

I-O BULLETIN

INDUSTRIAL-ORGANIZATIONAL
PSYCHOLOGY PROGRAM
NEWSLETTER



FALL 2015 EDITION

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NEWSLETTER TEAM:

Olivia Reinecke
Vinay Patel



START OF A NEW ACADEMIC YEAR

Welcome to another edition of our annual newsletter. As our program continues to grow and evolve, I can't help reflecting on how far we've come in such a short time. Our curriculum has improved with recent changes and additions, and AROS continues to thrive and provide students with outstanding opportunities. While I hope we continue to improve and change in the future, it's hard to imagine that we can keep up the pace. However, given the talent and passion I see in our students, faculty, and alumni, anything is possible. - Tilman

FALL CONFERENCE 2015

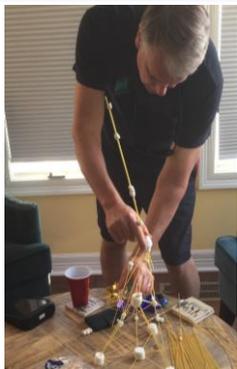


This year's Fall Conference was held, once again, at the beautiful Bailey's Bluff at Toledo Bend Lake. We had plenty of time to bond and unwind while swimming in the pool, exploring the beautiful landscape, watching football, grilling mouthwatering burgers and veggies, and making some delicious s'mores. We even discovered that some of our students and faculty have been keeping their musical talents a secret! Tilman, Rin, and Frank showed us a thing or two on the guitar, and Qin busted out some sweet vocals.

We also had a guest speaker, Dr. Robin Wentworth, talk about career options and his experience as both an internal and external consultant. Thanks, Robin!



Team-Building Activity



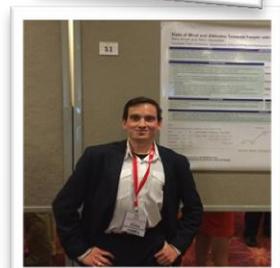
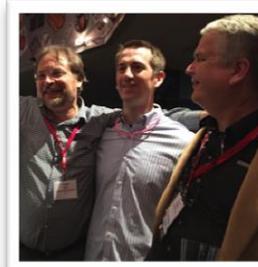
The competitive nature in all the students (and even some faculty) surfaced when the team-building exercise started! Given only marshmallows and uncooked spaghetti, the teams competed to build the tallest structure within 20 minutes. In the end, only one student-team emerged victorious. All in all, the 2015 Fall Retreat was a huge success. Each year, students and faculty look forward to this fun weekend getaway. We can't wait to see what next year's has in store!



CONFERENCES

Society for Industrial-Organizational Psychology (SIOP)

Students and faculty travelled to Philadelphia, Pennsylvania to attend the annual SIOP conference. With a total of fifteen presentations, including posters, symposia, and an IGNITE session, Louisiana Tech was well represented! While the annual SIOP conference offers many opportunities to meet new people, it's also a place to reunite and reminisce with old friends and colleagues. Speaking of opportunities, the La Tech / MSU-Mankato party topped 500 attendees this year. Victoria Smoak, a recent graduate of the La Tech I-O program, shared her thoughts on what it's like to see Tech's faculty and students at the conference each year: "It's always a pleasure to catch up with Tilman! I am genuinely happy to hear of the success of others who have started their post-grad careers... It's exciting to see the future of the program. Our new students are high caliber, and I look forward to (hopefully) recruiting them to work with me in the future!" Towards the end of the conference, students took some time to get to know the city. From tasting an authentic Philly Cheesesteak, to visiting the Liberty Bell, to posing with the Rocky statue, our students definitely made the most of their time in Philadelphia. We're really looking forward to SIOP 2016 in Anaheim, CA!



The International Personnel Assessment Council (IPAC)



IPAC hosts an annual conference for professionals and students to interact, engage, and share research. This conference is a great opportunity to network with individuals who have experience in assessment. The small size of IPAC is ideal for starting conversations and making connections, of which our students made the most.

This year's conference was held in Atlanta, Georgia. With twelve presentations, including papers, posters, tutorials, and panel discussions, La Tech was the best-represented university at IPAC. Students and faculty presented on a wide variety of applied topics. Just to name a few: Scott Hines, Lauren Mouton and Jason Marks hosted a tutorial on evaluating the risks and benefits of using social networking websites to screen job candidates, and Jose Valadez, Christoph Gloger, and Dr. Frank Igou presented on the use of Pareto-optimal selection systems. Check out the Research page for a full list of our presentations. After the conference, our students and faculty took to the streets of Atlanta to take in the sights and smells of the city!



