

Welcome to I/O Psychology

A Student's Perspective

Volume 1, Issue 1

FI Tech Mentors

FYI links:

[I/O Psychology Home:](http://cpla.fit.edu/io/)
<http://cpla.fit.edu/io/>

[The Center:](http://research.fit.edu/thecenter/) [http://
research.fit.edu/thecenter/](http://research.fit.edu/thecenter/)

[Research Teams:](http://cpla.fit.edu/io/research.php) [http://
cpla.fit.edu/io/research.php](http://
cpla.fit.edu/io/research.php)

[I/O Culture:](http://cpla.fit.edu/io/culture.php) [http://
cpla.fit.edu/io/culture.php](http://
cpla.fit.edu/io/culture.php)

[SHRM:](http://shrm.org) <http://shrm.org>

FYE links:

[Downtown Melbourne:](http://www.downtownmelbourne.com/)
[http://
www.downtownmelbourne.co
m/](http://www.downtownmelbourne.com/)

[Living arrangements:](http://www.apartmentfinder.com)
www.apartmentfinder.com

[www.apartmentguide.com/
apartments/Florida/
Melbourne/](http://www.apartmentguide.com/apartments/Florida/Melbourne/)

Botanical Gardens:

[http://facilitied.fit.edu/
botanical_gardens.php](http://facilitied.fit.edu/botanical_gardens.php)

[Kennedy Space Center:](http://www.kennedyspacecenter.com)
[www.kennedyspacecenter.co
m](http://www.kennedyspacecenter.com)

Questions?
Interested in
Visiting?

Contact us!

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Katie, 1st year
graduate student :
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So what's it like to be a student in our program?

"There is a cooperative and team focused atmosphere...there is a laid back culture but it is also productive." -Amy

The atmosphere for the I/O program is very relaxed. The informal culture inspires a "be yourself" motif. No need to dress to impress for class!

"Rich [is] always wearing shorts...and he is head of the program." -Tomer

The I/O program has an environment that fosters the open exchange of ideas and creativity. Discussions are encouraged between students and professors during classes and team meetings.

"Here, the faculty are genuinely interested in your career. This is a big change from where I come from.[Students'] ideas and suggestions are considered and appreciated." – Nupur

The faculty is a great support system. The open door policies and informal interactions help with transitioning into life as a graduate student. The I/O professors have a genuine interest in their students. Professors work to ensure that students leave the program with the confidence and skills needed to be successful.

"I have never felt that I could not speak with a professor if I needed to regarding anything (work or personal)...their office doors are always open for a student to pop their head in and ask a question." -Stacey

Students in the I/O program are immediately immersed in a supportive student body. Research teams foster relationships with experienced upper-classmen who are more than willing to offer advice about the ins-and-outs of the program. Classmates share similar lifestyles and form quick bonds while adjusting to the challenging life as a graduate student.

"[As an incoming graduate student], I saw that a lot of the students got along well and were very willing to include us in the social aspects." -Liz

"It is a work-hard/play-hard culture!" -Dan



What's Happening?

There's a lot going on here at FL Tech! Here are some examples of what's buzzing around the program:

The Center

-Currently, The Center is working on two substantial projects; a survey and a training program.

-“The Center's Survey of Organizations focuses on the role of HR in leading and implementing change as well as benchmark change initiatives in organizations today. Ultimately, we hope to use information gathered in this effort as a starting point of a book featuring benchmarks in contemporary change in organizations.”-Betsy G.

-“The center is developing a training program on feedback and coaching directed towards managers. Under the guidance of Dr. Lisa Steelman, this student developed training program is scheduled to be finished by the end of the semester and ready to roll out next year for local marketing.” -Margaret

SHRM

-Along with these projects, the Center is continually working on marketing and strengthening its relationship with the local SHRM chapter. Many students in the I/O program are members of the Student Chapter of SHRM. It's a great networking opportunity as well as a link to the applied world, check out their website on the front page!

SIOP

-The program has a total of 22 papers that had been accepted at SIOP this year!

-Every year, a M.S. student and Ph.D. student gets the chance to represent FL Tech at the Masters and Doctoral Consortiums: congratulations to Chip Kostic and Liz Steinhauser this year!

Applied Experience

-51% of the students in the I/O program currently have external paid internships! (ask Dr. Lisa Steelman about her 100% success rate at assisting students obtain internships!) Here are some examples of where students are working:

- NAVAIR
- Harris
- Disney
- NASA
- DEOMI Patrick AFB

Featured Research Team:

Applicant Response Behavior Research

“Our research team has been busy this year, and we expect to stay that way for the rest of 2009. We are continuing with both our student data collection and real applicant data collection through our research partnership with Select International. In addition, we are working with LexisNexis to examine the frequency of resume falsification and developing a benchmarking study to assess the overall frequency of applicant deception across types of selection procedures.

We are currently collecting applicant personality data and following up with an honest within subjects data collection. This data has allowed us to estimate both the prevalence and the antecedents of faking behavior. Our data is suggesting that there is a lot of faking going on in the selection process (alarmingly 30% of applicants significantly raise their scores). In the study, applicant faking was significantly correlated with counterproductive work behaviors.

This line of research has led us to develop a person-specific theory of applicant behavior which we'll be presenting at a SIOP symposium we are chairing this year. In this symposium we will be presenting our views regarding the different individual profiles which may lead to applicant faking. Keep an eye out for our research this year at SIOP! “-Rich Griffith

Yes, we do more than just study!

Unofficial Student Activities: Going to the Beach, Downtown, Happy Hour, Hurricane Parties, Coffee Shop Breaks, etc.



Josh I. surfing in Melbourne!