

# I-O PSYCHOLOGY NEWSLETTER

August 2015 to August 2016



Department of Psychology, Lewis College of Human Sciences  
Illinois Institute of Technology

Volume 27

October 2016

## CONGRATULATIONS 2016 GRADUATES!

### Ph.D.

Fernando Lobo Arena, *Leading in Uncertain Times: What Drives Follower Performance?* Spring'16. Roya Ayman.

David Blitz, *Evaluation of a Modified Item Parameter Replication Method for Differential Functioning of Items and Tests Analysis with Unequal Sample Size.* Spring'16. Scott Morris.

Benjamin K. Fearing, *Moderated Mediation of Leaders Traits and Effectiveness: The Role of Stress.* Fall'15. Roya Ayman.

### M.S.

Steve Bentz, *The Mediating Role of Student Engagement in the Emotional Intelligence-Academic Achievement Relationship.* Spring'16. Ronald Landis.

Matthew Lauritsen, *Implicit Leadership Theories of the Emotional Expression of Leaders: A Comparison of Student and Police Samples.* Spring'16. Roya Ayman.

Maxwell G. Porter, *An Application of Pareto-Optimality to Public Safety Selection Data: Assessing The Feasibility of Optimal Composite Weighting.* Fall'15. Scott Morris.

David J. Zigun, *The Relations of Leader Empowering Behaviors on Employee Performance: Moderated by Gender Dyad Composition.* Spring'16. Roya Ayman.

### M.S. in Personnel and Human Resources Development Fall 2015 - Summer 2016

Khalid El-Amin  
Lindsey Ciufia  
Ashten Fraser  
Rebecca Hagen  
Egle Stravinskaite  
Donald Kerteson

Becca Christie  
Carissa Constantinou  
Stephanie Sequeria  
Connor Pichette  
Kritika Jadhav  
Shravya Nadella



## Contents

### Graduates

### Information 1

### Publications &

### Presentations 2, 3

### Student Professional

### Activities 4

### Alumni Professional

### Activities 5, 6, 7

### Faculty Activities 8, 9

### Center for Research and Service

### Raju Speaker Series 10

### Student Associations

### SIOP Conference 11

### Incoming Students

### Orientation

### Open House

### Teaching Assistants 12

### From the Director's Desk 13

## HONOR AND AWARDS



Ronald Landis, Maura Burke, and Arch Pounian

**Pounian Award:** Maura Burke, M.S., received the Charles "Arch" Pounian Award. She is actively involved in research with a focus on methodological improvements and meta-analysis. More specifically, she recently published a paper entitled, "Estimating Group-Level Relationships: General Recommendations and Considerations for the Use of Intraclass Correlation Coefficients," that focused on how to conduct meta-analyses at the group-level of analysis in the *Journal of Business & Psychology*. In addition, she is assisting in conducting of a U.S.-Israel Binational Science Foundation grant project concerned with the development of new statistical procedures to test for interrater agreement with respect to multi-level data. She has also been involved in other projects and publications concerning big data, and inductive reasoning and executive functioning in the workplace. She is now working to complete her dissertation, and assisting in research concerning workers experience in informal work economies and the promotion of decent work standards. The latter project is sponsored by SIOP's humanitarian work psychology research endeavor. Throughout her Ph.D. program she has served as a research assistant and presented at multiple conferences including SIOP and APS.

**2016 SIOP Travel Award:** Shujaat Ahmed, M.S., received the 2016 SIOP Travel Award. Typically, ten students are selected by SIOP every year to receive the travel award of \$500. Applicants are evaluated based on merit and need. This year, Shujaat Ahmed received the student travel award from SIOP, and was a first author on three presentations.



## Publications & Presentations

It gives us great pleasure to report the achievements of our faculty and students who have contributed to the field of I-O psychology. Many alumni from our program also have publications. We regret that due to limited space we cannot recognize them all by name.

\* denotes an I-O student, **bold** denotes an I-O Faculty.

Ahmed, S.F.\*, & Eatough, E. (2016, April). *Can Supportive Supervisors Prevent Depressive Mood? Three-Way Interactive Effects*. In R. C. Johnson and S. F. Ahmed (Chairs), *Somebody to lean on: Context-specific support at work*. Symposium presentation at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Ahmed, S.F.\*, & Eatough, E. (2016, April). *The Relationship between Illegitimate Work Tasks and Family Life Spillover*. Poster presentation at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Ahmed, S.F.\*, Pinkus, B.\*, **Landis, R.S.**, & **Ayman, R.** (April, 2016). *A meta-analysis of perceived authentic leadership and follower job satisfaction*. Presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.



