Dr. Rousseau’s Upcoming Talk At GWU

We are delighted to announce that former Academy of Management president Denise Rousseau will be coming to GW and giving a talk on Friday, April 5th at 11:30 am in Duques Hall room 255.

Dr. Rousseau is the H.J. Heinz II University Professor of Organizational Behavior and Public Policy at Carnegie Mellon University's H. John Heinz III College and the Tepper School of Business. She is the faculty director of the Institute for Social Enterprise and Innovation and chair of Health Care Policy and Management program. She was the 2004-2005 President of the Academy of Management and the 1998-2007 Editor-in-Chief of the *Journal of Organizational Behavior*.

Rousseau's research focuses upon the impact workers have on the employment relationship and the firms that employ them. It informs critical concerns such as worker well-being and career development, organizational effectiveness, the management of change, firm ownership and governance, and industrial relations. Recognized in particular for developing the theory of the psychological contract, her work addresses the powerful reach individual employee's understanding of the employment relationship has on work groups, firms, and society. She is also a leading proponent of evidence-based management. Come join us!!

**HIGH IMPACT TEACHING AND LEARNING**

Drs. Tori Grady and Lynn Offermann of our department were recently awarded a High Impact Teaching and Learning Grant from GW to integrate a pro bono consulting project with a major international organization into Dr. Grady’s ORSC 6216 class on Planned Change in Organizations. Students are currently participating in completing a real-time organizational diagnosis (complete with online survey distribution/analysis and interviews) and will complete a report to the organization with recommendations for change as part of their final assessment. The head of the organization came to class on January 23 and gave a talk about the organization and the challenges it faces, and teams of students are currently conducting interviews with high-level organizational personnel (including the organization’s president) as well as significant internal and external stakeholders (including an ambassador). It's a phenomenal opportunity for students to get hands-on experience with a significant change project while helping an under-funded organization achieve its future goals.
Dr. Rebecca Fraser defended her dissertation “The Impact of Context on Responses to Episodes of Incivility.” In her dissertation, Dr. Fraser looked at the process by which single episodes of incivility affect victims' OCB and CWB and tested multiple paths, i.e., interactional justice, negative affect, and desire for revenge. Her study employed a within-subject design to test the interactive effects of instigator status (i.e., supervisor, coworker) and victim perspective (i.e., target, observer) on cognitive and emotional reactions and behavioral intentions following incivility. Results showed that targets and observers experience similar adverse effects following incivility, including a decrease in justice perceptions, rise in negative emotions, and desire for revenge, resulting in greater likelihood of CWB and lesser likelihood of OCB, particularly toward the instigator. Significant interactive effects further suggested victims may consider instigator status when choosing a response to incivility, and that victim perspective may shape responses to incivility. Overall, findings suggest a more complex decision making process may occur as victims choose their response to incivility.

Dr. Salman Jaffer successfully defended his dissertation entitled, “Harnessing Innovation in the 21st Century: The Impact of Leadership Styles.” In his dissertation, Dr. Jaffer examined the relationship between two leadership styles (TFL & LMX) and two forms of organizational innovation (exploration and exploitation). The study also investigated the role that individual and organizational variables play in explaining the leadership-innovation relationship. The data suggested a positive relationship between leadership styles and organizational innovation, albeit these relationships were not significant. Certain characteristics, such as follower autonomy, were found to be positively and significantly related to exploration innovation. As predicted, follower autonomy and leadership flexibility were more positively related to LMX than to TFL. When analyzed separately, both leadership styles were predictive of organizational innovation. In particular, organizational support for innovation was found to mediate the leadership-innovation relationship.

In addition to completing his dissertation, Salman and his wife Juno were delighted to welcome a daughter, Zahra, into their lives in December (see photo, right).

Jessica Badger successfully passed her dissertation proposal, entitled “The Formative Nature of Person-Environment Fit.” She proposed looking at how the construct of person-environment should be conceptualized. In her dissertation, she will explore whether person-environment (PE) fit should be thought of as a reflective construct (i.e., the types of fit are manifestations of overall PE fit) or a formative construct (i.e., the types of fit collectively define overall PE fit). The results of this study will inform our knowledge of fit and provide guidance for how it should be conceptualized and measured. The findings are also expected to have practical implications for areas such as recruitment and socialization.

