UPCOMING EVENT: YOU’RE INVITED!!

Please join us for the upcoming Crossroads Seminar, Tuesday, September 23, from 6 to 7pm in Duques 651. A social hour in honor of our Alumni will precede the talk, from 5 to 6pm, in Duques 650.

We are delighted to welcome Dr. Stan Gryskewicz, renowned researcher and practitioner in the area of innovation, who will talk about “Turbulence, Tea-Bags, and Trust: The Practice of Innovation.” Dr. Gryskiewicz brings more than 35 years of experience in a diverse range of organizations. Most recently, he retired as vice president of global initiatives at the Center for Creative Leadership and lives in Alexandria, Virginia. A sought-after speaker internationally, Dr. Gryskewicz's newest book is "Positive Turbulence".

If you would like to join us, please RSVP to Alyssa Russell at alrussel@gwu.edu or 202-994-1878. The seminar is co-sponsored by the Department of Organizational Sciences and Communication and the Management Department of the Business School.

MOSEL AWARD SPOTLIGHT

I was recently awarded the 2008 James N. Mosél Award for Research Creativity for my second year project, "Development of the Anchored Preferential Personality Measure: Reducing the Susceptibility to Response Distortions." The initial idea came to me almost three years ago, and never did I anticipate that I would win this award. Throughout the past three years, I spent the greater duration of my time pulling out my hair and lamenting my overly ambitious decision to develop a new personality measure. However, seeing my research ideas come to fruition has been very satisfying, and receiving this award, I feel especially privileged and thankful.

The inception of this project was largely initiated by my bewilderment of using self-report personality measures to make selection decisions. Are we so ingenuous to believe that the un-conscientious individual will indicate response 1, "Very disorganized; why do you think I'm applying for this job?" I wondered the reason for this contradiction in sensibility, and I realized it was because we currently do not have many viable alternative options. At the time, I thought to myself (in my endearing and oh so green enthusiasm), "I am going to create my own personality measure!"

The idea behind the measure is largely inspired by Lawrence James's work on conditional reasoning personality measures. While my measure is not designed to appear as a logical reasoning test, it does share the similar notion that the appeal of a response option is largely contingent on the self. Specifically, in my measure, an applicant is presented with two equally socially desirable anchors for each question item. It was proposed that this format would create greater ambiguity towards identifying the more desirable response, thereby enhancing self-referent cognitive biases. Given the source of these biases are largely unconscious derivations of "the self," scores were expected to be more representative of respondents' true scores in faking conditions. In this study, 48 question items were developed and tested on 201 undergraduate students. Each subject participated in an honest and faking experimental condition.

Results shows that some of the sub-facets of conscientiousness were dropped from the final measure and that it did not predict GPA. However, on a more positive note, construct validity was supported and effect size differences from honest and faking conditions were substantially smaller than the NEO-IPIP. While these initial results are promising, these findings will certainly need to be validated across a different sample, notably actual applicants. In the future, I wish to further develop this measure, and hopefully provide an alternative option to self-report personality measures.
The new Fall semester brings in some changes for the I/O Department at GW: Nick Vasilopoulos and Dana Dunleavy have left the program to pursue other non-academic opportunities. We wish them well. With their departure, the program has brought on board two enthusiastic adjunct faculty members for the 2008-2009 academic year, as we search for new regular faculty. We are excited to have them join our GW family and take this opportunity to introduce them to you.

TED HAYES

Background... A native of New York City, I received my BA from Johns Hopkins University & my MA & PhD from Rice University. My family and I live in Arlington, VA.

Professional experiences... For the past 4 years, I have been a senior researcher for Gallup Consulting and a personnel research psychologist for the Transportation Security Administration and the US Immigration & Naturalization Service. I have also been an Assistant Professor at Wright State University.

Research interests... I am interested in cognitive processes related to "non-cognitive" item response; individual differences; meta-analysis; transnational testing issues; disabilities and employment; and survey analysis.

Goals at GW... I have published papers and presented research with many GWU graduate students and faculty over the past several years; it would be nice to do so again. I also enjoy teaching and I'm looking forward to helping a new generation of students get interested in our field.

Fun fact... Um...er...well...I have an amateur interest in rail- and parking-based magnetic levitation.