CONSULTING CHALLENGE

Two teams. One winner.

Two teams enter, one team leaves. This year, Christoph Gloger and Mike Knott faced off against Jason Marks and Scott Hines. Both teams spent an entire night and the better part of the morning running the numbers and getting their facts straight. After the competition had finished, faculty and guest judges agreed that both teams had put together very compelling and impressive presentations. It was a close call, but in the end, Chris and Mike emerged victorious.



Where Are They Now?

BHARATI BELWALKAR is working as a Selection and Assessment Intern at **Aon Hewitt**. She's gaining experience in validation, conducting a variety of analyses, and writing technical reports. She's also worked to revise data-collection tools, assessment materials, and leadership reports. For Bharati, SIOP 2015 was an unforgettable experience, as she met past SIOP President Dr. Jose Cortina (pictured above) and talked with him about methodological fixes to flawed research designs. Bharati has been hard at work and successfully proposed her dissertation on November 13, 2015!

JOHN BUCKNER works internally at **AlixPartners**, a global management-consulting firm. His responsibilities include assessing prospective job candidates, assisting with onboarding, training, and coaching. John is continuing to teach employee selection as an adjunct professor for the I-O Master's degree program at Wayne State University.

BRITTANI PLAISANCE works as a Behavioral Analyst at **Infor**, where she builds custom position profiles to help clients make ideal selection decisions. She's currently working to streamline Infor's assessment and profile-creation process into a mobile app for clients. Brittani's advice to current students: *Learn everything you can about Excel!*

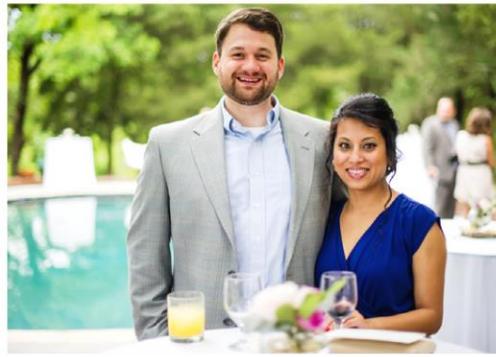
CHRIS HUYNH works as a Selection and Assessment Associate Consultant at **Aon Hewitt**. Chris develops and implements assessment and selection processes for clients. His primary responsibilities include job analysis, validation, and the development and continuous improvement of large-scale selection systems. This year, Chris got engaged!

RICHARD CHAMBERS, after interning with **PepsiCo**, is now a Senior Analyst of Organization and Management Development. As part of the Organization and Management Development Team, Richard supports PepsiCo's Organizational Health Survey, 360-degree-feedback process, upward-manager-feedback process, and general performance-management process. He also supports various career-development tools, the development of a critical experience model, and the planning, development, execution, and analysis of organizational surveys. Richard and his wife recently bought a new home in Dallas, TX.

CHRIS PATTON is an Associate Manager of Global Organization Management at **PepsiCo**. After interning at PepsiCo for only two weeks, Chris was offered a full-time position! His primary responsibilities include assisting in the design, development, and administration of PepsiCo's global-survey strategy to promote employee wellbeing. This strategy involves using HR analytics to derive insights from the Organizational-Health, Organizational-Pulse, and Strategic-Insights Surveys to improve the organization's performance-with-purpose agenda. This Southerner is living it up in the Big Apple, though he is nervous about his first "true" winter.

VICTORIA SMOAK is part of **PepsiCo's** Org Development Center of Excellence, supporting the Global Culture and Engagement agenda. Her responsibilities include planning, development, and administration support of metrics such as PepsiCo's global org survey and other strategic survey projects. Data analyses from these surveys inform the broader Org Development agenda, ensuring that the organization focuses on what matters most. Victoria's advice to current students: *Enjoy the luxury of learning for the sake of learning, and the freedom to research whatever your heart desires, without the guidance of 'meeting the needs of the business.'* Enjoy life in Ruston—it's not boring, it's beautifully simple.





