizard of Oz.
- 18. What cartoon character would you like to be?**
Bugs Bunny.
- 19. What section of the newspaper do you read first?**
National and international news.
- 20. What would the title of your autobiography be?**
A contemplative life.
- 21. What do you believe to be the greatest invention in the last 100 years?**
The computer.
- 22. If you could be reincarnated as a pet, what would you be?**
A parrot (because I could talk and live a long time).
- 23. What technological advancement do you think the world would be better without?**
The cigarette making machine.
- 24. When you die and first reach heaven, what do you want God to say to you?**
Welcome.

- Olivia Tursi



Spotlight on Dr. Fan & Dr. Rutkowski



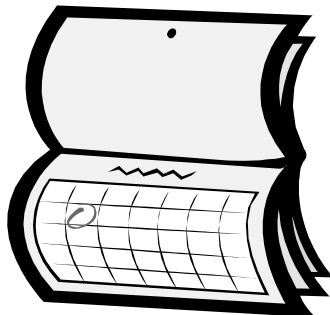
By: **Brooke Ringhiser**

The I/O Psychology department welcomes two new faculty members: Dr. Jinyan Fan and Dr. Kelly Rutkowski.

Dr. Fan grew up in China and earned his B.S. and M.Ed. from East China Normal University. He came to the United States and attended Ohio State University and completed his doctoral work in 2004. While at Ohio State, he developed and tested a new orientation program for international students and is currently in the process of finishing the write up of his dissertation to be published. He is currently doing research in a number of areas but the majority of his time is spent on motivational issues and working with a Ph.D. student on personnel selection issues, namely personality testing. He is interested in many I/O topics but any individual transition period really catches his interest (e.g., the transition from high school to college). Fan, as he prefers to be called, taught statistics to the first year students last semester along with undergraduate statistics classes – that's a whole lot of stats! This semester he is teaching motivation for the first year students and a statistics course for the Ph.D. students. When Fan is not at Hofstra doing research or teaching, he is home with his wife and two daughters Amy, age 3, and the new addition to the Fan family, Angela, 4 months. The Fan family likes to travel whenever they get the opportunity. Welcome to Hofstra Fan!!



Dr. Kelly Rutkowski grew up in Smithtown, New York and Satellite Beach, Florida. She received her B.S. from The University of Florida and Ph.D. from Florida Tech. Her dissertation research was based on feedback processes and empirical testing of a contemporary feedback model. Now that she is at Hofstra, she is conducting research based on performance management through feedback, executive development, accountability for feedback, and feedback processes. Her research interests include employee development, accountability, personnel law, and business ethics. Kelly's first year has been filled with teaching the Performance Appraisal and Organizational Development courses for the masters students along with undergraduate Research Methods and Introduction to Psychology – wow that is a lot of work! Welcome to Hofstra Kelly!!



MARK YOUR CALENDARS PARTY FOR GRADUATING STUDENTS

Date: Friday, May 20th, 2005

Time: 10:00 p.m.

Place: Savannah Steak

For more information contact:

FalconeA1@aol.com

SIOP 2004

SIOP 2004 was held in Chicago in April and thirty or so Hofstra-based I/O'ers attended. The conference began for me with an 8 am slide show about the life of the current SIOP president. The rest of the conference was great. It was tough to decide which presentations to attend, so I looked for familiar topics or names. The "second years" were excited about attending a presentation which featured our own classmate Katie McAllister and Hofstra graduate Kelly O'Neil as contributors. Jen Nieman, Dr. Metlay, and Dr. Kaplan presented data from research they performed on my class. Jen Ferris, Dr. Shahani, and Dr. Shapiro presented their research on the effects of different service recovery strategies on customer satisfaction and loyalty.

I had just written a paper for Professor Sipos about the clash between protocols of lawyers and psychologists, so when I saw that "psychologists as expert witnesses" was a topic for a round table discussion; I was ready to yap away. I added a few relevant comments to an intelligent discussion with my peers. I also attended a lecture Daniel Denison gave and met him briefly. He discussed making comparisons between two factories to find areas to change. I was also lucky enough to meet Eduardo Salas and J. Richard Hackman at the conference. I "borrowed" several ideas from my new friends and even one from the SIOP newsletter for a market research survey at school. Other highlights for me included dinner at a place called Joe's Be-Bop Café with four high level executives (expenses paid of course), and a ride on the old elevated railway.