CARY KEMP

Background... My hometown is Birmingham, but I currently reside in Arlington, VA. I received my B.S. in Psychobiology from Centre College in Danville, KY and my Ph.D. in I/O Psychology from George Mason University.

Professional experiences... For the past 4 years, I have worked as an Organizational Psychologist with Office of Personnel Management's Center for Talent Services, where I help government agencies develop mentorship program, improve performance management systems, evaluate the impact of federal programs, and measure organizational culture and customer satisfaction. Prior to OPM, I worked with a number of military and private leadership development centers on various leadership adaptability projects. I have taught courses in Social Psychology, Groups and Teams, and the Psychology of Leadership, at George Mason University and at the US Naval Academy.

Research interests... My research current expertise and recent research deals with mentoring as a pathway to staff and leadership development, characteristics of adaptive leaders, and organizational performance management systems. My interests are: characteristics of authentic leaders and intuitive decision-making.

Goals at GW... My goals at GW are to promote high-impact experiential learning in and outside of the classroom, and to motivate students to apply the concepts they learn to their personal and professional lives.

Fun fact... I love to spend free time enjoying the outdoors with my husband and our daughter (a Beagle named "Maple").

ONGOING RESEARCH

Microaggressions—Salman Jaffer, Sumona Basu, Raluca Graebner, Tessa Basford, and Dr. Lynn Offermann are part of the Microaggressions Lab, which focuses on modern-day, subtle forms of discrimination at work. An upcoming study will look at the impact of leader and climate equity on perceptions of microaggressions.

Virtual Teams—Comprised of Raluca Graebner and Sumona Basu and advised by Dr. Lynn Offermann, this lab has looked at personality, conflict, and team outcomes in virtual teams. Recent research has investigated the fidelity of personality in virtual environments and the connections between team processes and satisfaction with the virtual interaction.

OCB—Rebecca Fraser has been investigating organizational citizenship behavior (OCB), with the help of Dr. David Costanza. Rebecca’s 2nd year project findings suggest that greater interdependence among group members (i.e., how dependent they feel upon one another for task accomplishment) results in more in-role perceptions of OCB (i.e., classifying OCB as expected behaviors in one's task or job) and OCB.
During the Spring semester, David Costanza and Jared Critchfield taught an upper-level seminar, *Leadership Culture and Communication*. The course was designed to expose the students to the impact that organizational and national cultures have on leadership, organizations, and how they run. The culmination of the class was a study tour to China. David and Becky Fraser (IO doctoral student and teaching assistant in Dr. Costanza’s class) led a group of 12 undergraduates on a two week trip to China, visiting a variety of organizations. During our two week oriental adventure, we explored the popular cities of Beijing, Xian, Shanghai and Suzhou, visited numerous multinational companies, and cheered as David was given the “key to the city” in Shanghai (the key now shines on David’s office bookshelves).

The trip kicked off with a visit to China Agricultural East Campus where every student received a personal tour by one of the Chinese students. All of the Chinese students were excited to host and proud to be Olympic volunteers at the wrestling competition, which was hosted on their campus. The first afternoon wrapped up at IKEA where we enjoyed an outstanding presentation by their head of Public Relations, took a tour of their facility, and marveled at the differences between the way U.S. based IKEAs interpret the Swedish corporate culture versus the way that the Beijing IKEA interpreted it.

The next day we enjoyed a round-table discussion with a BOCOG (Beijing Organizing Committee of the Olympic Games) representative who gave us an insider’s perspective on the inner-workings of the Committee and Olympic planning efforts. However, our up close and personal Olympic visit wouldn’t have been complete without a visit to the Bird’s Nest. Our group cheered as athletes from various Asian countries competed in track and field events. The meet was a tune up for the Olympics and we enjoyed the action from front row seats… Go CHINA! It’s safe to say the Beijing Olympics were bittersweet for our gang having to watch the events from home instead of our premium stadium seating.

Our last days in Beijing were spent touring Tiananmen Square, the Forbidden City, and most tourists’ favorite, the Great Wall at Mutianyu. As we reached the top of the mountain and stepped onto the Great Wall, some threw their hands in the air like Rocky and others simply took in the awe-inspiring view. Nothing compares. Of course, the 5-minute toboggan ride down the mountain was quite a thrill! Continuing onto Xian, we enjoyed biking on the city wall (that’s right, ON it, including a few spectacular crashes into the wall) and an amazing dumpling dinner and theater show. Everyone took pictures of each of the 20 different dumplings crafted to represent their contents.

