

January 15, 2007

Zachary Horn  
Department of Psychology  
George Mason University  
David King Hall, Room 2003  
MSN 3F5  
4400 University Drive, Fairfax, VA 22030-4444

Dear Zachary,

I am writing on behalf of students of the Industrial/Organizational Psychology program at Colorado State University, and we are excited about the prospect of being able to host the 2008 IOOB Conference. The attached document details our proposal to host this event.

Thank you for your consideration of our proposal. Please feel free to contact me should you have any questions about our ideas or plans, and we look forward to hearing from you.

Sincerely,

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*Knowledge to Go Places*

**Colorado State University's  
2008 IOOB Conference Proposal**

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## OVERVIEW OF CONFERENCE PLAN

The purpose of this proposal is to outline action steps that I/O students at Colorado State University have taken to prepare for the 2008 IOOB conference in the event we are selected to host it. A second purpose of this proposal is to delineate future steps that we will take should we be awarded the conference. Our proposal describes the following information:

- Characteristics of the I/O Ph.D. program at Colorado State University
- Proposed theme for the 2008 conference
- Endorsements from other local academic programs and fundraising
- Keynote speakers and workshop presenters who have already committed
- Proposed site and dates of the conference, including hotel and transportation information
- Website design
- Public relations information
- Proposed schedule of events
- Proposed signature activity
- A list of current graduate student volunteers

### **THE INDUSTRIAL/ORGANIZATIONAL PH.D. PROGRAM AT COLORADO STATE UNIVERSITY**

Colorado State University's Industrial/Organizational (I/O) Psychology program was established in 1966. Since then, the program has both changed and grown substantially. There are currently twenty graduate students and four faculty members in the I/O program. Two additional new faculty members were hired in December, and they will be joining the program in the fall of 2007. The hiring of new faculty is a tangible indicator of the strong commitment by the program and the department to maintain and build upon Colorado State's excellent reputation in I/O psychology.

Each year, approximately 115-135 people apply for CSU's I/O program. Of these, usually twelve to fifteen are accepted, and an average of five students matriculate to CSU each fall. Those applicants who are accepted have a 3.78 average overall GPA and a 3.9 psychology GPA. Average GRE scores are 672 for the quantitative score, 548 for the verbal score, 625 for the analytic score, and 676 for the required GRE Psychology Subject Test. Approximately 20-25% of the new students arrive with their Master's degrees from other schools.

Students who enter with their Bachelor's normally complete the program in four to five years, while those who arrive with their Master's generally receive their Ph.D. in three to four years. Over two-thirds of the students complete the program.

Beginning in Fall of 2007, Colorado State University will begin to offer a terminal M.S. program through its Division of Continuing Education. The degree program will be offered entirely online, and feature hands-on, practical learning in authentic learning environments. The M.S. program will offer unique benefits to current CSU faculty and graduate students, and offer an opportunity for an applied M.S. degree from a research-based institution for geographically-dispersed learners.

CSU's I/O program is unique in that the importance of both industrial *and* organizational psychology is emphasized. In addition, both science and practice are considered equally important. All students, beginning in their first year, have the opportunity to participate in consulting projects as well as working on their own research. Although participating in an internship is not mandatory, the majority of students complete an internship during their graduate training. All students are expected to develop a wide array of research skills, and consequently they move successfully into jobs in education, research, consulting, and organizations.

**2008 IOOB CONFERENCE THEME:  
"SHIFTING THE PARADIGM: WORK IN THE 21ST CENTURY"**

With the retirement and departure of several faculty members in the past few years, and the addition of three new faculty since 2005, we recognize that our program at CSU is a "program in transition." In thinking about a theme, we realized that I/O psychology as a field is also in transition. Similarly, the changing nature of jobs and organizations has emerged in recent years as a popular theme among researchers and writers. Thus, in identifying an innovative and creative theme, we felt it most appropriate that our proposed conference address the recent and continuing shift in the "work paradigm." We have received support and enthusiasm about our proposed theme by program endorsers as well as workshop presenters and keynote speakers.