Ahmed, S.F.\*, & Mazzola, J. (2016). *Work and Family Stressors among Adult Learners*. In L. Scott, C. Watson, & A. Tiu-Wu (Eds.), *Quality of Life in Adult Learning*. Information Age Publishing Inc. In press.

**Ayman, R.** (in press). Social support and the work family interface from a cross-cultural perspective. In Korabik, K., Aycan, Z., & Ayman, R. editors (in press). *The Work-Family Interface in a Global Context*. New York, NY: Routledge, Taylor & Francis Group.

**Ayman, R.**, Hammer, L., & Ishaya, N.\* (in press). Work Family interface in the USA. In Korabik, K., Aycan, Z., & Ayman, R. editors (in press). *The Work-Family Interface in a Global Context*. New York, NY: Routledge, Taylor & Francis Group.

**Ayman, R.**, & Lauritsen, M\* (in press). Contingencies, context, situation and leadership. In J. Antonakis, Y. David, V. Day Editors 3rd ed. *The Nature of Leadership*. Chapter 6. Thousand oaks: Sage.

Baciu, C.\*, & **Landis, R.S.** (May, 2016). *Influences of interview medium on applicants' perceptions*. Presented at the 2016 Midwestern Psychological Association Conference, Chicago, IL.

Banks, G. C., Rogelberg, S. G., Woznyj, H. M., **Landis, R. S.**, & Rupp, D. E. (2016). Evidence on questionable research practices: The good, the bad, and the ugly. *Journal of Business and Psychology*, 31, 323-338. doi: 10.1007/s10869-016-9456-7

Bass, M., **Morris, S.**, & Neapolitan, R. (2015, November). *Utilizing Multidimensional Computer Adaptive Testing to Mitigate Burden with Patient Reported Outcomes*. Ameri-

can Medical Informatics Association Annual Symposium. San Francisco, CA.

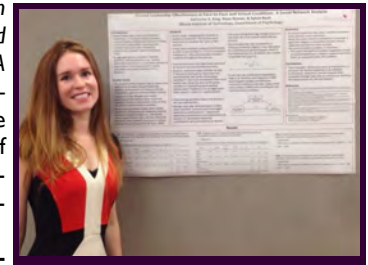
Burris, K.\*, **Ayman, R.**, & Smriti, A. (February, 2016). *The role of the leader in creating flexibility i-deals*. At the 24th annual Consulting Psychology Conference, Orlando FL.

Burke, M.I.\*, **Landis, R.S.**, & Burke, M.J. (2016). Estimating group-level relationships: General recommendations and considerations for the use of intraclass correlation coefficients. *Journal of Business and Psychology*. Published online first. doi: 10.1007/s10869-016-9464-7

Burke, M.I.\*, & **Saxena, M.** (2016). *Understanding the Dynamic Nature of Executive Inhibition in the Workplace: A Field Experience Sampling Study*. In A. Stuhlmacher (Chair) *Cognition at work: A sample of graduate student research*. Symposium at the 28th Annual Association for Psychological Science Convention, Chicago, IL.

Harley, J.M., Carter, C.K.\*, Papaionnou, N.\*, Bouchet, F., Azevedo, R., **Landis, R.S.**, & Karabachian, L.R. (2016). Examining the predictive relationship between personality and emotion traits and students' agent-directed emotions: Towards emotionally-adaptive agent-based learning environments. *User Modeling and User-Adapted Interaction*, 26, 177-219. doi: 10.1007/s11257-016-9169-7

King, A. K.\*, **Ayman, R.**, & Roch, S. (2016, May). *Shared Leadership Effectiveness in Face to Face and Virtual Condition: A Social Network Analysis*. Presented at the annual conference of American Psychological Association Society, Chicago, IL.



Korabik, K., Aycan, Z., & **Ayman, R.** editors (in press). *The Work-Family Interface in a Global Context*. New York, NY: Routledge, Taylor & Francis Group.

Korabik, K., van Rhijn, T., **Ayman, R.**, & Hammer, L. B. (2016). Gender, polychronicity, and the work-family interface: Is a preference for multitasking beneficial? *Community work & family*, DOI: 10.1080/13668803.2016.1178103

Krent, H. J., & **Morris, S. B.** (2016). Inconsistency and angst in district court resolution of social security disability appeals. *Hastings Law Journal*, 67, 367-406.