If you are perfectly happy reading articles and textbooks and doing your school work, well that's just fine...um, no it isn't. You need to discuss psychology with people who know what they are talking about as opposed to your bartender or some jerk at the gym. Another reason these conferences are so important is to make some new connections. A third is to have some fun. Attend SIOP and breathe some life into those articles and textbooks you've been absorbing so gleefully. Bueno suerte I/O amigos!

- Chris Nguyen

SIOP 2005

The 20th annual SIOP Conference was held in Los Angeles, California on April 15-17. The conference was attended by Hofstra I/O psychology faculty, IOPSA members, and several second year students. The Westin Bonaventure Hotel played host to the top researchers in our field. Being in the presence of a few thousand I/O psychologists was a very exciting experience. I/O psychologists from major corporations such as Sprint, Pepsi, and American Express gave presentations on current issues in the workplace. Some topics discussed were selection issues, leadership development, and work-family balance. It was interesting to see theories that we learn about in class being put to use in the workplace.

A very beneficial part of the conference was the organizational showcase where top consulting firms were available to talk about their companies and even recruit potential applicants. It was a great place to network with employers and next year we will be sure to bring our resumes!

Although the majority of our time was spent at the conference, we managed to spend evenings in Hollywood and Beverly Hills. A great time was had by all who attended and we encourage all students to attend the conference next year in Dallas, Texas.

- Nate Shay



21st Annual SIOP Conference

Dallas, Texas
Adams Mark Hotel
May 5-7, 2006
Workshops May 4

Hofstra Conference

By: Jen Nieman

On March 19 & 20, 2004, Hofstra hosted a conference titled, Applied Organizational Psychology: A New Approach to Improving Productivity and the Quality of Work Life. The conference was a wonderful opportunity for students and alumni to interact with key members of the I/O community and discuss their contributions to the field. The conference featured a distinguished panel of speakers who explored the relationship between science and practice in general and in specific areas such as selection, job design, work motivation, performance appraisal, training and development, coaching, leadership, teamwork, knowledge management, and organizational development. The panel of speakers was diverse in their backgrounds and expertise and discussed the creation and application of knowledge that has both theoretical significance and practical value, from the perspectives of industry, academe, consulting, management, and health care. Speakers included Hofstra faculty, distinguished academics, and influential organizational leaders. The Keynote Address was delivered by J. Richard Hackman on the integration of contributions from science and practice. Some of the presentations included:

- Translating Research into Clinical Practice: Seymour Adler – Aon Consulting
- The Challenge of Applying Training Research Findings in Organizations – Allan H. Church & Janine Waclawski – PepsiCO
- Resolving Conflicts Between Science and Practice: Manual London – SUNY Stonybrook, Thomas Diamante – Adelphi University, and Graham Millington – Conseillen
- The Influence of Practice on Research: Eduardo Salas – University of Central Florida

Being a Research Assistant

By: Ryan Marceau

Each year six students from the incoming first year class are selected to become the 'elite' graduate assistants. They are chosen after successfully passing a battery of tests and criterion measuring research skills, typing skills, nun chuck skills, and overall ability to clear paper jams. If you can pass these tests, you have what it takes to be an assistant in the I-O office.

Once you have been selected, you are then paired up with a professor. Each professor gets an assistant. I was paired up with Dr. Metlay. Throughout the year Dr. Metlay has asked me to do many things. I started off reading and summarizing research articles. Since then I have been doing a lot more computer work such as researching or designing spreadsheets in excel, and photocopying, of course.

Ok, so all that stuff I just said sounds pretty boring, I know, but there actually is a lot of action in the I-O office. You never know when something might happen. One day that sticks out over the last year was when we had to evacuate the office due to a toxic toner spill caused by a careless assistant...no comment. Just for future reference, always read directions and just because it says "pull here" doesn't mean whenever you want apparently.

I enjoy my work as an assistant. Even though some assignments are particularly challenging, you can always get help as needed. You get to know all the professors really well and they get to know you too, which is probably one of the best things about being a graduate assistant. No, it won't help you get better grades, but you can save a lot of money on your car insurance by switching to Geico. It has been a great year, and I wish all the incoming students and next year's assistants' good luck in their first year. See you at the beginning of the year party!



