

PAGSIP NEWSLETTER

A publication of Purdue Association of Graduate Students in Industrial/ Organizational Psychology

October 1996

Greetings Fellow PAGSIPers:

Welcome to the Purdue Association of Graduate Students in Industrial/Organizational Psychology (PAGSIP) newsletter! With history as our witness, the publication of PAGSIP newsletters has become more of a monumental than a predictable event (see Marquardt, circa 1973). In that spirit, we endeavor to provide only the most interesting, timely, and relevant information in this, the second newsletter of the decade.

Reunite PAGSIPers!

The call for another reunion has been heard. At this year's SIOP convention we will be holding a reception on Friday, April 11, from 7:30pm until 10:00pm for all PAGSIPers. This will be a great way to meet up with friends from Purdue, as well as being a great way for the current Purdue graduate students to meet our illustrious alumni. All of us are anxious to hear some good stories!

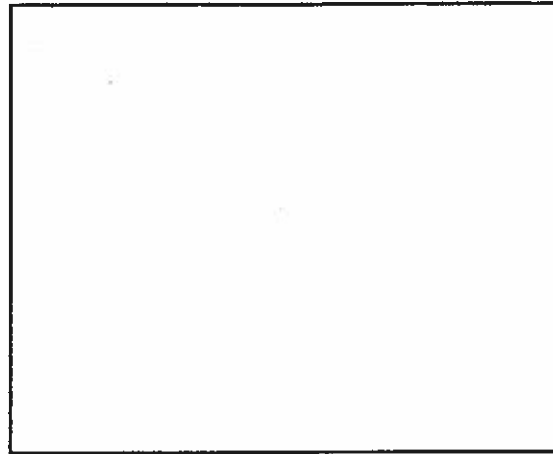
We will have some hors d'oeuvres available and there will be a cash bar. We are currently designing PAGSIP T-shirts to be sold at the reception as well. Unfortunately, all of this comes at a price. We will be charging \$20.00 per person to cover the costs of everything. You can mail this to us or you can pay at the door. If you pay before March 15, you can buy a T-shirt for only \$5.00. After March 15, T-shirts will be sold for \$10.00 each.

If you would like to join us at the reunion, please let us know so that we can order the food. You can either indicate whether or not you will be attending on the information sheet which you will find at the end of the newsletter, or you can e-mail Katie at suckow@psych.purdue.edu

Hope to see you there!

PAGSIP T-Shirts Are Now Available!

The t-shirts will look like the following:



Recent Graduates

Stefani Yorges

Stefani defended her dissertation this past May and has since moved to Pennsylvania. There she is teaching at West Chester College, a small liberal arts school. Stefani is pursuing research interests in charismatic leadership, advantages/disadvantages of the group or team approach in today's organizations, and stress and burnout. Stefani and her husband Tim just moved into their newly built home with their two cats and dog.

Adam Stetzer

Adam defended his dissertation in October and he currently resides in Washington, D.C., where he is the manager of Organizational Measurement and HRIS at Bell Atlantic. His current job involves projects on safety research and strategy, along with absenteeism measurement and intervention planning. In his limited spare time, Adam enjoys spending time with his dog, Tucker, mountain biking, playing guitar, reading JAP on the metro, and exploring the great city of Washington, D.C.

Jill Avery (now Maver)

Jill defended her dissertation on the development of routine in groups this past August and has moved to Boston where she was married to John in September. She is presently working for Linkage, a consulting firm in Lexington, Massachusetts. At Linkage she is involved in projects on competency modeling and applied selection. Jill and John are living in Boston with a view of the Boston Harbor.

Oriel Strickland

Oriel received her Ph.D. in May and moved to California where she is currently teaching at the California State University in Sacramento. She writes that she is loving California and enjoying the sunshine. Her research interests include the topics of motivation and performance appraisal. In her spare time she plays a lot of tennis and is learning to play the guitar.

Current Faculty

Rebecca Henry

Rebecca has been on the faculty of the Psychology department since receiving her Ph.D. in I/O Psychology from the University of Illinois in 1989. In March of 1995, Rebecca was awarded tenure by Purdue and was promoted to Associate Professor. Her current research interests include motivation and group decision making. Rebecca has been conducting a series of laboratory studies investigating factors that may help groups decide which group member is the most accurate. Since coming to Purdue, Rebecca has continued to split her time between her home in Champaign, Illinois where her husband Michael lives, and her apartment in West Lafayette.

