Spring is in the air and there are events buzzing around the George Washington campus. Most notably, Julian Bond will be delivering GWU’s 2008 keynote commencement address at the National Mall. Julian Bond was one of the focal players in the civil rights movements in the 1960s, focusing on issues regarding the Vietnam War, feminism, non-violence, and equality for minorities. It is his intention that his speech is able to garner support from young college students and to inculcate greater awareness of civil affairs.

In addition, it is March madness and the GW women’s basketball team is currently preparing for their rematch with Rutgers for the Sweet 16 NCAA tournament. For the second year in a row, the team has made it in the final four of our division, to advance to the Elite Eight and thereafter compete in the final four!

Other notable events on campus include Senator Clinton’s speech to GW students, an outreach event exposing high school students in Loudoun County to the field of engineering, and student body presidential elections. Not to mention, the lovely cherry blossoms in bloom!

Spring is most definitely here, and we are pleased to have such a host of exciting events to look forward to!

Crossroads Seminar: Dr. Marcus Stewart

This Spring, GW’s Crossroads Seminar hosted Dr. Marcus M. Stewart, assistant professor of management at Bentley College. His presentation explored a paradox in teaching diversity; “While we espouse to teach inclusion, we may be teaching exclusion”. According to Dr. Stewart, common approaches to teaching diversity appear to make distinctions between perspectives that are sanctioned and valued (e.g. gender equity), and those that are not (e.g. resistance to affirmative action). A number of faculty members and students from GW attended the session, and the dialogue was both informative and thought-provoking.

Dr. Stewart explored ways in which this inclusion-exclusion conundrum emerges, such as the exclusion of controversial reading material in one’s class syllabus. He addressed potential dangers of excluding certain viewpoints in the classroom, and the long term implications. Importantly, he provided tactics and strategies by which educators might yield more inclusive diversity courses. Conversations amongst the audience included drawing parallels between the teaching of Ethics in the classroom, and the teaching of Diversity in the classroom, and the potential for educators to embed the topic of diversity within the curricula.

GW was honored to host Dr. Stewart, and his talk was extremely insightful for members of GW who are both teaching and learning in diverse environments.
Many thanks to GW alums and former IO Psychology doctoral students Ginger Gregory and Marcia Avedon. Ginger served as a guest speaker back in February, and Marcia will be guest speaking at the end of April in David’s undergraduate class, Leadership, Culture, & Communication, which is he is co-teaching with Dr. Jared Critchfield of Communications.

Ginger graciously accepted our request to speak and, after flying south from Boston, enthusiastically shared her experiences in developing an effective and collaborative organizational culture, as the Global Head of Human Resources for Novartis Institutes for BioMedical Research (NIBR).

She led an engaging discussion with our undergraduates focusing upon the performance management system she designed for NIBR. Her creative design, a function of her astute understanding of the pharmaceutical company and her employees’ educational training, highlights innovation, teamwork, and a results focus. What began as three goals has evolved into a successful organizational culture among the 4,000 researchers in her business unit.

Ginger Gregory joined the Novartis Institutes in October 2005, with 15 years of experience in organizational effectiveness and strategic human resources. She has acquired expertise in areas such as change management, leadership development, strategic staffing, and teambuilding and metrics through positions at Novo Nordisk, Bristol-Myers Squibb, and Booz Allen & Hamilton.

Marcia Avedon joined Ingersoll-Rand in 2007 as their Senior Vice President of Human Resources and Communications, and officer of the company. Previously she headed global human resource strategies, programs, and policies as well as talent management and organization effectiveness at Merck & Co. She has also acquired expertise through her experiences with companies such as Honeywell, Anheuser-Busch Companies, and Booz-Allen & Hamilton.

Fantastic job Ginger! And, can’t wait to see you Marcia!