Words of Wisdom

By: Ryan Herson



Words of wisdom are priceless. Whether taken or appreciated they need to be heard. There have been many Hofstra alumni who have entered the doors at Hofstra unsure of what the future held for them at the beginning of their academic pursuits. Although it must be understood that success comes from many different approaches, it is well understood that hard work and dedication are key aspects in order to achieve greatness in such a rigorous program. Many of the Hofstra alumni have chosen to extend themselves in order to educate incoming students so they too can do well in the Industrial and Organizational Psychology program at Hofstra. This past year there were two winners of the Elkow scholarship which is rewarded to those students who epitomize true character and academic achievement as they reflect the essence of what success is meant to exemplify. These former students, Nubia Alexander and Ariel Ciner, wish to pass along their advice to you.

Ariel Ciner:

“Dear students, my advice for surviving the program at Hofstra is simple. It is necessary that you work and study hard, take good notes in all of your classes, and save your text books. They will come in handy when all of you are interviewing for jobs and you need to brush up on everything that you have learned. In fact, once you are on the job they will also be helpful. So don’t chuck ‘em or use ‘em for a bon fire.

Also, don’t wait too long to start looking for a job. Start checking out the different jobs that are out there and figure out what you might be interested in doing. Then APPLY, APPLY, APPLY, APPLY.

Finally: HAVE FUN!!! The real world sucks. No, I’m just joking, the real world is great. Just remember to have each other’s back and cherish the time you guys get to see each other on a regular basis.

Nubia Alexander: How to Succeed in Graduate School without Trying.

“When my friends heard that I was asked to write a piece for first year graduate students regarding tips for academic success, every single one of them laughed in my face. I couldn’t even have acted surprised; anyone who knows the “real” me will probably tell you three things: I LOVE Doritos, I HATE the scent of vanilla, and without a doubt, I am hands down, undisputedly, the BIGGEST procrastinator in the world. But hey, I’m living proof that procrastinators do succeed in graduate school!

I must apologize in advance to those reading this in an effort to find the magic ingredients for making straight A’s in this program. I purposefully chose a downright lie as the title of this piece to grab your attention (it worked didn’t it?). Personally, I don’t believe in any pre-packaged formulas for success. That being said, all I can offer are the three mantras that got me through the I/O program at Hofstra:

- 1) **Nothing in life is free-** An interesting lecture isn’t just going to fall into your lap. You’ve got to make it exciting. Speak up in class, get a discussion going, and ask a question or two. On tests, it was always easier for me to recall the material covered during a lively class discussion, so it definitely pays to open your mouth in lecture.
- 2) **Make every minute count-** No one person has time to read EVERYTHING. Hello, you’re in grad school! You’ve got multiple projects, huge exams, and several personal dramas going on all at once. Therefore, you’ve got to *give a little* (i.e., join study groups, talk to your professors during office hours, or see mantra # 1) *to get a lot* (i.e., the

Continued on pg 8

Surviving the I/O Program

By: Mike Sanger and Rania Vasilatos

In a time where nothing really matters and true life can be procrastinated just a little bit longer, you've taken it upon yourself to endure just a few more years of intellectual torture-and we admire you for making that decision. So, as you fasten your seatbelt for a two year long rollercoaster filled with loopy-loops of neuroses, control issues, and group projects, we, the newly self-appointed intra-student relationship committee, would like to give an official "hello" to all of the members of the Hofstra I/O graduate program. Sure, it's a little late for that, but hey, who's keeping track of any deadlines anyway!? Now don't prematurely go lifting up that harness because even though summer's around the corner, there's still one more year of career opportunities and cognitive turmoil. And seeing how the two of us have overanalyzed the situation to death, we have come up with a comprehensive list filled with bullet points (yes, we have bullet points) of recommendations for both current and future students on how to survive the I/O program. So please go through the following tips, summarize them, clip the article, Xerox it, tag it, file it, swing it around your head three times, and use it for future reference...or, for once in your life, you could just read something for fun.

- Drink a lot of coffee. And when we say a lot, we don't mean a measly 4 or 5 cups a day. We're talkin' a "Box 'o Joe" on an IV with no milk. In the psychological literature, the null hypothesis that coffee is ineffective has been rejected (talk about a double negative). So we advise you to consume as much rockin' java as you daddy-o's can possibly tolerate without clinging to the ceiling using your fingernails and teeth.
- Go to the bathroom constantly. A consistent release of fluids is evidence of high liquid intake. And as we have already discussed...coffee, coffee, coffee! Don't be concerned about professors' negative reactions. We all know that

nonverbal behavioral cues are unreliable and further research is recommended.

