SERVANT LEADERSHIP SCHOLAR VISITS GW

We were delighted to welcome Dr. Sen Sendjaya to GW all the way from Monash University in Melbourne, Australia, on May 24, 2010. While visiting and meeting with Dr. Lynn Offermann, Dr. Sendjaya gave a talk entitled, "Exploring Servant Leadership Across Cultures." The talk focused on the comparative expectations of Indonesian and Australian cultures with regard to servant leadership behavior. Dr. Sendjaya noted that both Indonesian and Australian cultures expect servant leadership behaviors, but will have cultural specific perceptions of the relative importance of the six dimensions of servant leadership. In addition to his talk, the timing of Dr. Sendjaya’s visit was coordinated so that he could serve on Noelle Scuderle’s dissertation defense committee as an outside examiner.

Dr. Sendjaya is a professor in the Department of Management, Faculty of Business and Economics, Monash University. He is a member of the Editorial Advisory Board of the Leadership and Organization Development Journal (UK), a leading international journal focusing on interdisciplinary and cross-disciplinary approaches to the study of leadership. Both his research and teaching performance were simultaneously acknowledged in the 2009 Commendation for the Dean’s Award for Excellence in Research by an Early Career Researcher and for Teaching Excellence that he received from Monash University.

MOSEL AWARD SPOTLIGHT

Congratulations to Tessa Basford, winner of the 2010 Mosel Award for her paper, "Levels of leadership: Examining the impact of perceived immediate supervisor and senior management support on employee intention to stay". Her study examined the relationship between two levels of leadership support – immediate supervisors and senior management – on employee intent to stay. She found that support and leadership level matter, with senior management support exerting a greater impact on intent to stay than immediate supervisor support, although both levels impacted intent to stay.

"I am pleased to accept the 2010 Mosel Award for Research Creativity. At the very start of my first year in the program, I remember watching Megan Shaw receive this recognition for her impressive research. That day I could hardly imagine that in just a few short years I would also have the honor of being selected for the award. I want to extend my gratitude to Dr. Lynn Offermann and Dr. Phil Wirtz for their invaluable contributions to this research, as well as to all the other faculty members and students who have helped make this possible. I have learned so much from all of you. Thank you!"
WHO WAS JAMES N. MOSEL?

You know that our annual research creativity award is named after him, but who was James N. Mosel? Well, one could say that he was a multilingual harmonica enthusiast who enjoyed running well into his 70s and racing Porches. He was renowned for giving reliable advice, fantastical and eloquent lectures, and roundhouse kicks (he was an avid practitioner of karate).

James Norman Mosel was born on December 28, 1918. He was professor of psychology at GWU from 1948-1988 and was the founding Director of GW’s I/O program, serving from 1962-1988. Prof. Mosel’s lectures were densely packed with meaning and famous one-liners (see below). The melodic sounds of his harmonica could often be heard from his office as he prepared to teach a class.

In addition to his academic duties, Prof. Mosel was extremely active in the applied world. He consulted for over 65 government and private organizations including the U.S. Office of Personnel Management and several foreign governments. As one might guess, being fluent in the native languages of those governments was a beneficial skill that Prof. Mosel possessed. However, the term multilingual may be an understatement.

PROF. MOSEL ON...

Research: Everything correlates with everything else—just a little bit.

Motivation: People like to do what they do well.

Validity: That test had an Irish validity (O’tone, O’two, O’tthree)

PROF. MOSEL TRANSAPLATES POETRY...

Western scholars who translate Thai poetry into English include James Mosel whose monograph *Trends and Structure in Contemporary Thai Poetry* contains helpful information on Thai poetry, especially the *klam*, which is the most popular verse form (Mosel 1961). Among the seven poets Mosel chose to translate, only *Utchen* is regarded by the present literary community as prominent.²


When asked to quantify his linguistic skills, Prof. Mosel said it was easier to name the languages he could not speak—namely a couple of Malaysian dialects that he couldn’t quite perfect! His particular fascination with the Thai language and culture led to his consulting with the Thai government for a number of years. Additionally, he is credited with writing a monograph of Thai poetry in which he translated several Thai poets into English (see below).

Professor James Mosel passed away on November 8, 1998 at the age of 80. In honor of this extraordinary man, alum Stan Cohen, along with Prof. Mosel’s wife Sopyung, established the James N. Mosel Scholarship Fund and the Mosel Award for Research Creativity. Thanks to the continuing support of the Fund, the IO program has provided student scholarships in addition to funding the Mosel Award, which gives a $500 stipend to winners and which just celebrated its 11th anniversary.

