
I/O PSYCHOLOGY NEWSLETTER

Issue No.2

Hofstra University

Spring 2002

Ψ A Successful Year Ψ

By: Terri Shapiro, Ph.D.

So, here we are again, one year later. Welcome to the second edition of the I/O newsletter. Since last year's edition, the newsletter has expanded and we have added some new features. With the help we have received from students, faculty, and alumni we are optimistic that the newsletter will continue to grow into the future.

As a program, we have also made progress towards achieving some of our goals from last year. IOPSA is still going strong and you are right now reading their second edition of the I/O newsletter. There have been major summits and cooperative efforts between the officers of CLASP, SPAH, and IOPSA (oh, if only the middle east situation could be resolved so easily) in the planning of departmental activities. The I/O graduate students are participating in more and more activities, as well as planning joint graduate student functions. Recently, they contributed refreshments after Dr. Kaplan presented his research at the Psychology Research Seminar Series, a new program coordinated by Dr. Vince Brown. A great number of I/O

students have become active members of the student organization and have been working to make a name for themselves within the psychology community at Hofstra. I must pat all those involved on the back and I am very happy that the graduate students of psychology are slowly but surely getting to know each other.

Finally, 'm also here to introduce one of our new newsletter features: the I/O Faculty Interview (by the way, we could use a clever name for it so feel free to offer suggestions!!!) The idea came about while I was lecturing about survey research in my Research Methods class. We were discussing questionnaire development and we started talking about all the "fun" questionnaire/interview things we've come across - like the one James Lipton does at the end of each actors studio broadcast. We thought, "wouldn't something like this be great for the newsletter?"

So we set about creating the I/O Faculty Interview. The questions resulted from the collaborative brainstorming effort of all of the I/O graduate students. Each question was rated and through statistical analysis the twenty-five questions receiving the highest ratings were chosen. The questionnaire will be featured in every issue, each edition choosing a different faculty member to share their thoughts and opinions with the public. We hope that everyone enjoys getting the inside scoop on their favorite professors!!!

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Questionnaire Results



Q and A with Dr. Terri Shapiro

- 1. If you were stuck on a desert island, what other Hofstra I/O professor would you like with you?**
Dr. Shahani (I'd have a better chance of getting off the island with her help!)
- 2. What one word best describes you?**
FABULOUS
- 3. If you could be any famous researcher, who would it be?**
Tukey, Fischer, or Pearson...a quantitative, statistical genius.
- 4. Professionally, what is your biggest regret?**
Not having enough confidence and not standing up for myself more.
- 5. If you had three wishes, what would they be?**
Russell Crowe, Colin Firth, and Clive Owen!!!
- 6. If you could change your career, what profession would you choose?**
I would be a goat herder who makes chevre (or...an astrophysicist).
- 7. What is in your CD player right now?**
Metallica – Ride the Lightning
- 8. What is your favorite store?**
Dean and DeLuca
- 9. What was your worst job?**
A nurse's assistant in a day camp.
- 10. If you had to live with only three television channels, which would you choose?**
The Food Network (minus Emeril), The History Channel, and SoapNet
- 11. If you could be one age for the rest of your life, what would it be?**
Twenty-nine
- 12. What did you want to be when you grew up?**
In high school, I wanted to be a clinical psychologist.
- 13. What is your biggest fear?**
Heights
- 14. What time era would you most like to travel to?**
Ancient / Medieval times in Western Europe.
- 15. Describe a perfect dinner: What three people would you invite and what would you serve?**
Russell Crowe, Colin Firth, and Clive Owen / I would serve oysters, artichokes, and champagne
If they had to be historical figures: William the Conqueror, a Viking Lord, and King Arthur
- 16. What was your first job?**
My first job was a stock clerk. In college, I was a customer service rep for an oil company.
- 17. What is your favorite movie?**
Road Warrior (or...Adventures of Robin Hood – the one with Errol Flynn)
- 18. What cartoon character would you like to be?**
Bugs Bunny because he's smart, suave, and always gets the last laugh.
- 19. What section of the newspaper do you read first?**
Horoscopes
- 20. What would the title of your autobiography be?**
"This is it"
- 21. What do you believe to be the greatest invention in the last 100 years?**
The ATM machine (and...BOTOX).
- 22. If you could be reincarnated as a pet, what would you be?**
A rich, spoiled poodle
- 23. What technological advancement do you think the world would be better without?**
Beepers and overused cell phones
- 24. What do you do on a typical night after you leave work?**
Go home, put on pajamas, walk the dog, cook dinner, have a glass of wine, and read or watch TV
- 25. When you die and first reach Heaven, what do you want God to say to you?**
"I saved you a bar stool and prime bar space!!!"