LUKE SIMMERING is now a Senior Talent Solutions Consultant at **Assess Systems**, where he oversees the development and validation of selection and development assessments for various organizations. In addition, he delivers coaching sessions and leadership training. He's been with Assess Systems for nine months and says that the transition has been great. The organization recently merged with another consulting firm out of New York, and Luke says he's learned a great deal through this process. Since the move to Dallas, TX, Luke and his family have been sporting some new cowboy boots! He also points out that Walmart's stock price has gone down dramatically since he left the company... just sayin'.

COLE NAPPER works as Senior HR Analytics lead at **CenturyLink**. In his role as an Analytics Leader, Cole supports the Global Operations, Finance, Legal, HR, IT, and Global IT functions. He is primarily engaged in giving HR leaders and their business counterparts high-impact data on their workforce. He also leads efforts for workforce planning, all HR surveys, and change management. This year, Cole married Rakshya, a graduate of Tech's I-O Master's Program. We wish you the best!

AMY FROST, Global Manager of Cultural Change for **SGS**, provides strategic guidance and program management at the executive level for several large-scale global projects. Her advice for current students: *Don't underestimate the need to be somewhat conversant in big-data programs, analysis techniques, and lingo. When organizations find out you understand workforce analytics, the big-data guys will come knocking for advice – which can be a great opportunity to gain widespread credibility across functional areas as well as invitations to participate in really interesting projects.* Amy and her husband just welcomed their first child, a beautiful baby girl. We can't wait to meet her, Amy!

STEPHANIE MURPHY is the Talent Manager Senior Advisor at **Dell**. She runs Dell's employee engagement survey, in which over 100,000 employees participate, from start to finish. In addition, Stephanie helps with smaller-scale surveys on topics such as performance management, culture, and millennial perspectives. Currently, she's preparing for the largest merger in the history of the IT industry. She's also become involved with the Information Technology Group, a leading employee-research consortium for the IT industry. Her son Stephen is now six years old! Stephanie's advice for current students: *Read outside of academic articles. Read the Wall Street journal, HBR, Forbes. Pick up the lingo of the businesses and be able to speak "their" language and join "their" conversations.*

EVAN THEYS works as a Scaled Assessment Specialist on the Hiring Innovation team at **Google** where his work focuses on developing and driving innovative selection and assessment practices. Evan and his fiancée, Claire, relocated to the Bay Area over the summer, and they're enjoying everything California has to offer. Also, in December of 2016, Evan and Claire will officially tie the knot!



DEANN ARNOLD is Vice President of Human Resources and Culture at **AFS**, a multi-national organization based in Shreveport, Louisiana. She serves on the executive team as the “people person,” merging I-O best practices with a strategic business plan. Her responsibilities include day-to-day HR and working towards a Destination Workplace for 300 employees. The highlight of her first year was a trip to India to meet with AFS employees. Her children, Anden and Cole, are now 10 and 8. Her advice to students: *Take classes in the Business arena so that you know the terminology employed by MBAs and what an ROI is!*

JAMES DE LEON is a Consultant at **APTMetrics**. He provides consulting services in the primary areas of job analysis, assessment, selection, validation, and competency modeling. His responsibilities include conducting, interpreting, and reporting statistical analyses, writing technical documentation, summarizing materials for litigation support, and facilitating various types of focus groups. In December of last year, James got engaged! James’ advice for current students: *Enjoy your time together.*

ANN-MARIE CASTILLE (RABALAIS) is currently a Fellow of People Research and Analytics at **Novo Nordisk**. In this role, she conducts training and program evaluations, designs surveys, and provides reports of results. She also analyzes hiring data, designs selection assessments, and develops competency models and career development tools. She’s been with Novo Nordisk for five months now and says things are going great! Ann-Marie’s advice for current students: *If you are going into internal consulting, try to go into an industry that is interesting to you.*

LINDSEY ANDERSON works with the Organization and Management Development team at **Frito-Lay** North America’s headquarters. Her responsibilities include assisting the team in supporting core processes, such as general performance management, 360 and upward management feedback, PepsiCo’s Organizational Health Survey, and the Employee Exit Survey. She’s really enjoyed her work on PepsiCo’s Organizational Health Survey, a large-scale biennial survey that includes participation from both hourly and salaried employees across all positions in all organizations. In October of this year, Lindsey married her long-term boyfriend, Ronny! Congratulations, Lindsey!