David Hofmann

David received his degree in I/O Psychology for Penn State in 1992. He is currently working in the broad area of organizational ineffectiveness. Specifically, he has published several papers investigating work place safety issues and is now

working on field projects concerned with the management of nursing errors and group level antecedents to both safety and quality outcomes in a manufacturing organization. More broadly, he is interested in how organizational contexts influence human error and the implications of human error models for understanding organizational error and dysfunction. He is also involved in several other projects dealing with Sexual Harassment and Organizational Injustice.

Carolyn Jgacinski

Carolyn received her Ph.D. in Psychology and Education from the University of Michigan. While at Michigan, Carolyn took a course on motivation taught by John Atkinson and Frank Yates. This exposure to Atkinson may partially explain her interest in achievement motivation, and her subsequent studies examining task and ego involvement. In 1994 Carolyn was awarded tenure by Purdue and was promoted to Associate Professor. For Carolyn, a main area of current research is decision making and motivation. She is also working on a project focusing on "Achievement Goal Theory" with Joan Duda. Since Fall of 1996 Carolyn has been on sabbatical but will resume teaching in Spring of 1997.

Howard Weiss

Howard a graduate of NYU, is interested in affect and affective reactions to events at work. He and PAGESIPer Russell Cropanzano recently published their Affective Events Theory, which describes how work events create emotional reactions. One study which examines this theory is currently under review at JAP. This article was written by Howard, Jeff Nicholas, and Cathy Daus - two PAGESIPers. Howard is currently running several other studies which test the theory. In his personal life, Howard and his wife (Jeanne) have been busy raising their 3-year old son, Jake, and visiting their son Eric, a college sophomore.

Our Graduate Students

Fourth Year

Deborah Ladd

Deborah moved from Boston, MA. She is presently a fourth year student working on her dissertation, under the guidance of Revecca Henry. She is also conducting research in the areas as mood and job satisfaction, group decision making, safety interventions and goal setting and performance. Deborah's other interests include outdoor activities such as hiking and camping, and reading fiction. Deborah will begin searching for a job in consulting or industry next spring and summer.

Kellie Salter

Kellie is a native of Chicago IL who is currently working on her dissertation on the topic of downsizing, under the guidance of David Hofmann. She is also conducting research in organizational development, industrial safety, and human factors. During her free time, she enjoys spending time with her husband, Rodney, watching movies, and playing with her guinea pig. Upon graduation, she hopes to find a consulting position somewhere in a metropolitan area which she misses dearly.

Third Year

Jennifer Janning

Jennifer is a hometown girl, raised right here in Indiana, near Indianapolis. She is currently finishing her masters under the guidance of David Hofmann, and preparing for prelims next spring. Her research has mainly focused on Sexual Harassment, specifically factors influencing perceptions of sexual harassment, and the role of power in perceptions of harassment. Jennifer and her husband, Andy, both graduated from Butler University.

Fred Morgeson

Fred is a Michigan native, who has both a BS and MS from Eastern Michigan University. He spent several years in industry prior to attending Purdue. His research interests revolve

around issues involved with work team leadership. In addition, Fred is currently chair and I/O Psychology representative to A PA's Science Student Council, which serves in an advisory capacity to the Science Directorate. In his spare time, Fred sleeps.

Katie Suckow

Katie proudly hails from Wisconsin. As Howard's student, Katie has been running several studies that focus on job satisfaction and on emotional reactions to justice. She is currently collecting data for her master's degree, which examines information processing at the group level. Katie is also busy doing some consulting under the guidance of David Hofmann and Howard Weiss. Last summer, she taught the Introduction to I/O class with Jennifer Janning. Katie's interests include her two cats and visiting her family in Wisconsin.

Second Year

Kiki Stolzenberg

Kiki is a Fulbright Scholar from Germany who will graduate with her Master's in December. Currently she is exploring memory for performance feedback. Kiki is also working on a project for Lincoln National Life in Fort Wayne. After returning to Germany in December she will finish her German thesis and look for a job in industry. Kiki enjoys jogging, volleyball, rock climbing and spending time with friends. The problem is that there is not much leisure time in school.