- And speaking of reliability (I just love a good segway); it and validity will never abandon you. They are your friends, so if you haven't started getting along with them already, you better get right on it. In fact, we feel we've been seeing more of them than our actual human friends. Especially, face validity. Everyone's got a crush on face validity. Yeah, it just looks so damn good.
- Know SPSS. The two of us have already mastered it and have found it to be quite necessary to keep your sanity throughout the program. You don't need much practice and it doesn't take much time and effort to learn. After all, why should anyone be worried about an acronym that stands for **S**tudent **P**articipation in **S**ocial **S**ettings? It's an excuse to party...duh!
- Beware of Section-Switchers. These sly breeds of graduate students are stealthy with their note-taking capabilities in alternate sections. Better known as Class Hoppers, they inconsiderately usurp an otherwise designated seat causing an uncomfortable shift in the physical and social dynamics of the room. They then have the nerve to call out answers. The best way we have found to deal with these attendance misfits is to rat them out-Immediately! Don't wait, just stand up, point, and yell "Stranger, stranger" over and over until the individual is forcefully removed. Ahhhh, now doesn't that feel better?!
- Keep your cell phones on, after all, we wouldn't want to risk Dr. Shapiro missing a call from Russell Crowe. Not only are communication skills a necessary KSA in the I/O world, but nothing says "That's right ladies, I'm the

head rooster” more than showing off your Britney Spears ring tone. Singing along is also encouraged while taking notes. And don’t worry if you begin to write down the lyrics. For example, the words “Oops, I did it again” can always be used as a way to remember the history of adverse impact court cases.

- If you are unsure about anything, anything at all, feel free to ask all of your classmates repeatedly. This is especially useful after taking a long, nerve breaking exam.

That’s it so far. We’ve put our grades on the line by disclosing these top secret I/O tips for the sole purpose of your ultimate pleasure (how altruistic of us). So enjoy their utility, calculate the equity, beware of fundamental attribution error, and so forth and so on, yes, yes, and what, what. And if there are any questions, you may refer to our corresponding PowerPoint presentation, which we have conveniently posted somewhere in the hidden bowels of the Blackboard system. You may also call Rita in the I/O office for further consultation because, as we have already figured out, she knows everything. If you have any comments, complaints, or suggestions for further research, please feel free to drop a note in our mailboxes. And as soon as we figure out where they’re located, we will promptly respond. Thank you and enjoy your summer break. Comps!

Rania and Mike are not held responsible for any series of unfortunate events that may occur during the implementation of the preceding tips. Remember, correlation does not mean causation.

Words of Wisdom

Continued from page 6

maximum amount of information in the least amount of time). Classmates and professors make excellent resources so **USE THEM!!** Last time I checked the professors here don’t bite- well not ALL of them anyway!

- 3) **Give me a break-** We all know that all work (or constantly complaining about work) and no play makes you quite boring, so why not take a well deserved break? Whatever floats your boat is suitable, just as long as it gets your mind off of textbooks and homework, recharges your batteries, and ultimately leaves you feeling energized enough to tackle whatever daunting assigned readings or group projects that lie ahead.

Regardless of how you choose to start your successful graduate career, the most important thing you can do is take a deep breath and relax. These next two years should be both stimulating and fun! With a little hard work and dedication (and don’t forget that required playtime we discussed) you’ll be on your way to a fulfilling experience in the I/O program. I wish you all the best. ☺

We need your help!!!

If you are interested in writing an article or have a job posting to include in the next edition of the I/O Newsletter please e-mail Terri.shapiro@hofstra.edu

The Scoop on the IOPSA Mid-Year Blast



By: Jackie Thompson



Although there was initial skepticism about what the night would entail at our IOPSA mid-year party while walking up the shady fire escape-like staircase to the party site, I have to say that the party turned out to be a major success. It took place at T.G. Whitney's in Manhattan where we rented out our own private room that was packed by the end of the night with full-time and part-time 1st and 2nd year Hofstra I/O Masters students, PhD students, and their guests. There was plenty to eat and drink with the open bar and abundance of buffalo wings. Music played all night until midnight when a karaoke session broke out and we belted out our own interesting interpretations of songs like "Say My Name" and "What's My Age Again?" as well as bar staples like "Sweet Child O' Mine" and "Livin' on a Prayer." The IOPSA student board couldn't be happier about the turnout and the amount of fun everyone seemed to be having. We hope you enjoyed the relaxing night full of non- I/O related conversation as much as we did. We can't wait to see you at the next event- our end of the year party to celebrate the graduation of our 2nd year students!