CHRIS CASTILLE teaches graduate student courses in HRD (on-campus and online) at **Villanova** and also runs his own laboratory: The Personality at Work and Applied Psychometrics Laboratory. Chris and his wife (Ann-Marie Castille) recently established their own consulting firm, C2 Consulting, LLC. He is putting the finishing touches on an article for the Journal of Business Ethics on unethical pro-organizational behavior (think of scandals from the following: Volkswagen, APA, Penn State, Catholic Church). He is also working on projects looking at Machiavellianism (with Rebeca J. Bennett), common method variance (with Marcia Simmering and Larry Williams), and ideal-point personality assessment (with Nathan Carter).

PROGRAM NEWS

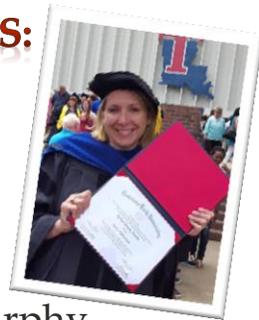


This year, we welcomed five new doctoral students: **Kelly, Jason, Qin, Vinay, and Danielle.**

NEW GRADUATES:

Spring:

DeAnn Arnold



Summer:

Stephanie Murphy,
Victoria Smoak,
Chris Castille, &
Chris Patton



Dr. Mitzi Desselles was awarded tenure and promoted to associate professor! She was also this year's recipient of Louisiana Tech's prestigious **Virgil Orr Junior Faculty Award.**



Mike Knott and Dr. Frank Igou were published in the most recent issue of ACN, IPAC's official newsletter, following up on a paper they presented at this year's conference.

All four of our third-year students passed comprehensive exams and are now ABD! Congratulations **Scott, Chris, Jason, and Mike!**

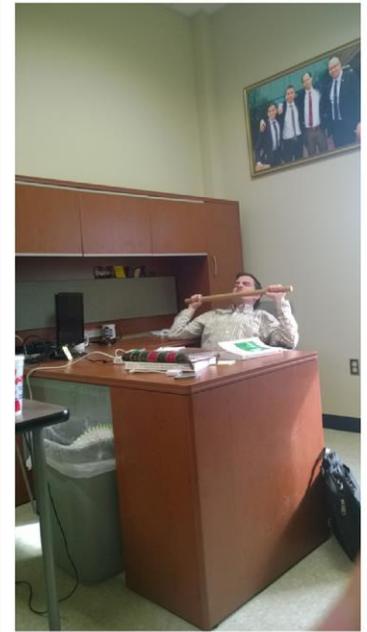


Jose Valadez, Olivia Reinecke, and Dr. Frank Igou assisted TIP, a SIOP Publication, in mining and analyzing its viewership data to improve the publication's accessibility and content.



Over the past year, AROS teams have assisted organizations across the country, from private, billion-dollar technology firms to local government agencies. For instance, AROS has worked with Louisiana Tech University over the past two years in the development of a prediction model used to forecast enrollment. This forecast aids the University in its financial planning, development of recruitment strategies, and adaptation to the changing landscape of higher education. Another AROS team is developing a measure to shed light on the culture among the university's faculty, students, and staff. By understanding its culture, Tech can capitalize on its strengths and improve the daily experiences of those who work and learn on its campus.

These and other projects are what make AROS an active member of the La Tech community. However, AROS does the majority of its work external to the university. An AROS team is currently redesigning a selection test used in the process of choosing police cadets for the New Orleans Police Department. AROS has also contracted with a federal government agency to restructure their training, development, and delivery system. These are just a few of the projects in which AROS is involved and help showcase the work that AROS does as well as the variety of hands-on experiences available to our students.