First Year

Erica Israelson

Erica is from Saratoga Springs, N.Y. She moved to Lafayette with her fiance, Al, and their two big, beautiful Rottweilers. Erica received her Bachelor's degree in Psychology and Criminal Justice from the State University of N.Y. at Albany. Originally from New York City, Erica spends most of her time adjusting to life in Indiana, and studying Statistics, of course. She is currently working on research on emotional reactions to justice.

Recent Publications

Henry, R. A. (1995). Using relative confidence judgments to evaluate group effectiveness. Basic and Applied Social Psychology, 16, 333-350.

Henry, R. A. (1995). Improving group judgment accuracy: Information sharing and determining the best member. Organizational Behavior and Human Decision Processes, 62, 190-197.

Henry, R. A., Strickland, O. J., Yorges, S. L., & Ladd, D. (1996). Helping groups determine their most accurate member: The role of outcome feedback. Journal of Applied Social Psychology, 26, 1153-1170.

Hofmann, D. A., Jacobs, R., & Landy, F. J. (1995). High reliability process industries: Individual, micro, and macro organizational influences on safety performance. Journal of Safety Research, 26, 131-149.

Hofmann, D. A., & Strickland, O. J. (1995). Task performance and satisfaction: Evidence for a task- by ego-orientation interaction. Journal of Applied Social Psychology, 25, 495-511.

Hofmann, D. A., & Stetzer, A. (1996). A cross level investigation of factors influencing unsafe behaviors and accidents. Personnel Psychology, 49, 307-339.

Morgeson, F. P., Aiman-Smith, L. D., & Campion, M. A. (in press). Implementing work teams: Recommendations from organizational behavior and development theories. In M. Beyerlein, D. Johnson, & S. Beyerlein (Eds.), Advances in Interdisciplinary Studies of Work Teams: Issues in the Implementation of Work Teams (Vol. 4). Greenwich, CT: JAI Press.

Stetzer, A., & Hofmann, D. A. (1996). Risk compensation: Implications for safety interventions. Organizational Behavior and Human Decision Processes, 66, 73-88.

Jagacinski, C. M. (1995). Distinguishing adding and averaging models in a personnel selection tasks: When missing information matters. Organizational Behavior and Human Decision Processes, 61, 1-15.

Weiss, H. M., & Cropanzano, R. (1996). Affective events theory: A theoretical discussion of the structure, causes and consequences of affective experiences at work. In B. M. Staw & L. L. Cummings (Eds.), Research in organizational behavior (Vol. 18, pp. 1-74). Greenwich, CT: JAI Press.

Position Opening

There is a position opening in Industrial/Organizational Psychology at the beginning Assistant Professor level. Preference will be given to applicants with an interest in traditional Industrial/Personnel Psychology. The teaching load is two courses per semester. The review of applicants will begin on November 15, 1996, but applications will continue to be accepted until the vacancy is filled. Please send a curriculum vita and at least three letters of recommendation to: Rebecca Henry, Department of Psychological Sciences, Purdue University, West Lafayette, IN 47907-1364. Equal Opportunity/ Affirmative Action Employer.

PAGSIP on the Internet

Join us on the information superhighway!

The technical wizards at PAGSIP have developed a Web page to update alums about current PAGSIP activities. Stop in and visit the virtual PAGSIP at:

<http://www.psych.purdue.edu/Graduate/pagsip.html>

Feel free to leave a donation.

Reunion RSVP

_____ I will be attending the 1997 PAGESIP reunion at SIOP in St. Louis

I have enclosed:

_____ \$25 for the Reunion and a T-Shirt (Size _____)

_____ \$20 for the Reunion only

_____ No money now. I will pay at the door.

_____ I would like to attend the reunion, but am unable to commit at this time.

_____ I will NOT be attending the reunion.

T-Shirt Order Form

If you are not attending the reunion and would like to order T-Shirts , or would like additional shirts , please indicate that below;

I would like to order _____ # of shirts Sizes: small _____ medium _____ large _____

of shirts x \$10 for each shirt = \$ _____ which I have enclosed.

PAGESIP Support

I have also enclosed an additional \$ _____ for PAGESIP support

Note: MAKE ALL CHECKS PAYABLE TO JENNIFER JANNING OR DEBORAH LADD

Address Additions or Corrections

Please help us update our address list.

If you have a more current address or an address correction, please indicate that below (include e-mail address);

If you know any PAGESIPers who were not included in this mailing please give us their address(es) below (include e-mail addresses if possible);