I. O. P. S. A.

If you have any questions, comments, or suggestions for future events, please contact:

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MEMBER-AT-LARGE: Brooke Ringhiser – BRinghiser@netscape.net



Pictures



**HOFSTRA
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Pictures



Where You Can Find the 1st Years on a Thursday Night

By: A.J. Falcone and Dana Marcus

Where can you find first year students on a Thursday night? Most likely not at home relaxing or turning in early because they had just completed yet another hellish week of classes. Instead, you can find them out on the town socializing with the same students that they go through combat with every week in the classroom. Going out on Thursday nights has become our unofficial tradition. Whether it's out for dinner or straight to a bar, we have realized that socializing with each other outside of the classroom is vital for keeping our sanity. The relaxed atmosphere allows us to learn a great deal about each other. We consider ourselves our own networking system. After all, we are going to turn to each other to beg for jobs in the future. So, why not get to know each other?

Where do we go you ask? Our first outing occurred at the beginning of our first semester. After we all 'failed' our first statistics exam, we decided to go to Bogart's for some drinks as a reward for all of the studying we had completed. Aside from the \$10 cover, the hour it took us to make a decision, and finding parking, we had a good time. Our next outing occurred before the Thanksgiving break. A few of us went to The Cheesecake Factory where we dined on a wide array of appetizing dishes. After dinner we headed to Jillian's for some games, bowling, and even a little karaoke.

After the start of our second semester our tradition really took off. Our group got bigger as more and more people decided to join us. The first outing was spent in Ryan Marceau's room for a movie night. We ordered pizza and bought drinks while somehow managing to fit about a dozen people into Ryan's room. A great time was had by all and it was a nice way to start off the second semester. Our most recent trip was to the Olive Garden, where we sat down for a traditional Italian meal with our biggest showing ever.

Whether it's dining out, throwing a dorm party, or trying to impress your classmates with your singing ability, or lack thereof, it's important to socialize with the people in your program outside of school. These are your colleagues, your combat buddies, and your network. More importantly, these are your friends. We are not saying that you have to go out every night, but it's just not a complete party without YOU!



What To Do Around Town

Bogarts in Uniondale

1002 Hempstead Tpke
Uniondale, NY 11553
516-486-9464

XS Lounge

1166 Hempstead Turnpike
Uniondale NY 11553
516-481-0011

Jillian's

261 Airport Plaza Blvd.
Farmingdale, NY 11735
631-249-0708

Posh Ultra Lounge

The Garden City Hotel
45 Seventh Street
Garden City, Long Island, NY 11530
877-549-0400

Elkow Award Recipients

By: Susan Chung

How did you, Mr. Ciner, get into this field?

When I graduated from Queens College (2001), I had absolutely no idea what I wanted to do. During undergrad I was pre med, participated in a peer advisement program, and majored in Biological Anthropology. As you can see my interests were somewhat broad. After I graduated I decided to take a year off to think things through before making any time and monetary investment in graduate school. During that time, one of my friends decided to pursue a career in Industrial/Organizational Psychology. I asked her what it was about, researched different I/O Psychology textbooks, and searched several websites. I came to the conclusion that I had a significant interest in almost everything about the field and decided to go for it.

Nubia's Response:

Like Ari, I was also thinking about what I wanted to do after graduation. While at Princeton I took Pre-veterinary courses in addition to majoring in psychology. Believe it or not, I never learned about I/O in undergrad. After working at a veterinary hospital I realized that vet med wasn't my calling. Luckily, I had a friend who was working at ABC, the television network, doing commercial clearance. They needed someone with a research and analytical background to review pharmaceutical and a variety of other advertising in an effort to make sure that the research behind the claims being made in commercials was sound and that the visuals were tasteful and appropriate. After a year at ABC I realized that I enjoyed advertising and research, but as it was my first real job after college it opened my eyes to several workplace issues as well, and I thought that it would be nice to be able to have a job that addressed those issues. Through searching for graduate programs in market research, I came upon a description of I/O Psychology and realized it was the perfect fit with my background and varied interests.

What are you doing now?

Right now I am the Learning and Development Specialist at New York City Employees' Retirement System (NYCERS). I coordinate all of the trainings that are held at NYCERS as well as those that are outsourced. This involves tracking the training history of all employees, managing the agency's training budget, developing training content/programs, delivering other programs, conducting needs assessments as well as ongoing training assessments, and performing specialized projects here and there. The job is intense but I do enjoy it. I consider myself fortunate to be in a situation in which I can apply the knowledge that I gained in the Hofstra I/O program.