PROGRAM RESEARCH

- Belwalkar, B. (co-chair), Moore, L. (co-chair), Desselles, M., Gregory, K. J. Reed, E. A., Reed, R. (2015). *Multiple perspectives on women in leadership*. Panel discussion presented at the International Personnel Assessment Council, Atlanta, GA.
- Belwalkar, B., & Igou, F. (2015). *SEM-based banding versus SEE-based banding*. Paper presented at the International Personnel Assessment Council, Atlanta, GA.
- Belwalkar, B., & Tobacyk, J. (2015). *Reinventing proactive personality: Reconstruction of construct and measurement*. Poster presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Castille, C., & Buckner, J. (2015). *Do bottom-line mentality climate perceptions activate Machiavellian unethical pro-organizational behavior?* Poster presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Chambers, R. (2015). *Social media and employment decisions: More than you bargained for*. Panel discussion presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Hines, S., Marks, J., & Knott, M. A. (2015). *Communication preference scale*. Poster presented at the International Personnel Assessment Council, Atlanta, GA.
- Hines, S., Mouton, L., & Marks, J. (2015). *Using social networking websites to screen job candidates: Is it worth the risk?* Tutorial presented at the International Personnel Assessment Council, Atlanta, GA.
- Igou, F., Valadez, J., & Hines, S. (2015). *Alternative methods for examining test and item bias*. Paper presented at the International Personnel Assessment Council, Atlanta, GA.
- Knott, M. A., & Desselles, M. (2015). *State of mind and attitudes towards disabled persons*. Poster presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Knott, M. A., & Igou, F. (2015). *Coming and going: Areas of interest to examine with exit and entrance surveys*. Paper presented at the International Personnel Assessment Council, Atlanta, GA.
- Knott, M. A., Hines, S., & Igou, F. (2015). *Batten down the hatches: Preparing for the silver tsunami*. Paper presented at the International Personnel Assessment Council, Atlanta, GA.
- Lomeli, L., Smoak, V., & Smittick, A. (2015). *Blazing the job trail: How to IGNITE your career*. Alternative session presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Lovell, E. F., Desselles, M., & Plaisance, B. (2015). *Regional accent bias in hiring practices*. Poster presented at the International Personnel Assessment Council, Atlanta, GA.
- Napper, C. (2015). *So you think you can practice I-O psychology?* Alternative session presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Napper, C. (chair), (2015). *Silver tsunami: A concern for organizations or awesome band name?* Symposium/Forum presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Prabhu, N., Reinecke, O. C., & Lovell, E. F. (2015). *Accuracy, not aspirations: Tips for identifying and preventing applicant faking*. Paper presented at the International Personnel Assessment Council, Atlanta, GA.
- Reinecke, O. C., & Sheets, T. L. (2015). *Development of the cyber smear propensity scale (CSPS)*. Poster presented at the International Personnel Assessment Council, Atlanta, GA.
- Sheets, T. L., Chambers, R., Belwalkar, B., & Marks, J. (2015). *The international climate item pool (ICIP): Designing an open-source workplace climate measure*. In Blacksmith, N. (Chair), Alternative solutions to measurement challenges of culture and climate. Symposium/Forum presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Theys, E., Desselles, M., Chambers, R., & Fuller, B. (2015). *A meta-analytic test of the outcomes of overqualification*. Poster presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Toaddy, S. (chair), Harvey, R. J., Kurtz, A. M., Levine, E. L. (2015). *A call to action (or arms) in job/work analysis*. Panel discussion presented at the 30th annual meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Valadez, J., Gloger, C., & Igou, F. (2015). *Optimal selection: Predictive efficacy and diversity fairness using Pareto- optimal selection systems*. Paper presented at the International Personnel Assessment Council, Atlanta, GA.

MEET THE TEAM:

FIRST-YEAR STUDENTS



DANIELLE ALLEN is originally from Savannah, Georgia. She earned a B.S. in psychology from Armstrong Atlantic State University in Savannah and an M.S. in psychology from Georgia Southern University. She is working on AROS projects that focus on organizational development. Her current research focuses on understanding work engagement from a Reversal Theory perspective.

FUN FACT: *Danielle once spent a weekend camping on a haunted island.*



QIN CAI is from Wenzhou, China. She obtained a B.S. in applied psychology and a M.S. in genetics from Wenzhou Medical University, China and a M.A. in I-O psychology from Southern Illinois University Edwardsville. She is working on AROS projects that focus on organizational development. Her research interests include diversity and technology in workplace.

FUN FACT: *Qin worked for more than two years as a newspaper columnist and wants to be a part-time sci-fi/fantasy writer.*



JASON DAVIS is originally from Northeast Georgia. After serving honorably in the United States Marine Corps, he earned his B.S. in psychology from the University of Georgia and his M.S. in industrial-organizational psychology from the University of Tennessee at Chattanooga. His current research interests include pre-military-service recruitment and testing, military-occupational-specialty and person-organizational fit, and post-military transition.

FUN FACT: *Jason believes that the greatest place is Athens, GA on Saturdays in the fall and has recently adopted an African White Rhino.*

VINAY PATEL is from Clinton, Mississippi, and obtained a B.S. in psychology from Millsaps College in Jackson, Mississippi. He worked under a clinical psychologist for three years before deciding that he wanted to go the I-O route. He is an associate on AROS projects that focus on selection and training. His current research interests include employee selection, technology, and deception/faking.