Please do not hesitate to contact our program and contribute to the Mosel Fund so that we can continue to provide support in honor of Prof. Mosel. We’d like to leave everyone with a piece of advice from Prof. Mosel that hopefully current students will heed and former students can appreciate:

"Your dissertation is not your life’s work. It is what you do so that you can get on with your life’s work."

OUR NEWEST ALUM

Congratulations to Dr. Noelle Scuderi (pictured here with son Cameron and baby Clara) for successfully defending her dissertation entitled, “Servant Leadership and Transformational Leadership in Church Organizations.” Noelle’s committee consisted of Dr. Lynn Offermann (Advisor), Drs. James Bailey and Tara Behrend (Committee), and Drs. Gelaye Debebe and Sen Sendjaya (Examiners). Noelle found that both servant and transformational leadership demonstrated independent, positive relationships on leader effectiveness, church health perceptions, trust in leader and organization, and follower satisfaction. Servant leadership had greater predictive power on leader effectiveness and trust whereas transformational leadership had greater predictive power on church health, suggesting that both of these forms of leadership can have important effects on the success of church organizations.
IO Students are working in multiple private and public organizations to gain experience in the field. Here are some of the exciting projects they are working on:

Jamie Severt: This summer Jamie interned at Health Analytics where he analyzed data from medical drug trials in order to determine drug effectiveness and wrote papers summarizing the results.

Garett Howardson: This summer, Garett held a research assistantship with Dr. Behrend investigating ways in which employees can use technology to overcome barriers to establishing and maintaining social relationships in the workplace.

Jessica Badger: Jessica is currently a Consortium Research Fellow at the U.S. Army Research Institute where she is conducting research on generational differences with Dr. Costanza.

Tessa Basford: This past summer, Tessa interned in the Individual Assessment Section of the Office of Personnel Management (OPM) working on a number of projects to support the federal hiring reform. She is currently teaching for the first time, offering a section of Psych 119, Group Dynamics, this Fall.

Sumona Basu (De Graaf): Sumona currently works at Bloomberg LLP on the Leadership, Learning and Diversity team, leading a global onboarding initiative for new hires and executive talent. She is also responsible for the talent development of the HR workforce at the company. She’s also hard at work developing her dissertation ideas.

Jessica Deares: Jessica is interning at ICF International in the Applied Organizational Research group, where she works on projects including a handbook on how to influence others, a satisfaction survey, and a benchmarking study.

Rebecca Fraser: Becky returned to the Competency Assessment Branch within the Office of Personnel Management as a Personnel Research Psychologist. This summer her projects included occupational analysis, assessment development, and training. Her dissertation proposal orals are due later this Fall.

Raluca Graeber: In the past year, Raluca taught a course in psychology (PSYC 119 - Group Dynamics) and worked in the Office of Academic Planning and Assessment at GW. She hopes to hold her dissertation proposal orals soon, studying virtual teams.

Jennifer Harvel: Jen also works for the Office of Personnel Management as a Personnel Research Psychologist. She has been involved with a variety of projects involving job analysis, competency modeling, and various types of assessment development (e.g., structured interviews, assessment centers, accomplishment records, etc.).

Salman Jaffer: Salman recently moved to Uganda with his wife where, as a Behavioral Scientist working at the Centers for Disease Control & Prevention, he works on behavioral and social science research pertaining to HIV/AIDS in Uganda.

Nadeeka Jayatilake: Nadeeka has been working full time as a senior consultant at Booz Allen Hamilton for more than a year. She is finalizing her dissertation draft and anticipating a final defense in time to be our next Ph.D. graduate!

SIOP 2010 RECEPTION & DINNER …
MARK YOUR CALENDARS FOR SIOP 2011

For a good many years now, IO students, faculty, and alums have gathered together for a night out on the town during the annual SIOP convention in April, typically on the Friday night of the conference. This year was no exception, with a large group convening at the popular Atlanta hotspot, Two Urban Licks. New this year was a pre-dinner reception graciously sponsored by GW’s Columbian College Development Office and Alumni Association, offering everyone a free drink, hors d'oeuvres, and some gifts for alums. A good time was had by all! The good folks at the GW Development Office are offering to host the pre-dinner reception again next year when SIOP goes to Chicago, so do plan to join us!!
Welcome, Allison and Mike!

We are please to welcome two new students to the I/O program: Mike Karim and Allison Brown.

