Michelle Obama to speak at GW Commencement?

On September 11, 2009, First Lady Michelle Obama challenged GW students, faculty, staff, and alumni to accrue a combined total of 100,000 hours of volunteer service to the community by May 1 in return for agreeing to speak at GW’s commencement ceremony on May 16, 2010. As of this writing, GW has amassed over 86,000 hours with another month to go.

GW has a long history of having service as a core value. During the 2008-09 academic year, more than 2,000 undergraduates contributed 60,000 hours of service in DC and around the country.

GW was also #1 among medium-sized colleges and universities in the country for Peace Corps volunteers in 2009 and is a top feeder school for Teach for America. If you’d like to have Mrs. Obama at GW’s commencement, check out the Office of Community Service for volunteer opportunities at ocs@gwu.edu or http://serve.gwu.edu and join in. And make sure to register your service hours to bring Michelle Obama to the commencement podium!

Crossroads Seminar: Creativity is a Decision

We were delighted to welcome Dr. Robert J. Sternberg to GW on March 23, 2010. Addressing faculty and students at the Crossroads Seminar, Dr. Sternberg argued that “Creativity is a Decision.” Not an easy one, though: he noted that creativity requires willingness to accept risk and face certain opposition from those committed to the status quo. This, in turn, requires belief in oneself and love for what you’re doing. With engaging humor, he illustrated his “keys” to creativity with successful and unsuccessful examples from his own career. The talk was given in honor of 10 years of awarding the Mosel Award for Research Creativity to outstanding IO students, and the pre-talk reception was attended by alumni, faculty, and students (see photos later in this issue). A good time was had by all!

Dr. Sternberg currently serves as Dean of the School of Arts and Sciences, and Professor of Psychology at Tufts University. Previously he was Professor of Psychology and Management at Yale. He has authored about 1,200 journal articles, chapters, and books (!!) and also served as the 2003 President of the American Psychological Association. The APA Monitor on Psychology named him one of the top 100 psychologists of the 20th century.
SIOP 2010: ATLANTA!

WE ARE HAPPY TO ANNOUNCE THAT GW’S ALUMNI ASSOCIATION WILL TREAT YOU TO ONE FREE DRINK AND HORS D’OEUVRES BEFORE DINNER AT 7PM. PLEASE CONTACT DR. COSTANZA AT DCOUSTANZ@GWU.EDU FOR DETAILS AND TO RSVP.

GW @ SIOP


Basford, T., Offermann, L. R., & Wirtz, P. W. (2010, April). The impact of leader support on minority and non-minority retention. Paper to be presented Friday, 3:30 PM


Basu, S., Basford, T., Offermann, L. R., Graebner, R., & Jaffer, S. (2010, April). Can leader behavior reduce perceptions of racial microaggressions at work? Paper to be presented Friday, 3:30 PM

Behrend, T.S., & Thompson, L.F (2010, April). Trainee-trainer similarity in E-learning: effects with computerized trainers. Paper to be presented Friday, 8 AM

Behrend, T.S., & Thompson, L.F (2010, April). Design control and intelligent agents: Effects on training outcomes. Paper to be presented Friday, 8 AM

Cucina, J. M., Hunter, A. E., Martin, N. R., & Vasilopoulos, N. Empirical keying of personality scales to reduce faking. Paper to be presented Friday, 3:30 PM

Fraser, R.L., Jensen, J.M., Glenn-Dunleavy, D.M. (April, 2010). Impact of CWB Role Perceptions and Structural Interdependence on CWB. Paper to be presented Friday, 10:30 AM

Graebner, R., Offermann, L. R., Jaffer, S, Basford, T., & Basu, S. (2010, April). See no evil: Colorblindness, meritocratic worldview, and microaggression perceptions. Paper to be presented Thursday, 12:30 PM

Offermann, L. R. (2010, April). (Chair) Leadership and Diversity: Science meets practice. Symposium to be presented Friday, 3:30 PM


*Note: Full-time IO faculty in **bold**, current students in *italics.*

GW Alumni presenters include Jeff Cucina, Arwen Hunter, Adam Malamut, Ken Matos, Mike McDaniel, Courtney Morewitz, and Debbie Whetzel.

Things to do during your free time in Atlanta:

**World of Coca-Cola:** Experience the fascinating history of the world’s most famous soft drink in a multimedia attraction featuring a fully-functioning bottling line that produces an 8 oz. glass bottle of Coke for every guest.

**Georgia Aquarium:** The Georgia Aquarium opened in 2005, and is the world’s largest aquarium. It houses four whale sharks, the only manta ray in the US, and thousands of other animals. The aquarium is conveniently located next door to the World of Coca-Cola, just a few blocks from the SIOP hotel.
**Sumona Basu De Graaf**

After comps, I moved to a different city, got married, and started a new job! I am currently consulting with Bloomberg LP in the Leadership, Learning and Diversity group. My work revolves around new hire and executive hire onboarding, and I am currently redesigning the programs to better fit the needs and culture of the organization. I am also responsible for the development of the global HR staff at Bloomberg, and have been designing and delivering curriculum to enhance the effectiveness of Bloomberg’s HR department. My experience consulting has led me to a dissertation topic around the challenges of leading multiple generations in the workplace. A potential idea for my dissertation is to build a comprehensive leadership model for the Millennial workforce. Given the gap in empirical research in this area, and the popularity of the Millennials in mainstream media, I am eager to leverage IO principles and theories to better understand how to effectively lead this rising generation of talented employees.