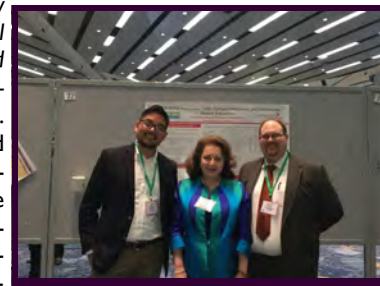
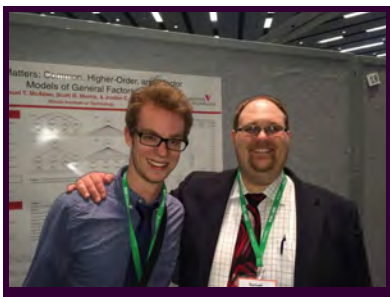
Kwaske, I.\*, H., & **Morris, S. B.** (2015). The validity of individual psychological assessments for entry-level police and firefighter positions. *Personnel Assessment and Decisions*, 1, 18-29.

**Landis, R.S.** (April, 2016). *Panelist for session: Impact of research reproducibility and study registration on I-O psychology*. Presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Mackay, M.M., Allen, J., & **Landis, R.S.** (2016). Is employee engagement a redundant construct? A meta-analytic path

## Publication & Presentation (Continued)

- analysis. *Human Resource Management Review*. Published online first. <http://dx.doi.org/10.1016/j.hrmr.2016.03.002>
- McAbee, S. T.** (2015, October). *The messy, the missing, and the ugly: Dealing with difficult data in organizational surveys*. Presentation at the 3rd semiannual Analytics in Motion (AIM) Conference, CUNA Mutual Group, Madison, WI.
- McAbee, S. T.** "How to use pre-hire assessments," by Geri Anne Fennessey, *Talent Management*, 12/11/2015.
- McAbee, S. T., Biderman, M. D., Chen, Z., & Hendy, N.** (2015). *Modeling the evaluative content of personality questionnaires: A bifactor application*. Paper presented at the 4th annual Ideas in Testing Research Seminar, Chicago, IL.
- McAbee, S. T., & Connelly, B. S.** (2016). A multi-rater framework for studying personality: The Trait-Reputation-Identity Model. *Psychological Review*. doi:10.1037/rev0000035
- McAbee, S. T., & Connelly, B. S.** (2016, March). *A multi-rater framework for studying personality: The Trait-Reputation-Identity Model*. Presentation at I-O Brown Bag seminar, Purdue University, West Lafayette, IN.
- McAbee, S. T., Landis, R. S., & Burke, M. I.\*** (2016). Inductive reasoning: The promise of big data. *Human Resource Management Review*. doi:10.1016/j.hrmr.2016.08.005
- McAbee, S. T., Morris, S. B., & McDonald, J. C.\*** (2016, April). *Structure matters: Common, higher-order and bifactor models of general factors*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Morris, S. B., Bass, M., Lee, M.\*, & Neapolitan, R. E.** (2015, November). *Reducing burden when reporting patient-reported outcomes using multidimensional computer adaptive testing*. Ideas in Testing Conference. Chicago, IL.
- Morris, S. B., Lee, M.\*, Bass, M. B., & Neapolitan, R. E.** (2016, May). *Reducing Patient Burden through Multidimensional Adaptive Assessment*. Poster presented at the Annual Conference of the Association for Psychological Science, Chicago, IL.
- Morris, S. B., Shu, F.\*, McDonald, J.\*, Gandara, D. A.\*, Crouch, S. J.\*, & Kesterson, D. K.\*** (2016, April). *Correction for Multiple Testing in Adverse Impact Analysis*. Poster presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Neaccsciu, C.\*, & Saxena, M.** (2016, May). *What are they thinking? Patterns and contents of ruminating thoughts for women in STEM*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- O'Brien, K. R., McAbee, S. T., Hebl, M. R., & Rodgers, J. R.** (2016). The impact of interpersonal discrimination and stress on health and performance for early career STEM academicians. *Frontiers in Psychology*, 7(615), 1-11. doi:10.3389/fpsyg.2016.00615
- Oshima, T. C., Wright, K. D., Fikis, D. R. J., & Morris, S. B.** (2016, April). *The effect of the new item variance-covariance estimation method on differential functioning of items and tests: BILOG MG3 vs. IRTPRO*. Paper presented at the annual meeting of the American Educational Research Association. Washington, DC.
- Papaionnou, N.\*, Landis, R.S., \*Carter, C.K., Azevedo, R., Bouchet, F., & Harley, J.M.** (2016, May). *Computer-based learning environments in organizational training: Impact of learning environment and personality*. Presented at the Annual Conference of the American Psychological Society, Chicago, IL.
- Renk, A. \*, & Saxena, M.** (2016, May). *Near and far: Connecting the pieces of humanitarian work psychology*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Saxena, M.** (2016, April). *Visible I-O: Pro-social insights from the United Nations*. Panelist, 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Saxena, M.** (2016, April). *I-O psychology in challenging contexts*. In R. Seale (Chair). ALLIANCE SPECIAL SESSION: I-O Psychology at the vanguard of decent work: Impact at the communal, societal, and international levels. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Saxena, M.** (2016, April). *Conducting field research using experience sampling method*. In E. Stehura (Chair), IGNITE THEME TALK: How small local efforts can yield BIG impact. Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Saxena, M.** (2016, forthcoming). *Humanitarian work psychology*. *Oxford Bibliographies in Management*. New York: Oxford University Press.
- Shu, F.\*, McAbee, S. T., & Ayman, R.** (2016, April). *The HEXACO personality traits, cultural intelligence, and international student adjustment*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Zhou, C.\*, Ahmed, S. F.\*, & Ayman, R.** (2016, June). *A Multilevel Investigation of Received Social Support, Vertical Collectivism, and Work-Family Interface across 10 Countries*. Symposium presentation at Work and Family Researchers Network Conference, Washington DC.