FUN FACT: *Vinay "claims" he can beat Jason Marks at basketball. This has yet to be confirmed.*





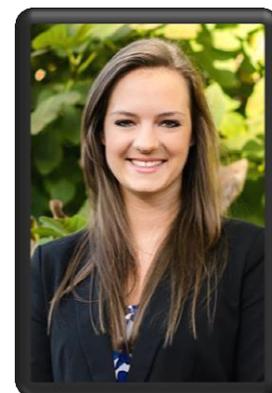
KELLY STEWART graduated from Texas State University with a B.A. in psychology and a minor in communication studies. Her current research interests are in the areas of justice perceptions and job-satisfaction levels of employees with disabilities. She is currently working on an AROS project that involves recruitment, selection, forecasting enrollment and retention of Tech students.

FUN FACT: Kelly loves riding fast on horseback, enjoys doing acrobatic yoga, and is addicted to the Investigation Discovery Channel.

SECOND-YEAR STUDENTS

ELLEN LOVELL earned a B.S. in both animal science and in psychology from Middle Tennessee State University and is from Gallatin, Tennessee. She works on AROS projects that focus on organizational development and interviewing skills. Her current research focuses on biases within the selection process.

FUN FACT: Ellen enjoys horseback riding and is certified in Advanced and Search and Rescue SCUBA diving.

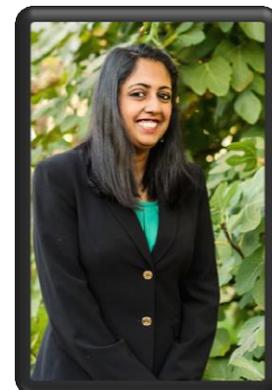


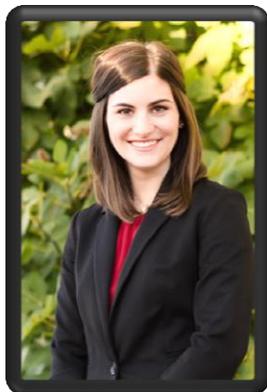
LAUREN MOUTON earned a B.S. in psychology from Louisiana State University as well as teaching certificates from the University of Louisiana at Lafayette. She is working on AROS projects that focus on organizational development. Her research interests include corporate social responsibility and organizational justice.

FUN FACT: Rin loves the great outdoors, classic rock, kayaking, and boots.

NITA PRABHU is originally from Houston, Texas. She earned her B.A. degree in psychology from Baylor University and her M.A. in counseling psychology from Houston Baptist University. Her research interests include bridging the gap between I-O psychology and organizational behavior management.

FUN FACT: Nita is an avid Baylor Bear sports enthusiast.





OLIVIA REINECKE is a Baton Rouge native and second-year doctoral student in the I-O program at Louisiana Tech University. She earned her B.A. in psychology at Millsaps College in Clinton, Mississippi with minors in anthropology and political science. She is working on AROS projects that involve selection and training. Her current research interests include employee selection, high-potential employees, and technology in the workplace.

FUN FACT: Olivia is an ardent HGTV watcher!

JOSE VALADEZ is originally from Laredo, Texas, and has earned his B.A. in biology from Texas A&M University (College Station) and M.S. in psychology from Texas A&M International University (Laredo). Jose has previously worked as a career advisor and adjunct faculty member. His current research interests are in psychometrics, selection, and social-media use for employment-related decisions.

FUN FACT: Jose has been to over 40 music concerts/festivals and can make some mean fajitas on the grill.



THIRD-YEAR STUDENTS



CHRISTOPH GLOGER grew up in Hamburg, Germany and received his LL.B in business law with a minor in HR management from the Leuphana University of Lüneburg, Germany. His research interests include performance management, selection, organizational change, and culture.

FUN FACT: Chris enjoys both football and fútbol, but his heart is still with his hometown soccer team, the Hamburger SV.

SCOTT HINES is an I-O Psychology doctoral student at Louisiana Tech. Scott earned a B.A. in psychology at The University of Texas at Austin and a M.A. in I-O psychology at Stephen F. Austin State University. Prior to attending La Tech, Scott developed assessments for employee selection and psycho-educational purposes. His current areas of research interest include psychometrics and employee selection.