Nubia's Response:

I'm in not so warm, San Francisco (but the weather is still nicer than NY in the winter) working as an Associate for Towers Perrin, a global consulting firm. I love the fact that I'm working for a consulting firm because I am able to work on several projects with an I/O focus across a multitude of industries. My current projects involve HR redesign, creating employee surveys to assess engagement and productivity, restructuring employee benefits and rewards, changing implementation strategy, and improving the effectiveness of corporate communications. I was just told today that one of my projects will require me to develop a training guide, similar to what I had to do my first year in Dr. Goodstone's Training and Development course. It's an amazing opportunity to be able to work with people who are (a) aware of what I/O is and how I/O psychologists can add value to organizations and (b) brilliant, yet down to earth, make a conscious effort to keep up with ongoing developments in the field, and respect my input on how to approach key aspects of the projects we're working on.

Where do you plan to be?

I hope to keep learning as much as I can and growing within the field. I hope to one day go for my Ph.D.

Nubia's Response:

Eventually I will want to return to the classroom in order to get my Ph.D. and start my own I/O Consulting firm.

About the Rick Elkow Memorial Scholarship.....

FYI: According to the literature, this award is given to the student(s) "who show personal qualities and academic achievement that deserve special recognition."

Here is my answer: When Dr. Metlay called my name I was totally blown away, thankful to my professors, and extremely honored to receive the award. Winning the award with someone who I respect, admire, and consider a close friend made it even more special. I will always say that one of the best features of my graduate school experience were my classmates. I was fortunate enough to be in a class of intelligent people, who pulled for each other, knew how to have a great time, and celebrate each other's victories. It meant so much to have my classmates cheer for me and recognize my accomplishments.

Nubia's response:

I can only nod in agreement with Ari's statement because it really was an amazing feeling to be able to share the award with a classmate I truly look up to and am fortunate enough to call a great friend. Unfortunately, I have been in situations (not at Hofstra) where classmates refused to work together, thus creating an environment that was highly competitive in a negative way. So on the night the award was announced, it was wonderful to be surrounded by my professors and my colleagues- the people I worked and partied with for 2 years- who openly cheered and congratulated Ari and me on our accomplishment.

Second Year Talent and Locations

By: Ryan Herson

Long hours dazing away to a blank computer screen, lectures that roll to an end just about as slow as the sun fades to dark, and laughing at yourself as you try to make sense of words you attempted to make into a sentence while speaking to your friend after a five hour study session. Yes, welcome to higher education! Of course graduate school, and specifically the Industrial Organizational Psychology program at Hofstra, is challenging, however, it can open doors to a world well beyond what you had previously expected. The program in my eyes is strengthened by the opportunity to work closely with others in group research, projects, faculty discussions, and basically whatever they may ask you to do. Trust me, graduate school is not that bad and with the support of your fellow classmates, the journey can be especially less overwhelming.

In Hofstra's I/O Psychology Program, you will meet students from the East, West, North, and the South. I myself am from Maryland and some may consider that South or North depending on the person you ask. For instance, ask Annette Arnarian from Los Angeles California and she may tell you I am from a centrally located state on the East Coast. Ask Chris Shyrock from the "burbs of Detroit" and he will tell you that Maryland is the North, Simone Wilson from the beautiful island Jamaica would unquestionably concur. However, ask those from the North such as Amy Zekraus, Michelle McKenzie, and Mona Jagota. They will tell you that Maryland is as southern as Colonel Sanders. I would like to believe that Maryland is a Northern state and I have Ruth Guardo from Miami in my corner to back my perception.

So as you can see, there are plenty of people who have had many different

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Did You Know?

By: Mike Nigro

Here are a few fun facts about the first-year students in Hofstra's I/O Psychology Masters Program...

"Besides my regular FT job that I have, I also volunteer at a 24/7 hotline as a Crisis Counselor. On another note, even though I may appear very conservative, don't let that fool you, as I enjoy very silly moments, which can be entertaining for others around."

- **Sarina Tomel**

"I occasionally enjoy playing around with lyrics to popular songs to come up with my own version, such as "Smells Like Yeshivish Spirit."

- **Eli Slome**

"I am addicted to Third Eye Blind, french fries with honey mustard, and watching The Nanny. I have the cutest beagle puppy in the world and I'm learning how to drag race."

