Our seminar series, Crossroads, contributes to lively intellectual exchange by inviting respected organizational scholars to present cutting-edge research from a wide range of interdisciplinary perspectives, building relationships among organizational scholars across GW, and the larger intellectual and professional community in the DC metro area, the nation, and internationally. Spring 2007 speakers include:

**Philip Bobko, Ph.D.**

**“Fundamental Issues Surrounding the 80% Rule in the Uniform Guidelines”**

On Tuesday, March 6th, Dr. Bobko examined consequences and implications of the 4/5ths rule for detecting adverse impact in personnel selection systems. The session also explored a recent attempt to reduce levels of adverse impact in selection as well as the validity and adverse impact potential of alternative predictors. Thanks to all who contributed to this fun and stimulating event!

**Up next: Robert J. Marshak, Ph.D.**

**The Hidden Dimensions of Organizational Behavior”**

**Tuesday, April 10th, 5:30 – 7:00 PM**

Marvin Center, 800 21st St., NW  
Seminar, Suite 307, 5:30- 6:30 pm  
Book Signing and Reception, Suite 301, 6:30-7:00pm

There are powerful processes that impact organizations and organizational change, but that usually remain unseen, unspoken, or unacknowledged. An integrated model for understanding the hidden dynamics of individuals, groups, and organizations will be explored through discussion and application exercises. Dr. Marshak’s presentation will be based on his new book, Covert Processes at Work: Managing the Five Hidden Dimensions of Organizational Change, Berrett-Koehler, 2006.

These events are publicized on our web page (http://www.gwu.edu/~orgsci/crossroads.html) and through e-mail. If you would like to be on the e-mail list, please contact Ms. Emprisia Lee at 202-994-1871.  
All events are free, and alumni are encouraged to attend!
Courtney Morewitz

As a fourth-year student in the program, I’ve been working at Personnel Decisions Research Institutes (PDRI) for about 1½ years. During my internship I have worked on a variety of projects, including developing and validating performance appraisal systems and selection tests as well as creating interactive training programs in leadership development. One particularly gratifying aspect of the work is to be a part of a project from beginning to end – to see the whole process from the idea stage through development and implementation. As most of the projects are at least several months to a year long, it is satisfying to have your hand in each step of the process (e.g., defining competencies, writing work behaviors, creating performance standards, validating performance standards, and training supervisors and employees on how to use the new system) and then see the final product.

One of the most interesting aspects of the work at PDRI is the amount I have learned about a diverse range of other jobs while performing I/O work. For example, one project was to test concepts and develop a training program related to social awareness and influence skills for military leaders in order to improve their adaptability in different contexts and cultures. As part of the project, we met with dozens of military leaders and heard stories about Iraq and Afghanistan to develop critical incidents.

In addition to interesting work, the people truly make PDRI a unique organization. My colleagues are extraordinary, and I know I can always count on them for input, feedback, advice, and a laugh. Although we work hard and have our share of stress like most organizations, I think it helps to have a supportive environment in which to grow!

Jeff Cucina

Congratulations to recent Ph.D. graduate Jeffrey Cucina for winning the IPMAAC (International Public Management Association for Human Resources Assessment Council) Dissertation Award!!! Jeff will present the results of his dissertation, titled “A Comparison of Alternative Methods of Scoring a Broad-Bandwidth Personality Inventory to Predict Freshman GPA,” at the IPMAAC conference this June. Jeff’s dissertation was directed by Nick Vasilopoulos, and his committee members were David Costanza, Lynn Offermann, Nils Olsen, Visiting I/O professor Mano Ramakrishnan, and Chuck MacLane from OPM. Jeff’s award includes free conference registration, $600 for conference travel, a plaque, and membership in IPMAAC for one year. IPMAAC is also giving GW a $500 grant to support student research in his honor. Way to go, Jeff!
In Spring 2008, OSC Professors David Costanza and Jared Critchfield (Communication) are planning to offer an interdisciplinary class on Leadership, Culture, and Communication and an associated study tour to China. This primarily undergraduate course will examine the role that leadership, power, influence, communication, and culture have on how organizations and the people within them function, by focusing on Olympic Games Organizing Committees and corporations based in the United States and China.

In Spring, students will attend classes featuring guest lecturers (including some primers in basic Mandarin), discussions, case studies (using previous Olympic Organizing Committees in Atlanta, Sydney, and Athens as examples) and site visits to companies in the Washington area. In the early Summer, the course will take students on a study tour to China, including visits to Beijing (site of the Olympics), Shanghai, and Hong Kong. Upon return from China, students will apply what they learned during the trip to a research paper. Hopefully, the course will provide students with an understanding of the impact and importance of organizational and national cultures on leadership and communication, lessons on the multiple ways of studying and interpreting organizational cultures, and experience conducting interdisciplinary, international research. The course is in the early planning stages (it is really hard to get in touch with the Olympic Committee!) but Professors Costanza and Critchfield are excited about leading this first ever undergraduate OSC study tour. Stay tuned for more details!

Opened in 2001, the four-level, $37 million Lerner Health and Wellness Center provides faculty, staff, and students a state-of-the-art recreational facility used by many I/O students. The building has basketball courts, racquetball courts, squash courts, free weights and cardio equipment, a three-lane 25-yard lap pool, locker rooms, steam and sauna rooms, and underground parking.

GW’s new Mount Vernon Athletic Complex has NCAA soccer and softball fields, 6 outdoor tennis courts, 5 bubble-covered indoor tennis courts, locker rooms, and a parking garage.

GW’s “River Horse”
Publications

Faculty coauthors are in **boldface**; student coauthors are in *italics*


SIOP Conference Presentations
Faculty coauthors are in **boldface**; student coauthors are in *italics.*


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APS Conference Presentations


Offermann, L. R., Matos, K., Jayatilake, N., & Malamut, A. B. (May, 2007) *Embracing diversity: Predictors of...*
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Every donor is important to our program’s mission. To contribute, please keep an eye out for our yearly call for donations in November or contact Alyssa at 202-994-1878 or Email her at alrussel@gwu.edu. If you donate via GW’s 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 Nick Vasilopoulos at NLV@gwu.edu.

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