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**Rebecca Fraser**

After celebrating the end of comps, I returned to the Competency Assessment Branch within the Office of Personnel Management for the summer, where I worked primarily on assessment development and some job analysis. At the start of September, I returned to GW as a GRA to work on research with David Costanza and Jaclyn Jensen. We've been wrapping up research already in progress to submit for publication, and have been conducting research on generational differences with Jessica and Jamie. I've also been working to publish my second year project, and begin my dissertation, which will examine how outcomes of workplace incivility differ across context. Looking forward to seeing everyone and catching up at SIOP this year in Atlanta!!!

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**Raluca Graebner**

Since passing comps in June 2009 I continued my collaboration with the World Bank Group, working on adapting the Flexwork Toolkit that I developed for the International Finance Corporation, and implementing it world-wide within the Bank. The Toolkit, based on extensive interviews and focus groups with staff and managers, is part of a change management effort aimed at facilitating the uptake of flexible work arrangements. For the past two semesters I have also had the opportunity to teach at GWU as an adjunct professor, taking over Dr. Offermann's class in Group Dynamics. In the spring I am hoping to collect data for my dissertation, looking at members' personalities and group interactions in virtual teams. Although I've loved living in DC, in the fall of 2010 I will be moving to New York - and looking for a job! So if you know of any available positions in the NYC area, please let me know! (raluca_n@gwu.edu)

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**Salman Jaffer**

After completing comps, I've been working at the Government Printing Office on a variety of projects such as change management, workforce planning, performance management, and survey action planning. My wife, Juno, also recently started working as Foreign Service Officer at the United States Agency for International Development (USAID) and for the past few months, we've been busy preparing for our move to Uganda. We are extremely excited about this opportunity. While in Uganda, I hope to continue to broaden my work experience and start my dissertation.
The focus of the WAVE lab is to examine the impact of 3D virtual environments on various work processes. Currently, the lab’s focus is on recruitment and job seeker perceptions of companies that use Virtual Environments (VEs) to recruit new employees. Do job seekers perceive companies that use VEs differently than those that don’t? Does a company’s use of VEs give them an advantage over companies that don’t? Does the time investment in creating avatars affect users’ reactions to a VE recruitment experience? These are all questions, among MANY others, that the WAVE lab is interested in. Additionally, first-year Garett Howardson is working on a meta-analysis of Internet recruiting research in order to summarize the important relationships that have been identified in the domain that he hopes to turn into his second-year project.

DR. COSTANZA’S LAB

David’s lab is currently conducting a meta-analysis examining generational differences in work outcomes. The purpose of this project is to determine whether or not generational differences in work outcomes are real or if they have been manufactured by the mass media. David’s research team is hoping to provide a thorough summary of the research regarding generational differences at work. First-year student Jamie Severt is also conducting a study that is examining the influence that owners have on professional sports teams’ performance. The idea for this study came from Jamie and David’s observations of the contrasting ways in which over-involved sports owners, like Dan Snyder of the Washington Redskins, run their franchises relative to less involved owners like the Rooney family of the Pittsburgh Steelers. The hypothesis is that over-involved ownership results in poorer on-field performance.

2ND YEAR PROJECTS

Virtual Environment Recruitment: Implications for Person-Organization Fit and Attraction
Jessica M. Badger; Advisors: Tara S. Behrend & David P. Costanza

This study will be the first known empirical examination of the use of virtual environments in organizational recruitment. The aim of this study is to explore the impact of this recruitment medium on perceptions of both a recruiting organization’s culture and person-organization (P-O) fit and organizational attraction. Drawing on signaling theory and media richness theory, a 2 (recruitment medium: virtual environment vs. Web site) X 2 (culture strength: strong vs. neutral) experimental design will be used to address the following research questions: Will the relationship between culture strength and culture perceptions depend on recruitment medium? Will recruitment medium directly affect attraction or will this relationship be mediated through perceptions of P-O fit? Path analysis will be used to test the proposed relationships. Implications for theory and practice will be discussed.
2ND YEAR PROJECTS

Considering the source:
The impact of senior management and immediate supervisor support on employee intent to stay
Tessa E. Basford, Lynn R. Offermann, & Phil W. Wirtz

Researchers and practitioners widely acknowledge that leadership support helps foster employee retention, yet little attention has been devoted to examining the impact of different levels of perceived leadership support on employee intent to stay. The present study is the first to examine the relationship between two levels of leadership support – immediate supervisors and senior management – on employee intent to stay. Although positively related, perceived support from each leadership level exerted an independent and positive influence on employee intent to stay, underscoring the importance of distinguishing between different leadership levels. Comparing the two forms of leadership support showed that senior management support exerted a greater impact on intent to stay than immediate supervisor support. These findings emerged for employees in both low-status and high-status occupational positions; however, both levels of leadership support had a stronger impact on intent to stay for workers in high-status positions.

CROSSROADS/MOSEL AWARD RECEPTION

The Mosel Award was established in honor of Professor James Mosel, the founder of the IO program at GW, and honors a student each year for research creativity. This year marks the tenth anniversary of the award. To mark this occasion, Dr. Robert Sternberg spoke about creativity (see page 1) and a plaque with names of past winners and slots for 14 more annual winners was dedicated that will hang in the department. Past recipients of the Mosel award (wearing red carnations) include:

- 2000: Adam Malamut
- 2001: Brooke Hamilton
- 2002: Heather Prather
- 2003: Jeffrey Cucina
- 2004: Jennifer Case
- 2005: Courtney Morewitz
- 2006: Noelle Scuderi
- 2007: Kenneth Matos
- 2008: Megan Shaw
- 2009: Raluca Graebner

Alumni mingle with current faculty and students at the well-attended reception prior to the talk.
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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!

Yours Sincerely,
'09-'10 Newsletter Editors
Jessica Badger
Tessa Basford
(From Left to Right)