## Student Professional Activities

Illinois Tech students not only obtain academic knowledge but also hands-on practical experience by working at organizations with our very own alumni.

### PHRD Track

Jody Buck - Human Resources Assistant Intern, Cambridge Educational Services

Rob Saperstein - Training and Development Intern, Combined Insurance

### Ph.D. Track

Trenton Adams - Compensation Analyst Intern, Chicago Transit Authority

Shujaat Ahmed - Research Associate, the National Center for State Courts; Adjunct Instructor, Department of Psychology at Illinois Tech; Vice Chair, the Global Organization for Humanitarian Work Psychology (GOHWP)

Rebecca Anderson - Senior Consultant, Deloitte

Steven Bentz - Senior Analyst, AbbVie

Kimberly Burris - Principal, Green Peak Partners; Instructor, Elmhurst College

Michael Cama - Talent Management Consultant, Right Management

Nahren Ishaya Cama - Manager, Consulting Services, I/O Solutions Inc.

Cassia (Himlton) Carter - LENS & Special Projects Manager, National Center for Healthcare Leadership

David Coxhead - Training and Safety Manager, Freedom Boat Club

Sara Crouch - Research Analyst, I-O Solutions Inc.

Steve Discont - Assistant Director of Programing, Midwest Furry Fandom, Inc.

Caribay Garcia Marquez - Training and Development Intern, Strata Decision Tech

Elizabeth Howard - Consultant, Daniels Consulting Group; Instructor, Northeastern Illinois University

Mary Hunt - Assistant Professor, Ave Maria University

Koren Ichihara - Manager, People Analytics, AbbVie

Michelle L. Jackson - Leader Instructor/Chair, General Education Dept., Le Cordon Bleu College of Culinary Arts, Chicago

Inna Koval - Organizational Consultant, Daniels Consulting Group

Matthew Lauritsen - Associate Director for Research, Center for Corporate Performance

Mirinae Lee - Intern, United Airlines

Kelly Levine - Associate Consultant, Vantage Leadership Consulting

Jordan McDonald - Project Lead Consultant, Center for Research and Service, Illinois Tech

Heather (Leffler) Mclinden - Senior Director, HR Business Partner at Twilio Inc.

Patrick Mclinden - Senior Director Learning and Development, FitBit

Rachel Meredith - Welcome to Deloitte Experience Leader, Deloitte

Cristina Neacsu - Teaching Assistant with Interprofessional Teams, Illinois Tech

Christine Overfors - Human Resources Specialist, Minnesota Department of Human Services

Samantha Paruchuri - Consultant, Advanced Insights LLC

Meghan Pickett - STEM Partnership Program Manager, Illinois Tech

Betsi Pinkus- Huizenga MS Release Manager, CME Group

Yelena Polyashuk - Instructor, Northeastern Illinois University

Maxwell Porter - Research Analyst, I/O Solutions, Inc.

Stefanie Pugliese - Consultant, Stanard & Associates, Inc.