Please join us for “RDS”

Please join us for our (approximately) bi-weekly research discussion symposia (RDS). RDS sessions are held in the 3rd floor conference room Fridays at 12pm and feature student and faculty research, research/publication workshops, and invited talks. This semester, RDS has included a workshop on academic presentation skills delivered by GWU professor Christine Clapp, and a discussion on person-organization fit from Jessica Badger. Upcoming RDS talks include:

- March 22: Garett Howardson will present his research on self-efficacy
- April 26: Allison Yost will present her dissertation proposal on personality and leadership
**GWU Students @ SIOP 2013**

Badger, J.M., & Behrend*, T. S. The measurement and dimensionality of perceived person-organization fit. Paper to be presented Friday at 4:30pm.

Blacksmith, N., Fernandez, C., & Yang, Y. Attracting high quality nurses: Both message and channel matter. In W. Shepherd (chair), Applications of employee value propositions: Delivering what matters most. Symposium to be presented Friday at 8:30am.


Costanza*, D. P., Brown, A., & Baard, S. K. Organizational career flow: Like the sands of time. In G. Goodwin (chair), Hard problems: Known unknowns and unknown unknowns in behavioral science. Symposium to be presented Thursday at 1:30pm.

Howardson, G. H., & Behrend*, T. S. Assessing the indirect effects of self-efficacy sources on learning. Paper to be presented Friday at 1:00pm.

Karim, M. K., & Behrend*, T. S. Learner control: Individual differences, control perceptions, and control usage. Paper to be presented Friday at 1:00pm.


**Current Student**
*Alumni or faculty

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**Going to SIOP? We Have Some Recommendations!**

SIOP 2013 will be held from April 11-13 in Houston, TX. If you find yourselves looking for something to do after-hours in Houston, check out our suggestions below!

### Where To eat

- Vic & Anthony’s - Steakhouse $$$$
- Flying Saucer Draught Emporium - Pub Food $
- Mia Bella Trattoria - Italian $$
- The Cajun Stop - Cajun/Creole $
- The Blue Fish Bayou Place - Seafood, Sushi $$$

### Best Attractions

- Bayou Place - Smack in the middle of Downtown Houston’s Theater District, full of movie theaters, bars, and restaurants
- Galleria Mall - Need to do some shopping? Come visit Texas’s largest mall!
- Johnson Space Center - Explore exhibits and experience a zero-gravity environment simulation
- Houston Zoo - Enjoy the beautiful Texas weather while strolling through this charming zoo.

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**GWU’s SIOP Dinner**

Please join us for the annual SIOP dinner Friday, April 13th. GW’s Alumni Association will treat you to one free drink and h’ors d’oeuvres before dinner. Please contact Dr. Costanza at dcostanz@gwu.edu for details and to RSVP.
GWU @ APS 2013

The 25th annual meeting of the Association of Psychological Science is going to be held in Washington, DC on May 23-25. While other conferences may be difficult to get to, this one is going to be in our own city! We have some stellar posters that are going to be presented this year. The schedule has not been released yet, but here’s a list of what you can expect to see this May.

Online interviews: An exploration of how text-only media influences information used to rate applicants.

**Horn, R.G.**, **Karim, M. N.**, **Behrend*, T.S.,** **Sharek, D.J.,** & **Wiebe E.N.**
Mechanical Turk: Compensation rate and data quality.

**Howardson, G. N.**, & **Behrend*, T. S.**
Learning goal orientation moderates the negative effects of pleasant and activating affect on goal striving processes.

**Kaminsky, S. E.**, & **Behrend*, T. S.**
Development of a workplace computer self-efficacy measure.

**Karim, M. N.**, & **Behrend*, T. S.**
Motivated decision-making: Development of a choice goals inventory.

**Renault, I.**, & **Offermann*, L. R.**
Workplace discrimination: We’ve come a long way... Or have we?

Women STEM faculty still face significant hurdles.

Current Student
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Thanks to our latest donors to the I/O Psychology Program Fund or Mosel Scholarship Fund ... we love you!!

**Sumona Basu De Graaf**  **Ilene Gast**

**Tara Behrend**  **Soyung Mosel**

**Ray Colangelo**  **Lynn Offermann**

**David Costanza**  **Marc Schappell**

We’d love for YOU to join this list next year! Donate online anytime, just make sure to designate the IO Program Fund or Mosel Scholarship Fund!
We are so excited for a few new grad lab items we are about to receive from the Organizational Sciences and Communication Department. Thanks so much to Clay Warren and Lindsey Cross for visiting the space and working with us to spruce the place up! We cannot wait for our new coffee maker and furniture!