- **Brooke Ringhiser**

"I enjoy salsa dancing and my birthday is July 17th... don't forget the summer babies!"

- **Kerry Lloyd**

"I love to travel! I have traveled to Florida, California, Arizona, and even London. I have been to Las Vegas three times and plan on going again. I was bat-mitzvahed in Israel and spent my eighteenth birthday in Italy."

- **Dana Marcus**

"I am prone to fainting spells." – **Nava Plawes**

"I used to work at Walt Disney World Resort. I lived in Orlando for 5 months and worked as a quick service food and beverage host at Disney's Animal Kingdom. This experience was influential in my decision to pursue a master's degree in I/O Psychology." - **A.J. Falcone**

"I am an Irish Citizen, went to Chaminade High School (there were no girls there), and I once woke up on a dirt floor in a Mexican jail cell next to a member of Redman's entourage. He let me use his cell phone and I cleared up the "misunderstanding."

- **Michael Nigro** [pronounced: *N - eye - grow*]

"I love to travel. I have been to Europe, Asia, and Australia. The best time I had was when I spent 5 months backpacking around Australia." - **Allan Lau**

"I bowled competitively for 18 years all over New York and Nevada. I have 6 300 games and 4 800 series." - **Kevin Masick**

"I played Rugby first semester, was a trash man one summer, and I have sweet nun chuck skills." - **Ryan Marceau**

"I was once accidentally locked in the trunk of a car for 10 minutes." - **Devora Goldfinger**

"I used to dance and cheerlead. I am obsessed with Hondas. I have 11 piercings in my ears and am from Queens." - **Corinne Katz**

"I have traveled a lot. I have been to about 15 different countries. My first trip was when I was three months old to Africa where my mother was born, in Tanzania." - **Shama Wagle**

"My Junior year in college I went bungee jumping in Acapulco, Mexico. Sky diving is next on the list." - **Nate Shay**

"I once went sky diving in the Swiss Alps, and I like to box once a week. Most people are surprised to learn that I'm an Eagle Scout and one of my favorite foods is Octopus." - **Michael Sanger**

“I have visited the European Parliament in Strassburg, France and have also taken some belly dancing lessons.” - **Rania Vasilatos**

“I am only 4’11 3/4” tall. I played soccer in high school. While studying abroad in Italy, my friends and I got chased by a crazy British naked man and I wound up falling down the stairs and still have a scar on my right shoulder from that crazy night.” - **Daniela Calefato**

“I graduated high school in 3 years. I graduated from college with 2 Bachelors degrees in 9 semesters. The first concert I ever went to was Woodstock ’94. I was 12 and stayed all 3 days!” - **Dawn Parisi**

Class Awards for 1st Year Students

By: Corinne Katz

Most likely to make the class laugh? **Kerry Lloyd**

Most likely to come to class in their pajamas? **Zakiya Tyson**

Most likely to come to class late? **Dawn Parisi**

Most likely to chat with in class? **Dana Marcus**

Least likely to walk into class late? **Kate Acritani**

Most likely to ask to borrow money from? **Devora Goldfinger & Nava Plawes**

First one in the class? **Allan Lau**

Most popular to meet up with before class? **A.J. Falcone**

Likes to be the last one in the classroom? **Ryan Marceau**

Most likely to chill with on a weekend? **Mike Nigro & Corinne Katz**

Likes to run out of class as soon as it's over? **Mike Sanger & Shama Wagle**

Always providing extra help for their classmates? **Kevin Masick**

Loves to leave the room? **Mike Nigro**

The nicest guy? **A.J. Falcone**

The nicest girl? **Shama Wagle**

Likes to let their cell phone ring during class? **Heather Lee**

The quietest person? **Yuki Minesaki**

The funniest person? **Kerry Lloyd**

Likes to raise their hand a lot? **Eli Slome**

Hates to raise their hand? **Brian Sambolin**

Should pursue a doctorate degree in I/O psychology? **Kevin Masick**

Over achiever and most likely to get another degree besides I/O Psychology? **Nate Vanderella**

Best dressed? **Brooke Ringhiser & Cliff Pincus**



Alumni Survey

By: Kerry Lloyd

Here are some of the results from the Alumni Survey completed by alumni of the Industrial/Organizational Psychology Graduate Program at Hofstra University. The survey is designed to obtain information regarding: (1) The extent to which the program curriculum meets the professional needs of our alumni (suggestions for changes to the curriculum were also obtained), (2) career prospects including job search strategies, salary, and job type information, and (3) the need for, and interest, in the formation of an alumni organization. Most questions were responded to on a five point Likert-type scale; 1 = "Not at all/Never", 2 = "Slightly/Rarely", 3 = "Moderately/Sometimes", 4 = "Quite a bit/Often", 5 = "Very/Very Much/Very Often."