## Focus Groups:
### On the Road for Research

In the spring and fall of 2007, Dr. Lynn Offermann’s research grant from the National Science Foundation allowed for a number of GW students to conduct interviews and run focus groups at numerous locations of a service industry organization. The team collected qualitative data, and a great deal of information was learned through the face to face interactions with employees of the organization.

As a result of the insightful conversations that were had, the team has embarked on new research in the field of diversity; namely the influence of language barriers in the workplace. Sumona Basu will be presenting their findings at the Association of Psychological Science Conference this summer in Chicago. The team looks forward to running a number of focus groups around the nation in Spring and Fall 2008.

## Qualitative Data Analysis:
### A New Frontier

Although our I/O program is primarily known for its strengths in quantitative analyses, we’re finding that qualitative analysis can be a great way to delve further into results found by quantitative analyses and generate new theory and research ideas. The NSF research team has been using both methods to better understand the diversity issues faced by today’s organizations. In addition to uncovering language barriers (see box to the left), interviews and focus groups are allowing us to pursue detailed questions about how leaders can make diverse people feel equally valued at work, as well as how the demographic compositions of different workplaces affect individual and organizational outcomes. The team is also exploring new computer technologies to assist in the analysis of transcript data. Why not have the best of both worlds?
SIOP Dinner, San Francisco
The GW gang will be in San Francisco for SIOP, and a dinner has been planned for Friday night! All alums are invited...Please email David (dcostanz@gwu.edu) to RSVP and for details on the outing. We hope to see you there!

SIOP, San Francisco, CA
AUGUST 11-13, 2008
Famous For: Clam Chowder (in a bread bowl), Haight-Ashbury Street, Trolley Cars, Rice-a-Roni, Ghirardelli Chocolate
Must see: Lombard Street, Golden Gate Bridge, Alcatraz, The Muir Woods/Redwood forest, The seals at Pier 39, Trans Union Bldg
What to do: Bike across the Golden Gate Bridge, Take a wine tour of Napa/Sonoma Valley, drive walk down Lombard Street

You’ll seem like a local if: You don’t get scared by the “bush” on the street, when walking by the Piers...

ASSOCIATION OF PSYCHOLOGICAL SCIENCE, CHICAGO, IL: MAY 22-24, 2008
Famous for: Sears Tower, Wrigley Field, The Blue’s Brothers, The “L”, Oprah!
Must see: Millenium Park, The Magnificent Mile
What to do: Go to Second City Improv for a laugh, Walk around Navy Pier, Walk along Lake Michigan
You’ll seem like a local if: You suggest grabbing dinner at The Billy Goat, and order a “cheezborger” and an “old style” when you’re there.

ACADEMY OF MANAGEMENT, ANAHEIM, CA
AUGUST 8-13, 2008
Famous for: Disneyland, Sleeping Beauty’s Castle, Ocean County (“The OC”) Must see: Hobby City Doll, Toy Museum
What to do: Ride Space Mountain, Catch a ball game at Angel stadium, drive through the OC, “fly” a fighter jet at the Flightdeck Air Combat Center
You’ll seem like a local if: You buy handmade crafts, fruits, and vegetable from the Anaheim Farmers Market

AMERICAN PSYCHOLOGICAL ASSOCIATION, BOSTON, MA: AUGUST 14-17, 2008
Famous for: Fenway Park & The Red Sox, the Cheers bar, Paul Revere, the use of the word “wicked”
Must see: the John Hancock Tower (tallest in New England area), The Freedom Trail, Newbury Street
What to do: Take a duck tour (and quack on the bus!), Have a cold one (Sam Adams preferably) in front of Sam Adams’ grave, have dessert at the top of the Prudential Center (fresh baked cookies!)
You’ll seem like a local if: You go to the Barking Crab for a meal, and when asked, describe the meal as, “wicked awesome!”