- Jen Nieman



Spotlight on Rita

By: Madelyn Marino



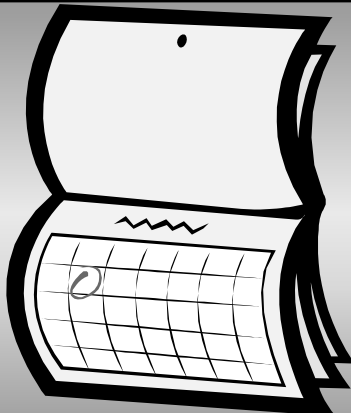
What do you do when you have questions about the I/O program? What else... you go to the I/O Goddess a.k.a. Rita Callahan. Rita knows everything about anything, and if she doesn't, she will find out for you. Whether it is a question about classes, help with registration, or you just need to chat, her office is always open.

Rita has been at Hofstra for over 24 years. She began working for a government grant sponsored follow-up study on Children's Sub-Clinical Levels of Lead Poisoning. After about a year with that study she began working part-time for Dr. Metlay. In 1981 she decided to work full-time and relocated to the MBA office of the School of Business Program. Then in 1982 she again began to work for Dr. Metlay in the Applied Research and Evaluation in Psychology PHD Program. Finally, in 1993 with the opening of the specialization in I/O psychology she became the Assistant to the Program.

Although it seems as though Rita is always around when you need her, she does get some time away from the office. In her spare time Rita enjoys going out to dinner (especially to Bocci's) and attending theatre productions. One of her favorite things to do is working out, making sure to regularly attend the gym.

What Rita loves the most about her job is the interaction with the students. Her one concern about the program is that it is 'over too fast'. Since the program is only two-years (three for part-time) time flies by quickly. She enjoys spending time with the students, but is also excited for graduation. Rita believes that graduation is the highlight for the program, because the student's hard work has paid off.

So, the next time you get a chance, come over to the I/O office and say hi to Rita. Take a minute to converse with her, see how she's doing, or let her know how you're doing. And be sure that when you graduate, you keep in touch with her and let her know where you are!!!



MARK YOUR CALENDARS

Psychology Department

End of the Year Cruise Celebration

Date: Friday, May 24th, 2002

Time: 6:30 p.m.

Place: Freeport, N.Y.

For more information contact:

Jennn823@aol.com



Boat Cruise



On May 25th, 2001, the graduate psychology department including IOPSA, CLASP, and SPAH, took part in a dinner cruise. Many members of IOPSA attended, as well as IOPSA faculty advisor Dr. Terri Shapiro.

“The dinner cruise was a great opportunity to meet other graduate students”, exclaimed Jen Eckstein, now in her second year. A fellow second year student, Santosh Thomas, concurred, “Its great to see everyone enjoying themselves after a year of hard work!”

The dinner cruise this year is scheduled for Friday, May 24th, 2002. Contact your IOPSA officers for more information. Hope to see you all there!!!
- Ryan Kane



Holiday Party



On December 20th, 2001, the graduate psychology department, including CLASP, SPAH, and IOPSA, held a joint party to celebrate the holidays. This event provided an opportunity for all the psychology graduate students to meet each other, as well as converse with faculty members. It was a great way to start winter break and relax after finals. The I/O department is excited about participating in more departmental activities and look forward to planning more joint events in the future!!!