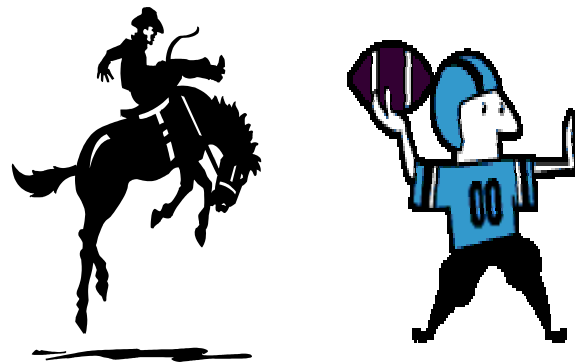
Alumni on average are more than "moderately" satisfied with the overall program. In every graduating year, an overwhelming majority have found their first position in 0-4 months. However, in 2003 and 2004, graduates on average spent more time obtaining their first position than any other year. Recent graduates (2004) found Monster.com, Headhunters.com, or school placement useful in obtaining their first position. In their jobs, alumni have felt prepared for all types of work including selection, performance appraisals, organizational development, etc.

The majority of starting salaries in 2001, 2002, and 2004 have been \$40,000-\$49,000 and approximately 56% of recent graduates plan to continue their formal education. Also, technology has become more prevalent in an I/O career as Internet search engines to obtain first positions and using list serve/message boards and online group discussions at work has increased.

2nd Year Talent

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experiences just from the places they are from. Now after I tell you some interesting facts about some of the students in Hofstra's I/O program, you will definitely understand that the experience here is an experience unlike any other. Athletes? Oh yes we have athletes like Jay Coleman who won the New York State Wrestling Championship. I myself played football in college. Shall I continue? Jen Ferris, a woman with many talents, can not only ride horses, ski, and play the piano; she can dance jazz, tap, and ballet as well. If you visit Jen at her home you may also see the trophies she has won as a twirler. Carina Castro is practically famous! Carina is a belly dancer whom you might have seen as she has performed in many parades throughout New York City. Not bad for a couple of Graduate Students.



Alumni Updates

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Class of 2004
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Organization & Management Development
Representative

“I/O Headquarters”



**If you are alumni and
would like to include your
information in the next
addition of the newsletter:**

Please update your employment /
personal information by emailing
Dr. Terri Shapiro at
Terri.Shapiro@hofstra.edu

Graduation Announcements

Congratulations to the graduating class of 2005!
We wish you all the best in your future endeavors.

ANNETTE ANANIAN

LAUREN MALTBY

SUSAN CHUNG

DANIELLE MARICONI

LIANE COLE

CHRISTINA MARITIRONE

JEREMIAH COLEMAN

KIMBERLY MAXWELL

RONIT ELIAS

NICHELE MCKENZIE

TODD FAHEY

KELLY FRANCES

JENNIFER FERRIS

MAUREEN PETERS

SANDRA FOX

ELIZABETH PIPES

CHRISTOPHER FRAGOLA

JUNE SEAMAN

RUTH GUARDADO

CHRISTOPHER SHYROCK

RYAN HERSON

OLIVIA TURSI

MONA JAGOTA

TRACY VELLA

LAUREN JESUITUS

SIMONE WILSON

JOSEPH LOKITIS

AMIE ZEKRAUS

Founding Mission:

The annual newsletter will serve as a continuous intermediary between alumni and current students in the I/O program at Hofstra by:

- Serving as a source for networking
- Keeping alumni and students informed about current topics, trends, and events in the field of I/O and at Hofstra
- Providing a resource for job posting and job openings

Newsletter founded in 2001 by:

Michael Keinath '01 ♦ Nick Lianos '01 ♦ Adrienne Murphy '01 ♦ Claudia Pezzina '01

Thank You:

To our faculty advisor, Dr. Shapiro, for her help in creating this newsletter and to the contributing student authors and alumni, who have shared their experiences and knowledge.

The Editor

A.J. Falcone '06

Assistant Editors

Brooke Ringhiser '06

Jackie Thompson '06

Susan Chung '05