Among topics we plan to address as part of the conference are:

- Organizational flattening
- Role of technology in organizations
- Online training/computer-based learning
- Educational trends among adult learners
- Virtual teams
- Communication conferencing
- Diminishing job structure
- Globalization of the economy
- Selection of global workers

**ENDORSEMENTS AND FUNDRAISING OF THE 2008 IOOB CONFERENCE**

In coordinating our proposed conference, we solicited endorsements from several local academic programs. By endorsing our proposal, they have pledged to both advertise our conference to their students as well as offer needed support should we be awarded the honor of hosting the 2008 conference. Endorsees are:

- University of Colorado at Denver, Management Department
  - Contact: Ken Bettenhausen
- Colorado State University, Management Department
  - Contact: Lisa Ellram
- Colorado State University at Denver, Continuing Education
  - Contacts: Pam Nicholson & Maria Puzziferro

We recognize that hosting a conference of this magnitude requires considerable resources, and we will need to be fully committed to fund-raising should we be awarded the conference. Funds will be sought from national societies, organizations that have partnered with Colorado State University in recent years, and large organizations with a presence in Northern Colorado. Potential sponsors are listed below.

National Societies:

- SIOP – Society for Industrial and Organizational Psychology
- AOM – Academy of Management
- ASTD – American Society for Training and Development
- ISPI – International Society for Performance Improvement
- SHRM – Society for Human Resource Management

Partnering Organizations:

- CorVirtus
- DDI – Development Dimensions International
- Legacy Alliance
- Provisor
- RHR International
- Sun Microsystems
- The TRACOM Group

Large Organizations in Northern Colorado:

- Anheuser Busch Company
- Celestial Seasonings
- Center for Creative Leadership
- Coors Brewing Company
- Hewlett-Packard
- Intel
- McWhinney Centerra
- New Belgium Brewery

Preliminary Funding Commitment:

- Center for Organizational Excellence
- Colorado State University Psychology Department
- Division of Continuing Education

The CSU Foundation will provide us with additional resources and potential companies to be contacted for further funds.

## KEYNOTE SPEAKERS

In identifying keynote speakers, we sought individuals who have played and are playing a key role in redefining our understanding of work, the global economy, and the competencies of I/O psychologists necessary to function in this world.

The following individuals have committed to deliver keynote addresses:

### Wayne Cascio, Ph.D.

Wayne F. Cascio received his Ph.D. in Industrial and Organizational Psychology from the University of Rochester in 1973. Currently he is US Bank Term Professor of Management at the University of Colorado at Denver and Health Sciences Center. He has authored 20 books and more than 125 journal articles and book chapters. Dr. Cascio has consulted with more than 150 organizations on six continents. His research on staffing, training, performance management, and the economic impact of HR activities has appeared in a number of scholarly journals.

### Michael Frese, Ph.D.

Michael Frese received his Diploma and Doctorate from the Free University of Berlin and Technical University Berlin respectively and now holds a chair for work and organizational psychology at the University of Giessen; Dr. Frese also teaches as Visiting Professor at the London Business School. His research spans a wide range of basic and applied topics within work and organizational psychology. Most important are the longitudinal studies on psychological effects of unemployment, impact of stress at work, predictors of personal initiative in East Germany and psychological success factors in small scale entrepreneurs. The large scale field studies on errors and on shift work are also well known. In addition, he is studying training – most importantly the concept of error training, leadership training, and psychological training for increasing entrepreneurship and personal initiative. Most recently, Dr. Frese has conducted studies on cultural factors in organizations and across nations, as well as research that explores psychological success factors in entrepreneurs in developing countries (Africa, Latin America, and Asia) and in Europe. Dr. Frese has authored more than 200 articles (in journals such as JAP, JOOP, JPSP, AMJ, JOB, ROB, and APIR) and was editor/author of more than 20 books and special issues. He has also served as consultant and lecturer to the management of many companies (in such industries as banking, technology, computer, automobile, electricity, and telecommunication).

Frank Landy, Ph.D.

Frank Landy holds the position of Emeritus Professor from Penn State University as well as adjunct appointments at Colorado State University and the Griffiths University in Brisbane, Australia. He is currently the CEO of Landy Litigation Support Group and an active expert witness in both Human Factors and Employment Discrimination cases. He is the author of 14 books and more than 50 referred articles and book chapters in areas related to I/O psychology.

John Mathieu, Ph.D.