Mike Karim

My name is Michael Karim. Though my family is originally Lebanese, I was born in Cleveland, Ohio, and have somehow managed to spend most of my life there. I received a BS in Psychology at The Ohio State University in Columbus, Ohio, in 2010. While Ohio State did not have an I/O program, I was exposed to a lot of social psychology courses and managed to find a couple I/O related classes to develop my interests.

My first exposure to I/O was actually in 8th grade during a conversation with my uncle. Ever since then I have had it in my head that I would prepare myself for attending graduate school to study and do research in the field.

I'm very much looking forward to living in the D.C. area and beginning classes and research with Dr. Tara Behrend. I could not be more thrilled to be joining such a great program with such welcoming students and faculty.

Allison Brown

Hi, my name is Allison Brown and I am originally from Farmington, Connecticut. In an attempt to escape the cold winters of the northeast, I ventured south to Virginia, where I attended James Madison University and earned two degrees: a B.S. in Psychology, and a M.A. in Quantitative Psychology (which is a combination of applied statistics, measurement, and assessment).

While at JMU, I became extremely interested in personnel selection/testing, and leadership, as well as issues related to positive psychology in the workplace. I am therefore very excited to join the industrial-organizational psychology doctoral program at George Washington University. In addition to deepening my understanding of these and other areas within I-O, I am especially looking forward to working on research projects under the guidance of my advisor, Dr. David Costanza, and getting to know the other students and faculty in the department.

APA and AoM 2010

This August, Tessa Basford received one of the prestigious APA travel grants, giving her funding to present her Mosel award-winning paper noted on page 1 at the APA conference in San Diego:


Meanwhile, Dr. Tara Behrend was presenting her work at the Academy of Management meetings in Montreal:


In the Spring newsletter we will publish a new section on “Contemporary issues in I/O.” The question for this first discussion column will be “Can I/O psychology learn from, or contribute to understanding of, the world of sports?” We welcome your thoughts on this question.... Please send your comments to our resident sports guy, Jamie Severt, at jsevert@gwu.edu!
THE FUTURE OF TEAMS RESEARCH

IO students and faculty were delighted to participate in the 2010 DC Metro Area Teams Conference on April 22, 2010, hosted by GW's Department of Management. Researchers from universities in the DC Metro Area, as well as from Connecticut, Pennsylvania, and Massachusetts, gathered together to present and discuss the latest research advancements in the teams literature. The theme of the conference, "Breaking New Ground in Teams Research" was apt, as many of the presentations focused on the effect that the changing nature of work is having on teamwork and teams in organizations.

Dr. John Mathieu from the University of Connecticut served as the conference's keynote speaker and set the tone for the day with his presentation, which challenged the IPO framework of teams research, arguing instead for a more dynamic and cyclical view of teamwork in organizations. From global warming to virtual teams to new research methodologies, attendees were treated to groundbreaking relevant research directions in the teams field. This all-day event featured both presentation and round-table discussion formats in order to encourage participation and debate.

WHAT'S A BUMBLE?

This spring, two I/O students (Jamie Severt and Garrett Howardson) and two faculty (Dr. Tara Behrend and Dr. David Constanza) participated in the Washington Post Magazine's Post Hunt. The hunt entails solving intriguing puzzles located throughout the Federal Triangle area of DC and combining the puzzle answers to come up with a grand solution.

This year's event involved buried numbers near the mall, 555 1/2 porcelain feet, and a comic strip portraying collective nouns from the Book of St. Albans to name a few. Intrigued? Check out the Post hunt link below for solutions.

Although the GW delegation did not emerge victorious, we thoroughly enjoyed the event and hope to make it an annual tradition. Please let use know if you would be interested in joining!


WELCOME GW'S NEW PROVOST/VP

Dr. Steve Lerman joins GWU as our new provost and vice-president for academic affairs.

Dr. Lerman joins GWU from the Massachusetts Institute of Technology where he served as Vice Chancellor and Dean for graduate education.

Dr. Lerman brings to GW more than 35 years of experience as a leader and scholar at one of the nation’s most prestigious research universities. He began at MIT as a student, earning a Bachelor of Science in Civil Engineering, a Master of Science in Civil Engineering and a Ph.D. in Transportation Systems Analysis. He joined the faculty in 1975 as Assistant Professor of Civil Engineering and rose through the ranks, twice serving as chair of the faculty and serving as Dean of graduate education since 2007 and as Vice Chancellor since 2008.
The George Washington University, Department of Organizational Sciences & Communication

**Thank You**

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

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**THE GEORGE WASHINGTON UNIVERSITY**
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Hope you enjoyed the newsletter!

Yours Sincerely,

'10-'11 Newsletter Editors

Jamie Severt
Garett Howardsen
(From Left to Right)