- Nicole Parente

I . O . P . S . A

UPCOMING EVENTS:

PARTY FOR GRADUATING STUDENTS

MAY 16TH

PSYCHOLOGY DEPARTMENT END OF THE YEAR CRUISE

MAY 24TH

All I/O students are invited and encouraged to attend these events. If you have any questions, comments, or suggestions for future events, please contact:

FACULTY ADVISOR: Dr. Terri Shapiro – terri.Shapiro@hoftra.edu

PRESIDENT: Jen Nieman – jennn823@aol.com

VICE PRESIDENT: Madelyn Marino – madelynmoo@yahoo.com

SECRETARY: Vita Greco – mid93@aol.com

TREASURER: Rich Sambus – rsandbox@yahoo.com

MEMBER-AT-LARGE: Cindy Bussom – cab272@netzero.com

Or

Visit IOPSA's new website at:

http://people.hofstra.edu/faculty/Terri_Shapiro



SIOP Conference 2001



Many of us chose this degree because we will not be locked into one particular job path; instead we will have a variety of options. The hardest thing is picking the right one, the one that matches your personal needs or specific interests. The SIOP Conference is a great place to find out about all of these possibilities and specialized services. By the end of each day, you feel more established knowing that you have taken some significant steps towards your professional development.

The days were jam packed with information from successful practitioners and researchers in all fields relating to I/O Psychology. These professionals and reputable researchers provided information about their triumphs, best practices, and lessons learned. The various presentational styles included panel discussions, symposiums, practitioner forums, and poster sessions. They covered a wide variety of topics including, but not limited to: selection, training, organizational development, surveys, consulting, executive

coaching, and climate/culture. In addition, two esteemed members of our I/O Psychology department, Dr. Metlay and Dr. Kaplan, proudly presented their research on "Techniques for Reduced Errors: Redundancy and Division of Labor".

In retrospect, I think that this experience really encouraged me to truly value being a member of a professional organization. Membership in this amazing professional community allotted me the opportunity to network and mingle with accomplished experts and researchers in stimulating areas of interest.

I quickly realized that all of these successful people had to begin somewhere and that they had to overcome the same challenges that currently confront me. Someday, I will be able to do the same as my predecessors and give back to fellow SIOP members, like myself, who are in search of guidance and knowledge.

- **Allison Weir**

Psychology Seminar Series

The psychology research seminar series, coordinated by Dr. Vince Brown, is a new program that allows faculty to share their research with other members of the psychology department. Speakers include members of the Hofstra community as well as researchers from other Universities.

On April 5th, Dr. Ira Kaplan, a faculty member from the I/O department presented his research: "Effects of Group Size and Problem Difficulty on the Accuracy of Group Decisions." Several psychology faculty members as well as many students from the I/O masters program attended the seminar.

IOPSA provided refreshments after the presentation, which allowed everyone a chance to meet and discuss Dr. Kaplan's work. In the fall, another member of the I/O community, Dr. Terri Shapiro, will present her research on customer satisfaction.

The seminar will be held several times a semester, each time featuring a different area of study. Information will be posted throughout the psychology department providing the date, information on the presenter, and a summary of the research to be presented.

- **Cindy Bussom**



First Year Column

By: Vita Greco



Although it is a much-needed break, the summer after college graduation seems to come to a quick end. Before you know it, you are back in school writing papers and studying for exams. You think to yourself, “I just finished four years of college, what’s another two? It shouldn’t be that difficult!” Well, you are right... and you are wrong!

Graduate school is a great opportunity, which leads to much success, but it doesn’t come easy. That success comes with much hard work. So, instead of becoming overwhelmed with all the assignments and hard work, know how to get through them and make the most out of your graduate school career.

From my experience as a full time first year student in the I/O program, the best advice I can offer to anyone is to stay organized! There are plenty of handouts and articles that you are responsible for, so if you keep all of it well organized, you can save time that may have been spent trying to find everything. Keeping a planner is another great idea to keep track of what assignments you have and when they are due.

Graduate school is all about the reading! Keeping up requires discipline and time management skills. The required reading may seem overwhelming at first, but if you read the required material each week, it becomes much more manageable. Also, test dates and papers can sneak up on you, but if you know when everything is due, it becomes much easier to stay focused and also manage in some time for yourself.

Another good idea is to start networking. Get to know your professors. They have lots of experience and expertise that you can benefit from. The professors in this program are always ready to answer any questions you have pertaining to issues both inside and outside of the classroom. However, its not only about you getting to know them, its also about letting them get to know you! Talk to faculty about what interests you in the field. They can help steer you in the right direction by informing you of an internship or job opportunity that you might be interested in.

Joining and getting involved with organizations like IOPSA help you to gain knowledge in the field and meet other students. Also, becoming a student affiliate to organizations like APA and SIOP provides information into the job market and current research in I/O.