In anticipation of these updates. **If you are a former I/O student and have anything in the grad lab that you’d like to claim, please contact krthomas@gwmail.gwu.edu A.S.A.P!!! Unclaimed items will soon be discarded.**

NEW STUDENT INFORMATIONAL WEBSITE COMING SOON!

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**THE GRAD LAB IS GETTING UPGRADED!**

Have you ever had a question about how to run an analysis in MPlus or wanted more information on how to cite an obscure reference? Several of the current I/O graduate students are working on a website full of information to help incoming and current students. It is currently under construction, but will be complete before next year’s students arrive in the fall! Expect to see some helpful writing tips, information on how to make a website and host it with GWU, information on useful software, conferences, and much more!

If you have any thoughts on what should be included on this website or even have a link that you’d like to share, please contact Sam at samuel.e.kaminsky@gmail.com.

**RECENT FACULTY & STUDENT PUBLICATIONS**


Current Student
*Alumni or faculty
FUN IN THE GRAD LAB!

This year, we are finding ourselves particularly busy with research, classes, and TA responsibilities. I think everyone would agree that we spend more hours in our grad lab than outside, but we’re making the best of it by having a little fun while we work! Sam and Kaitlin smile through their second year (left), Ryan dazzles us with his style (middle), and Nikki drinks coffee to fuel the late nights (right).

Holiday decorations make the grad lab more inviting to work in. We even make sure to keep our candy bowl well stocked with seasonal candy, which we can never have too much of during the stress of midterms and finals. Check out our seasonal décor from Christmas, Valentine’s Day, and St. Patrick’s Day in the pictures below!

Got News?

Send your update to Nikki Blacksmith (nblacksmith@gwmail.gwu.edu), Ryan Horn (ryanhorn@gwmail.gwu.edu), or Lindsey Smith (lindseysmith@gwmail.gwu.edu), co-editors for our Fall newsletter!”
**Christmas Party Poem**

We ended the Fall 2012 semester with a spectacular department holiday party. All of the grad students contributed to an I/O-themed Christmas poem that was so much fun, we thought we’d share it with you all! Check out our poem, written to the tune of “‘Twas the Night Before Christmas.”

Twas the week of finals, and all through the lab
Not a student was sleeping, not even a dab.
The computers were open with their eyes in a stare,
In hopes that their papers would somehow be there.

The students were nestled, very far from their beds,
While visions of classes danced in their heads.
Stats and psychometrics, IDs and OB,
Page after page, no end could they see.

When out on F St there arose such a clatter
I/Oers popped up to see the foot pitter-patter.
A peek through the glass, and the big green bush
They saw a big black boot and a big round tush

Who could this be, big guy running the show?
It wasn’t the one who shouts ho, ho, ho
When what to their wondering eyes should appear?
But a ghost of Hugo Münsterberg to instill some fear

With a swoop through the air, so lively and real
They knew in a moment, this is how comps must feel
More rapid than system 1 the q-uestions they came,
And he cried and shouted, and called them out by name

Now! Michael, now Sam, Kaitlin! Jamie and Lindsey!
Now Jess and Garett and Ryan and Nikki
To an R&R, to the SIOP conference or ELSE!
Now publish away all and make names for yourselves!

As children before the father of O and I
They said back to him, we will give it a try!

So down to the laboratory they flew
With a mind full of ideas, and Münsterberg too!

Drafts came in, drafts came out; advisors demanded more proof;
With claims that our theses were rather aloof;
The red pens came out; their scratching a familiar sound;
Despair began to set in, ‘til our luck turned around!

Ideas started to fly, hypotheses were afoot,
Suddenly questions about rigor and design went kaput,
A paper on EQ? Throw that trash in the sack!
Don’t mention it again, or Tara will attack,

I’ve got just the thing to make everyone merry,
For David, talk of methods, for Lynn speak of how cultures vary,
For Tara, its validity, but only as it relates to another variable,
Miss out on that point, and your grade will be terrible.

And with that the students rejoiced, shouting AYE and OH!
And then Mike started to yell, “LEARNER CONTROL!!!”
With their finals fears calmed and their papers surely aces,
The students headed to the conference room, to stuff all their faces,

There they stood amongst friends, having all learned a lesson,
Grad school will try to break you: schedule a therapy session,
But our subject we love, ‘til we’re Doctors we’ll fight,
But for now back to writing papers, to another sleepless night!
Every donor is important to our program’s mission. To contribute, please contact Javelle by phone: 202-994-1878 or email: jbracey@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. THANKS for YOUR HELP!!

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