We wrapped up our trip in Shanghai and Suzhou. It was the ultimate learning experience discussing leadership with upper executives at Marriott, Black & Decker, Ingersoll-Rand, and Novartis. Our two-hour “backstage” tour of Marriott left us feeling Marriott is the only hotel to lodge. Sixty seconds in the ultimate wind tunnel at Novartis that rid us of all germs was an interesting experience and walking through the manufacturing plant at B&D reaffirmed the guys’ love for power tools and loud noises. Finally, a 12-course dinner with AmCham board member Cahrles Mo and Dr. Jifang Chen (Head of the China Association for Science and Technology) left our jaws on the table (for more reasons than one). Last but not least, our trip finale was the Bund in Shanghai where we enjoyed our final dinner as a group, walked the “boardwalk” overlooking the neon night lights of Shanghai’s skyline, and enjoyed the area’s nightlife. The only thing left was the 24-hour journey home.

Our trip to China was more than a class trip, it was an eye-opening, engaging learning experience where we all bonded and gained some lifelong memories. As a post-script to the trip, David, Becky, Jared, and the students will enjoy the first of perhaps many post-China reunion parties at David’s on Sept 12. No Chinese food will be had, but full attendance and lots of laughs are expected.
**What’s “New”?**

Earlier this year, the brand new “Newseum” opened in Washington D.C. for museum enthusiasts. This 250,000-square-foot museum of news offers visitors an experience that presents nearly 500 years of news history with interactive modules and the latest technology to make every visit an exiting one. The Newseum serves to answer the “why and how” behind news making with its seven levels of galleries, theaters, retail spaces and visitor services. Newseum is located at Pennsylvania Ave and 6th St N.W., near the Archives-Navy Memorial/Penn Quarter Metro stop.

**What’s Good?**

Matchbox: Don’t be fooled by this American restaurant’s location in D.C.’s Chinatown. With a flaming torch atop its roof and tri-level seating floor plan, this restaurant packs in quite a crowd around lunch and dinner time. The scrumptious food and quick service are enough to “light” a smile on your face. The bistro burger, the 3-6-9 sliders, and any of the twelve kinds of pizzas are highly recommended.

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**SIOP 2008**

The 2008 SIOP conference was held in April in sunny San Francisco, California, with GW students and faculty presenting.

Some of the most common themes in the conference were demonstrating the value of I/O to organizations and increasing its visibility in the public domain, the need to focus on I/O graduate program training and its emphasis on the scientist-practitioner model, and the impact of increasing globalization on the field.

Our GW crew gathered for dinner on Saturday night for some scrumptious Asian-fusion food and fun-filled bonding.

The next SIOP conference will be held in New Orleans, Louisiana from April 2nd – 4th. Join us!!

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**GW Campus happenings: Election Year 2008**

With the upcoming presidential elections, the GW campus is abuzz with student organizations, such as the GW College Democrats and GW College Republicans, promoting voter registration and conducting events across the campus. At various kick-offs and barbecues, congressional representatives and senators will be coming to campus to mingle with the students and rally for the elections.

Dr. Rebecca Goldenberg successfully defended her dissertation, “Video-based situational interviewing: construct validity, group differences, & utility” on May 2, 2008. Her dissertation advisor was Dr. Nick Vasilopoulos.
STUDENTS’ CORNER

[From left to right: Becky, Jessica, Raluca, Lynn, Sumona, Tessa, Salman, and David]  

Congratulations to Jen, Jess, and Nadeeka for passing their comprehensive examinations!!
Every donor is important to our program’s mission. To contribute, please contact Alyssa by phone: 202-994-1878 or email: alrussel@gwu.edu. If you donate via our web site at any time, please make sure you indicate “I/O Psychology PhD program” for your donation.

If your organization would like to become a sponsor, please have them contact David Costanza at dcostanz@gwu.edu.

Hope you enjoyed the newsletter! We wish you a safe and memorable rest of the year.

Yours Sincerely,
08-09 Newsletter Editors
Raluca Graebner
Salman Jaffer