John Mathieu is a Professor and the Cizik Chair in Management at the University of Connecticut. His primary areas of interest include models of training effectiveness, team and multi-team processes, and cross-level models of organizational behavior. He has worked with several Fortune 500 companies, the armed services (i.e., Army, Navy, and Air Force), federal and state agencies (e.g., NRC, NASA, FAA, DOT), and numerous public and private organizations. Dr. Mathieu has over 65 publications, 125 presentations at national and international conferences, and has been a PI or Co-PI on over \$4M in grants and contracts. He is a Fellow of the American Psychological Association as well as the Society for Industrial/Organizational Psychology, and a member of the Academy of Management. He serves on numerous editorial boards and has guest edited special volumes of top-level journals. He holds a Ph.D. in Industrial/Organizational Psychology from Old Dominion University.

<b>WORKSHOP PRESENTERS</b>
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The following individuals have committed to serve as workshop presenters:

Zinta Byrne, Ph.D.

Since August 2002, Zinta S. Byrne has been an assistant professor of Industrial and Organizational Psychology at Colorado State University, where she received her Ph.D. degree in 2001. Her double major B.S. degree was in Computer Science and Mathematics from California State University at Hayward. She worked for Hewlett-Packard Company as a software engineer, manager, and marketing engineer for 10 years prior to attending graduate school in psychology. Before joining the faculty at CSU in 2002, she worked as the Western Regional Manager for the Global Products Division of Personnel Decisions International. Current research interests include studying the antecedents, consequences, and underlying psychological mechanisms explaining perceptions of organizational justice (fairness) within workplace relationships. Additional focus areas include citizenship behaviors, organizational politics, and perceived support. She has roughly 25 presentations at technical conferences including SIOP and AOM, co-authored 8 book chapters, and appears in the Journal of Applied Psychology, Journal of Occupational Health Psychology, Journal of Business and Psychology, Human Resources Management Review, Personality and Individual Differences, and the Journal of Vocational Behavior.

Her recent research involves integrating her interests in computer engineering and psychology through the examination of organizational and individual reactions to work communications (e.g., performance feedback) via alternative media such as email or voicemail.

Alyssa Gibbons

Alyssa Mitchell Gibbons will join the Colorado State University faculty in the fall of 2007, after completing her doctoral dissertation in Industrial/Organizational Psychology at the University of Illinois at Urbana-Champaign. Ms. Gibbons' work on developmental assessment centers has been sponsored by the SIOP Foundation Douglas W. Bray and Ann Howard Award and featured in an upcoming special issue of the *Psychologist-Manager Journal*. Her safety culture and safety climate research has appeared in the *International Journal of Aviation Psychology*. Ms. Gibbons is a recipient of the National Science Foundation Graduate Research Fellowship.

Paul Hanges, Ph.D.

Paul Hanges is a Professor in the Psychology Department at the University of Maryland. He is currently the director of the Maryland's Industrial/Organizational Psychology program. Paul is also a co-principal investigator of the Global Leader and Organizational Behavior Effectiveness (GLOBE) research project.

Stefanie Johnson, Ph.D.

Stefanie K. Johnson received her Ph.D. in Industrial/Organizational Psychology from Rice University in 2004. She will join the faculty at Colorado State University in the fall of 2007. Her research interests include leadership, affect in organizations, and selection practices.

Kurt Kraiger, Ph.D.

Kurt Kraiger is a Professor of Psychology and co-Director of the Center for Organizational Excellence at Colorado State University. He received his Ph.D. in I/O Psychology in 1983 from The Ohio State University. He is a noted expert on training and training evaluation, co-editing two books on training, including *Creating, implementing, and managing effective training and development: State-of-the-art lessons for practice*. He has published or presented over 125 papers on topics in training, selection, performance appraisal, and organizational climate. He has also consulted with dozens of public and private organizations on diverse topics such as training evaluation, strategic planning, sexual harassment, and test validation.

Travis Maynard

Travis Maynard is an Assistant Professor within the Department of Management at Colorado State University's College of Business. He is currently finalizing his

dissertation, which explores the effect of shared team experience and familiarity on project team effectiveness. Once completed, he will receive his doctoral degree from the University of Connecticut with an emphasis in Organizational Behavior. He holds an undergraduate degree in Accounting from the College of William and Mary and an MBA degree in Organizational Behavior from the Daniels College of Business at the University of Denver. His research has been published in the Journal of Management, the Journal of Organizational Behavior, and Human Performance. His current research interests focus on organizational team effectiveness and the effect that team context has on the development of team psychological states.

Eduardo Salas, Ph.D.