Get to know your classmates!!! This is a good idea not only because this program requires a lot of group work and you will be working countless hours with these people, but because you will need your classmates as a support system. Your peers can be there for you not only to lean on in stressful times, but also to learn from.

Grad school is quite challenging, but remember, you are in control of your success. Take advantage of the resources and opportunities available to you. What you put into this program is what you will get out of it. As long as you stay focused and determined, your graduate career will be both memorable and rewarding!



Part-Time Column

By: Heather Champion



On 9/11 we were all changed. The events on 9/11 pushed me to quit my job with the words "Carpe Diem" ringing in my ears. Carpe Diem is a saying that has thrust me into a completely different life than I ever expected. It is a different story for me now; I'm not a part-time graduate student with a full-time job anymore. The restrictions on my life have been lifted. If you had asked me this past summer where I'd be in my life at this minute, I would have said that I'd be at work, reading reports. Now, here I am writing a column for IOPSA. Paradoxical as it is, I'm taking on the life of a college student again, aside from not knowing where my next paycheck will come from, I'm worry free. Talking to the other part timers makes me so much happier. They are so worried about their jobs that school takes a backseat. As a part-time student at the graduate level with a full time job you had a lot of obligations that need to be prioritized.

When I first started the program I was in the middle of transitioning one major client into a new team. I was middle management, and was responsible for writing a 10-page procedure manual, choosing the members of this new team and training them on the requirements of the client. If someone who reported to me had a problem, I needed to stay and correct it. If someone above me had a problem, I needed to stay to correct it as well. Once school hit me I suddenly had two things going on in my life, school and work. On a typical Monday, I would get up at 5:30am, leave the house by 7am. I'd get to the office around 8am and begin working. On a school day I'd rush through everything. I'd run out of the office at 5pm, only to fight the traffic and

parking problems. I'd find my way to the classroom, bleary-eyed, exhausted in uncomfortable suits and shoes, and vent about my day. I'd force myself into the class, try to stay awake, and hope it would end early, so I could get home in time to get something done before collapsing in my bed.

Most nights when I didn't have class, I'd leave the office about an hour late, get home and eat, then lock myself into my room and do homework. By that time I'd get maybe an hour in before I'd literally fall asleep in bed, books and all. After a few weeks I managed to get out with some friends and found out that I had missed some really good times. I felt somewhat empty inside; I was missing a part of my life that I really enjoyed.

The only people who seemed to understand my life were the other part-timers that I had met at school. Generally, our conversations did not include the reading assignments for class, or the assignment due that week. We complained about how our managers and supervisors did not understand, how our families didn't understand and how our professors didn't understand.

On September 11, the world as we know it was greatly impacted and corporate America felt the biggest blow. Just a year and a half ago, we were a booming economy, now we're at war. I have faith that we'll recover; we have in the past. We're all feeling different, some have more clarity, some better relationships, and others are just afraid. What will happen next? Will I find a job? Will I submit myself to the world of retail in hopes of holding on to my savings account? Only time will tell.



Alumni Updates



Employment Announcements

Chris Musumeci, Ph.D.
Class of
Director of Consumer Insight
Seagram Company
New York City
Chris_Musumeci@seagram.com

Claudia Pezzina
Class of 2001
Leadership Development Senior Analyst
Bristol-Myers Squibb Company
New Jersey
Claudia.pezzina@bms.com

Matthew Herbert
Class of 1998
Manager, Compensation and Benefits
Structure Tone, Inc.
Mherbert@structuretone.com

Donna McCarthy
Class of 1996
Communication
Buck Consultants
New York
Mccarthy.dm@buckconsultants.com

Nancy Reisner
Class of 2000
Organizational Development
Visiting Nursing Service
New York
NancyRe@vnsnny.org

Michele VanLeeuwen Rodriguez
Class of 1996
Manager - Compensation
Verizon Wireless
michele.rodriguez@verizonwireless.com

Katie Mastrocovi
Class 2001
Assistant Vice President

Engagement Announcements

Katie Mastrocovi '00
and
Ross Levine '00
will be married on
December 29th, 2002

Arlene Kaloudis '02
and
Stefan Watstein
will be married on
June 22, 2002

Marriage Announcements

Jessica Drouin '01
married
Richard Riley
On September 21, 2000

Juliette Eivers '02
and
Juston Eivers
Celebrated their one-year anniversary
On April 21, 2002