SOCIETY OF PERSONALITY AND SOCIAL PSYCHOLOGY, ALBUQUERQUE, NM
Famous for: The world’s largest rattlesnake museum, Sandia Peak Tramway, International Balloon Fiesta
Must see: Trinity Site (where the first atomic bomb was detonated), El Morro National Monument (with 7 centuries of human inscriptions)
What to do: Take a hot-air balloon ride with “Rainbow Ryders”, go on the Sandia Peak Tramway
You’ll seem like a local if: You go to the Route 66 Diner, and order a “Pile Up” or “Fender Bender”, Make sure to play your favorite 50’s tune on the juke box!
It is spring time, and in Washington DC the trademarks of spring are the whites and pinks of the cherry trees that line the National mall and memorial parks of the city. In celebration of Japan’s gift of the cherry trees as a kind gesture to build stronger relationships with the United States, there are several exciting events to attend throughout the District. If you wish to get some exercise while enjoying the blossoms, there are bike tours available, fun runs, marathons (not-so-fun-runs) and evening walks. For those with epicurean tastes, there are sushi and sake tastings, and special cherry-themed menus at restaurants in the District such as Indebleu, Bastille, Aria Trattoria, and Taberna del Alabardero (just to name a few!) If you wish to make a day of the events, on April 5th there is a three hour festival including music performances, kids craft activities, and cuisine from local restaurants followed by fireworks at 5:00 on the Southwestern Waterfront. Whatever your interests, you will be sure to find some exciting events to attend, right in our own front yard!

GW NEWS

GW’S COLUMBIAN COLLEGE OF ARTS & SCIENCE WELCOMES A NEW DEAN, DR. MARGUERITE BARRATT

The IO program is pleased to welcome Dr. Marguerite Barratt as the new Dean of the Columbian College of Arts & Science. Dr. Barratt’s position commenced on August 1, 2007, and thus far, she has taken great strides at GW. Dr. Barratt was formerly the deputy director of clinical research policy analysis and coordination at the National Institutes of Health, and is an accomplished expert in developmental psychology. She has 30 years of research and teaching experience in the parent-child interaction area, and has been published in a number of top tier journals in her field. She brings a solid vision for the role of CCAS in a major research university. We are thrilled to welcome Dr. Barratt, and look forward to working closely with her as a program to achieve her vision!

“I hope to work with faculty, students, staff and alumni to build upon the solid foundation my predecessors had made in developing the Columbian College into one of the nation’s best schools.”

-Dr. Marguerite Barratt

GW STUDENTS & FACULTY IN CHINA!

Our very own Dr. David Costanza and Dr. Jared Critchfield of the Communication Department are currently teaching the inaugural semester of the undergraduate class entitled, Leadership, Culture, & Communication, which focuses on the impact leadership, culture, and communication have on organizational success. The upper level course includes site visits to local organizations such as IKEA and Black & Decker, as well as guest speakers from Marriott, American Chamber of Commerce, and our very own Ginger Gregory of Novartis, Marcia Avedon of Ingersoll-Rand, and former GW president Stephen Joel Trachtenberg.

Most exciting however, is the culmination of their semester’s research and discussion which is a China study tour this summer!!!

David, Jared, and their Graduate Teaching Assistant, Rebecca Fraser will be leading 13 undergraduates on organizational site visits and touring throughout Beijing, Shanghai, Suzhou, and Xian. They will even get to visit the ever controversial Beijing Olympics Organizing Committee, and observe a track & field event.

Safe travels and lots of fun!


Vasilopoulos, N. L., Hayes, T., & Shaw, M. (2008, April). What happens when you admit a willingness to lie? In M. Peterson (Chair), Examining faking using within-subjects designs and applicant data. Symposium to be presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
Every donor is important to our program’s mission. To contribute, please use the enclosed donation form, or contact Alyssa by phone: 202-994-1878 or email: alrussel@gwu.edu. If you donate via our website 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! Wishing you a wonderful spring and summer.

Yours Sincerely,
07-08 Newsletter Editors
Megan Shaw,
Sumona Basu,
Rebecca Fraser
(Left to Right)