Eduardo Salas is Trustee Chair and Professor of Psychology at the University of Central Florida. He also holds an appointment as Program Director for Human Systems Integration Research Department at the Institute for Simulation & Training. Previously, he was a senior research psychologist and Head of the Training Technology Development Branch of NAVAIR-Orlando for 15 years. During this period, Dr. Salas served as a principal investigator for numerous R&D programs focusing on teamwork, team training, advanced training technology, decision-making under stress, learning methodologies, and performance assessment. Dr. Salas has co-authored over 300 journal articles and book chapters and has co edited 15 books. His expertise includes helping organizations on how to foster teamwork, design and implement team training strategies, facilitate training effectiveness, manage decision making under stress, develop performance measurement tools, and design learning environments. He received his Ph.D. in Industrial and Organizational Psychology from Old Dominion University in 1984.

Robert Slade

Robert's professional experience spans over 25 years in the fields of psychology, human resources management, management/organizational development, and corporate coaching. He has held executive and management level positions at Hewlett Packard Company, Poudre Valley Health System, and New Belgium Brewing Company. Robert has served as an internal organizational development consultant and has coached numerous managers and executives towards improved performance and leadership effectiveness. In addition to his consulting, training and executive coaching, Robert is a faculty member at Mountain States Employers Council, Denver, Colorado, The Graduate School of Banking at the University of Colorado, The Pacific Coast Banking School at the University of Washington, and the Western States Management Development Center (Office of Personnel Management) in Aurora, Colorado. Robert's areas of professional expertise include emotional intelligence in the workplace, managing productive business conversations, conflict management, guiding organizational change and leadership effectiveness. Robert holds a Bachelor's degree from Colorado State University and a Master's degree from the University of Denver.

Scott Tannenbaum, Ph.D.

Scott Tannenbaum is a co-founder and President of the Group for Organizational Effectiveness (gOE), an Albany, NY-based consulting and research firm. Throughout his career, Dr. Tannenbaum has served as a consultant and advisor to many Fortune 1000 organizations, supporting their organizational development, change management, and leadership development efforts. Dr. Tannenbaum has over 85 publications and professional presentations including books on knowledge management and HR technologies and has reviewed for over 15 professional journals. Formerly an award-winning tenured professor in the business school at the University at Albany, he continues to support the programs there as an adjunct professor. He holds a Ph.D. in Industrial/Organizational Psychology from Old Dominion University.

George Thornton, Ph.D.

George Thornton is a Professor of Psychology at Colorado State University. He received his Ph.D. in Industrial Psychology from Purdue University in 1966. Since that time, he has specialized in Industrial Psychology, management assessment and development, personnel selection, and implications of employment discrimination. Dr. Thornton has taught courses in Psychological Measurement and Testing, Advanced Psychology – Measurement, and Industrial/Organizational Psychology. He has published or presented over 160 papers and has been involved in consulting work with many large corporations such as Coors, U.S. Department of Agriculture, and Dow Chemical.

Please note that this is not a complete list. There are a number of respected professionals that have also showed interest in presenting at our conference (e.g., Rebecca Borden, Ph.D. )

<b>SITE &amp; DATES OF THE CONFERENCE</b>
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The proposed dates of the conference are Friday, March 14<sup>th</sup> to Sunday, March 16<sup>th</sup>, 2008 in downtown Denver, Colorado. These dates coincide with the spring break of most universities with I/O or OB programs, and thus, conference participants can extend their stay and take advantage of the many Colorado ski resorts near Denver during their spring break. Many hiking trails and outdoor activities are also available for conference participants, either before or after the conference.

The centerpiece of downtown Denver is the 16th Street Mall, the 16-block long pedestrian and transit-way mall that serves as the retail core of Downtown Denver. It is located in the heart of downtown and runs the length of the downtown area. The Mall has many shopping areas including the Denver Pavilions (over 50 shops) and the Tabor Center, and many places to relax. A free shuttle service carries people from one end of the mall to the other. The 16<sup>th</sup> Street Mall has many restaurants including ESPN Zone, Hard Rock Café, Rock Bottom Brewery, Maggiano's Little Italy, and The Cheesecake Factory. The 16<sup>th</sup> Street Mall also connects to LoDo, a growing retail/entertainment district on the northern edge of downtown Denver. LoDo is home to Coors Field and contains a large number of restaurants, night clubs, micro-breweries,

retail shops, coffee shops, and galleries set in a trendy urban environment. Located nearby is the Denver Center for Performing Arts, where many shows are available.