If you are an alumni and would like to include your information in the next edition of the newsletter:

Please update your employment / personal information by emailing

Dr. Terri Shapiro at
Terri.Shapiro@hofstra.edu

Alumni Column

By: Nancy Reisner

After a greatly needed break I began my job search. Based on the thoughts spurred by the I/O program, I thought I was going out there to make the big bucks. Not so for me. I found that my search for the perfect Organizational Development job was taking me down a long road for the perfect recruitment employment. This is all due to my internship, which consisted of few OD projects and about 85% recruitment. I became the perfect candidate for headhunting. But, I didn't just want to go for the big bucks; I wanted to get that OD experience. After a hairy but short search, I fell into an OD position at Visiting Nurse Service of New York. This was due to networking. What luck – employment in a fairly new OD Department in a position with no job description. It was up to me to create the job. I was enamored. My first boss and I were on the same wavelength and wanted to build the position into ¼ program logistics and ¾ consulting. However, when a change of bosses occurred – I was left with the efficient administrative workflows I had created and had received much recognition for. It was a challenge to convince my supervisor to let me continue on my previous quest.

After a lot of hard work, initiative, ambition, and personal development (1 year), I am up for that promotion but, again into a position for which I need to create the job description. This time I am aware of the obstacles and ready to play the game. My year and a half in the OD World has taught me a great deal.

The key to success in this field is to network and connect with those individuals inside and outside your organization that are willing to share their knowledge and experience. Not only will you gain a lot of insight into OD application, but you may also land a job. Another matter you should consider is your internship experience. If the internship becomes your first OD work experience, you should ensure that it is either in and external or internal OD atmosphere. No matter how administrative the position may be, you can always make it the right experience. The key here is to go above and beyond the call of duty. This is the only way you will begin to build your toolkit and get the experience you want and need to get that perfect OD job.

As for me, it took a boost of confidence, a lot of coaching, and many extra hours to finally get the light to turn on in my head. Take my advice and begin to network early.

We need your help!!!

If you are interested in writing an article or have a job posting to include in the next edition of the IO Newsletter please e-mail
Terri.shapiro@hofstra.edu



Job Information



Job Expo 2002

www.job-expo.com/events.html

New York City

May, 2002

Refer to the following sites for additional information about upcoming events:

CareerFairs.com -- a searchable database for locating upcoming job fairs and employers. In some cases job-seekers can even find the specific positions you desire.

AmericanJobFairs.com -- hosts all types of job fairs including sales, management, retail, customer service, administrative, technical, diversity, and newspaper events nation wide.

www.Jobs4HR.com

National job search engine listing jobs only for those interested in human resources. Career agent feature allows you to register and receive job postings via e-mail.

www.ihirehr.com

Small job search engine for human resources professionals. You can post your resume and let the jobs find you!!

www.researchinfo.com/jobs

Entry-level and experienced market research jobs.

Life After Graduate School

By: Kerry Cole

There is a wide range of employment possibilities for graduates in the field of I/O Psychology. Employment prospects seem to be very good according to the Society for Industrial and Organizational Psychology. Graduate students with a Master's degree may seek employment in business, industry, government, research organizations, consulting firms, and other organizations. Some job titles include: Staff-member, Manager, Director, Vice President/President of: Personnel, Human Resources, Organizational Planning, Personnel Development, Personnel Research, Employee Relations, Training, Affirmative Action, Management Consultant, and Behavior Scientist.

The Human Resources Research Organization (HumRRO) conducted a 2000 Income Employment Survey on SIOP