FUN FACT: Scott has trained his dog to retrieve items from the refrigerator.





MIKE KNOTT grew up in Dubai, U.A.E. and prior to coming to Louisiana Tech, he lived in Houston, Texas. He obtained a B.A. in psychology from Texas A&M University and an M.A. in counseling psychology from Houston Baptist University. Currently, Mike is the Student Director at AROS Consulting. His research interests include discrimination against the disabled, servant leadership, and job attitudes.

FUN FACT: Mike has been an avid bow hunter for years and is proficient with both a compound bow and a crossbow.

JASON MARKS received a B.A. in psychology from the State University of New York at Albany and is a third-year student in the I-O doctoral program at Louisiana Tech. His research interests include selection and culture and climate. Over the past year, he has had the opportunity to work on a variety of applied projects in areas such as team-building, test development, and survey analysis.

FUN FACT: Jason is an avid basketball player and fan and tries his best to never miss a NY Knicks game.

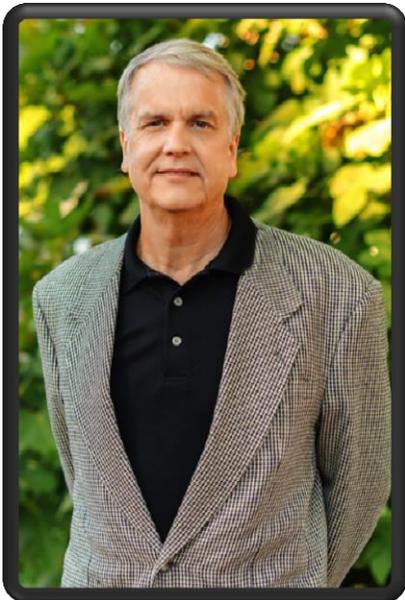


MEET OUR FACULTY!



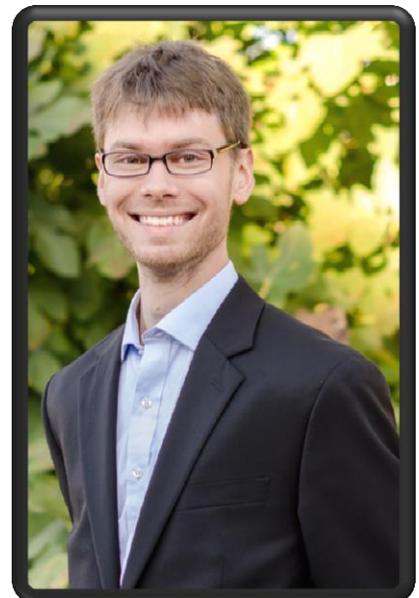
DR. MITZI DESSELLES holds a Ph.D. in I-O Psychology from Louisiana State University and currently serves as Director of AROS Consulting. She has recently returned to academia and is an associate professor. Dr. Desselles' research area is the application of reversal theory to leadership, team effectiveness, and the management of change.

DR. FRANK IGOU is the Coordinator of the I-O Psychology Master's Program and associate professor. He holds a B.S. in psychology from the University of Wisconsin – Oshkosh and an M.S. and Ph.D. in I-O psychology from Auburn University. Dr. Igou has over 20 years of experience assisting organizations in areas relating to recruitment, selection, diversity issues, E.E.O.C. compliance, and litigation support.



DR. TILMAN SHEETS received his Ph.D. in psychology with an emphasis in I-O psychology from the University of Southern Mississippi. He is currently an associate professor and the Director of the I-O Doctoral Program at LA Tech. Dr. Sheets specializes in the areas of employee selection and organizational metrics.

DR. STEVEN TOADDY earned a Ph.D. in I-O psychology from North Carolina State University and currently serves as an assistant professor specializing in organizational psychology and psychometrics. His primary research and practice interests all relate to the concept of justice and include new conceptions of organizational justice, the use of technology in organizations, survey-design methodology, and the scholarship of teaching and learning.



GOT A PROJECT FOR AROS?

Applied Research and Organizational Solutions provides students with opportunity to work on projects with a variety of companies and non-profit organizations. If your organization has a need for services in the areas of personnel selection, employee engagement, performance appraisal, or data analysis, let's have a conversation. Funds generated by projects are donated to the Louisiana Tech I-O PhD program. Additional information is available at our AROS website:
aros.latech.edu



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