### **HOTEL ACCOMMODATIONS**

Six hotels are located on or near the 16<sup>th</sup> Street Mall. Of those, we have initiated preliminary discussion with the following hotels:

- Denver Marriott City Center (has 601 guest rooms and 24 meeting rooms)
- Grand Hyatt Denver (has 511 guest rooms and ample meeting space)
- Hyatt Regency Denver (has 1100 guest rooms and ample meeting space)
- Adams Mark Denver (has 1225 guest rooms and ample meeting space)

All of the hotels listed above expressed interest in serving as the conference site, have sufficient guest rooms and meeting space to accommodate conference participants, and are willing to block guest rooms and meeting space for the proposed dates – March 14<sup>th</sup> to March 16<sup>th</sup>, 2008.

Projected room rate is \$100-120 per double guest room per night

### **TRANSPORTATION**

Denver is easily accessible through the Denver International Airport. The major airlines that fly into Denver are United and Frontier; however, other airlines such as Delta, Southwest and American service Denver International Airport. The average cost of a round-trip flight to Denver is \$250 to \$300 round-trip. DIA is the nation's sixth-busiest airport and the 11th-busiest in the world and provides direct flights from most major cities. The airport is located 30 minutes away from downtown Denver and the 16<sup>th</sup> Street Mall, and the hotel will provide a shuttle service to and from the airport.

### **IOOB WEBSITE**

The website for the 2008 IOOB Conference will be built by the IOOB graduate student committee with guidance from Donna Merwarth, psychology department computer coordinator.

The website will contain information about the conference, including:

- How to contact us
- How to register and make submissions to the conference
- Basic information about IOOB
- Dates of the conference
- A schedule of the events
- Speaker bios
- Important deadlines to remember (e.g., early registration deadlines and room reservation deadlines)

The following hotel and travel information will be included:

- Hotel rates, phone number, and relevant information
- Links to the hotel website
- Maps of how to get to Denver and the hotel
- Information on entertainment options within the Denver area and the 16<sup>th</sup> Street Mall

<b>PUBLIC RELATIONS</b>
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The 2008 IOOB Conference promotion will consist of the following:

- 2008 IOOB Conference website
- Promotion at national conventions of the Society for Industrial and Organizational Psychology and Academy of Management
- Advertisements through I/O and OB program list serves
- Advertisements through academic programs endorsing the conference

<b>SCHEDULE OF EVENTS</b>
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**Friday**

Event	Time
Registration	3:00 – 6:00 pm
Coffee & Snacks	3:00 – 6:00 pm
Opening Ceremony & Keynote Speaker	6:00 – 7:00 pm
Dinner Reception	7:00 – 9:00 pm

**Saturday**

Event	Time
Registration	7:30 am – 10:00 am
Continental Breakfast	7:30 – 8:30 am
Student Presentations	8:30 – 9:30 am
Student Presentations	9:45 – 10:45 am
Workshops	11:00 am – 12:15 pm
Lunch	12:15 – 1:15 pm
Student Posters	1:30 – 2:30 pm
Special Event	2:30 – 5:30 pm
Keynote Speaker	5:30 – 6:30 pm
Evening Out	6:30 pm until...

## **Sunday**

<b>Event</b>	<b>Time</b>
Continental Breakfast	7:30 – 9:00 am
Student Presentations	8:30 – 9:30 am
Keynote Speaker	10:00 – 11:00 am
Closing Ceremony	11:00 – 11:30 am

### **SIGNATURE ACTIVITY FOR THE 2008 IOOB CONFERENCE**

Located in downtown Denver is Coors Field, the home of the Colorado Rockies baseball team. The special event will include a tour of the field as well as information about the team. We hope to be able to provide a tour and discussion that is both fun and informative and include information about the selection and training process of the Colorado Rockies management, staff, and players.

### **GRADUATE STUDENT VOLUNTEERS**

The following graduate students have volunteered to help with the planning and implementation of the conference. This list is not complete; in actuality, more students will be helping with the conference. None of the following students will be graduating this year, and six more students are expected to join the I/O program this fall.

- Michelle Chapin
- Erin Crane
- Tasha Eurich
- Lauren Garrison
- Anne Hansen
- Brian Hurd
- Rachel Johnson
- Martin Lanik
- Joshua Liff
- Virginia Pitts
- Alexandra Rechlin
- Julie Sampson
- Christina Wilson