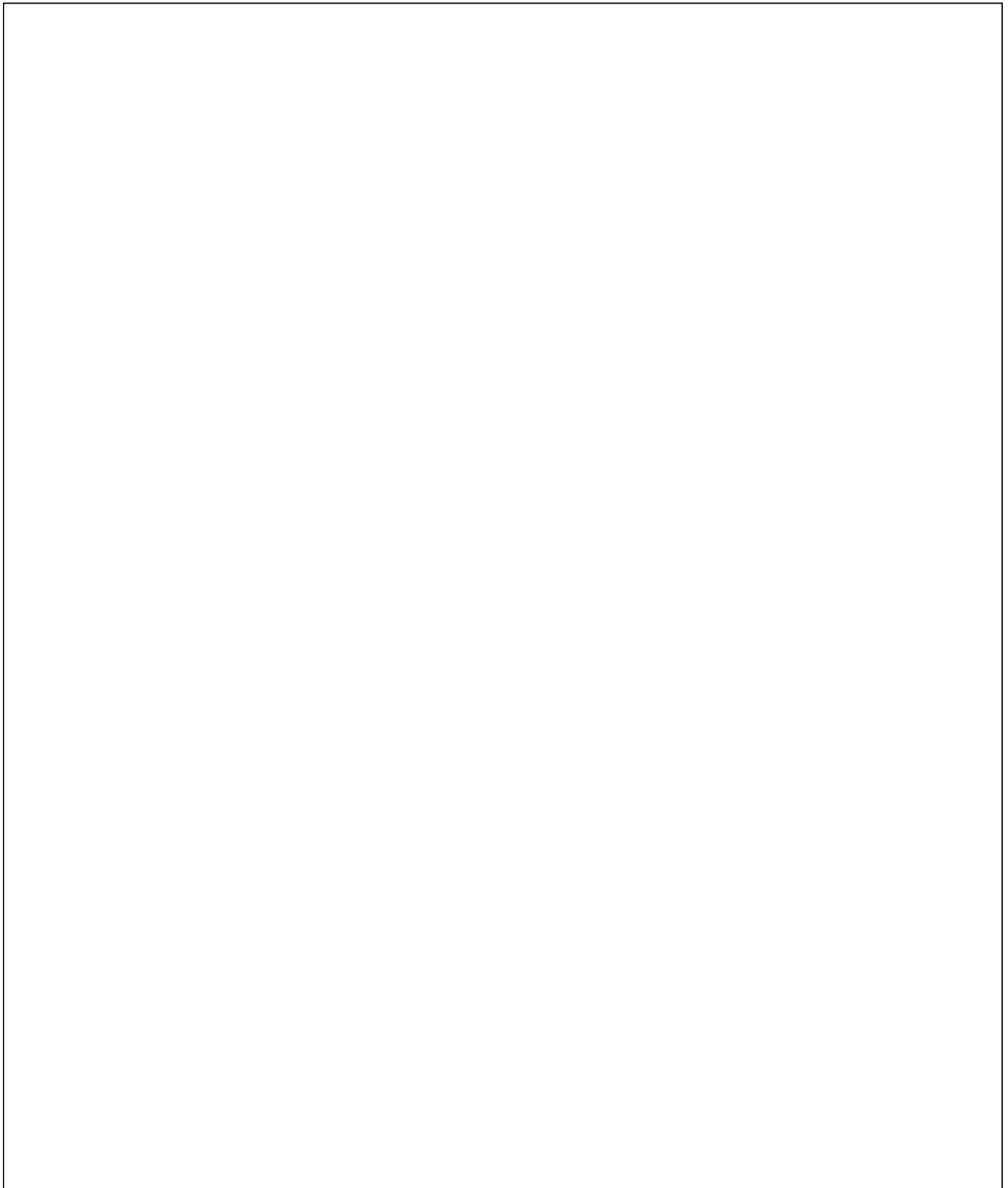
members. The median income for those with a Master's Degree increases from \$58,000 in 1999 to \$67,000 in 2000. The Boston metro area had the highest *median* income in both 1999 and 2000, followed by San Francisco/San Jose CA metro area and New York metro area. New York and San Francisco were associated with higher 2000 incomes.

For more information contact:
The Society for Industrial and Organizational Psychology website
www.siop.org

This site includes information pertaining to:
graduate programs, upcoming conferences, publications, job search, and SIOP membership.



Pictures



Founding Mission:

The annual newsletter will serve as a continuous intermediary between alumni and current students in the I/O program at Hofstra by:

- Serving as a source for networking
- Keeping alumni and students informed about current topics, trends, and events in the field of I/O and at Hofstra
 - Providing a resource for job posting and job openings

Newsletter founded in 2001 by:
Michael Keinath '01 ♦ Nick Lianos '01 ♦ Adrienne Murphy '01 ♦ Claudia Pezzina '01

Thank You:

To our faculty advisor, Dr. Shapiro, for her help in creating this newsletter and to the contributing student authors and alumni, who have shared their experiences and knowledge.

From the editors:
Madelyn Marino '03 ♦ Jen Nieman '03