Andrew Rand - Learning and Talent Development, IDEXX Laboratories

Sarah Rusakiewicz - Manager, US Talent Management, McDonald's Corporation

Emily Sanders - Senior Research Analyst, Bersin by Deloitte

Catherine Savage - Consultant, Vantage Leadership Consulting

Frank Shu - Associate Consultant, Center for Research and Service, Illinois Tech

John Skinner - Manager, Talent Selection and Assessments, Sears Holdings Corporation

Rodney Vallejo - Program Manager, Illinois Tech Leadership Academy

Sean Wright - Project Lead Consultant, Center for Research and Service, Illinois Tech

Chexuan Zhou - Teaching Assistant, I-O Program at Illinois Tech



## PHRD Alumni Professional Activities

We are very proud of the successes of all our alumni. We want to keep in touch! Let us know your email address and other updates by visiting: <http://humansciences.iit.edu/alumni/share-your-news>

Adam Ackerson'02 - Vice President, HR, Wilton Brands Inc.

Sarah Benuska'08 - Ph.D.'15 in Counseling Psychology, Akron University

Kristine Bodemer'14 - Epic Instructional Design/ Principal Trainer, Riverside Medical Center, Inc.

Anne Brown'15 - Senior Associate Client Advisor, CEB

Emily Landem Brown'07 - Consultant, Daniels Consulting Group

John Brubaker'06 and J.D.'13 - Associate Attorney Law Office of Van Lear P, Eckert, PC

Kristin Carlson'12 - Recruiter, Yelp

Maple Chen'11 - Researcher, IPSOS Healthcare, Shanghai, China

Lily Chuang'10 - Associate Psychometrician, PSI AMP, Kansas

Lindsey Ciufia'16 - Training Coordinator, Apttus

Effie Constantinou'16 - Associate, Learning & Organizational Effectiveness Association At Grant Thornton LLP

Michael Crane'07 - Senior UX Designer

Robert Cuthbert'00 - Partner, Cuthbert Consulting, Oregon

Renee Czeryba'00 - Manager, Interior and Exterior Lighting Program, Walgreens

Garth Davidson'01 - Senior Compensation Consultant, Stantec

Heiko Dorenwendt'09 - Principal, Deloitte Consulting

Jen (Pawelko) Drews'10 - Director of Institutional Research, University of Wisconsin-River Falls

Khalid El-Amin'16 - Human Capital Analyst, Bridgestone Americas

Ashten Fraser'16 - Talent Management, at PreScouter, Inc.

Michael Flutka'08 - Senior Manager, Finance & Human Resources, All Terrain

Vaishali Gakhar'12 - Corporate Relations Manager, Carnegie Mellon University

Liza Greene'00 and MBA'03, University of Arizona - Senior Organizational Development Strategist at JM Family Enterprises Inc.

Rui Han'14 - Market Analyst, Pantai Chemical USA Inc.

DJ Himstedt'10 - Consultant, Strategic Talent Solutions

Amy Hrabak'07 - Senior Talent Management Specialist, YMCA of Metropolitan Chicago

Kritika Jadhav'15 - CSR Benefits Administration, Aon Hewitt

Bo Ju'12 - Graduate student at DePaul University, M.S. in Education

Anwaar Judeh'05 - Senior Compensation Analyst, Capital Group

Philip Kober'14 - Human Resources Coordinator, Gold Eagle Company

Chad Legel'00 - President & CEO, I/O Solutions

Loren Lehnen'94 - Director, Executive Compensation, Tower Watson

Karen Lucas'15 - Talent Management Analyst, S & C Electric Company

Melanie Anderson Lundberg'98 - Assistant Vice President, Talent Management & Corporate communication, Combined Insurance, a Chubb Company

Heidi Maibuecher'15 - HR Generalist, Sargent & Lundy

Isis Martinez'12 - Human Capital/Change Management Principal Consultant, E2E Workplace Solutions

Mike Matyasik'09 - Director of Educational Solutions, Wonderlic



## PHRD Alumni Professional Activities (Continued)

We are very proud of the successes of all our alumni. We want to keep in touch! Let us know your email address and other updates by visiting: <http://humansciences.iit.edu/alumni/share-your-news>

Jill May'02 - Testing Manager, Selection and Assessment, City of Chicago  
 Jeniffer(Fron) McInerney'08 - HR Business Partner at BMO Harris Bank  
 Joshua Mccloughlin'09 - HR Director Mergers & Acquisitions, Aon Hewitt  
 Si (Cindy) Miao'11 - Senior Campus Recruiter, WalMart, Arkansas  
 Helen (Velesiotis) Michiewicz'02 - Associate, Hay Group  
 Jason Michniewicz'04 - Manager, Talent Management, Follett  
 Sylvia Min'12 - Organizational Effectiveness Senior Consultant, Allstate  
 Dana Moore'01 - Senior Manager, People Advisory Services, Ernst & Young.  
 Shravya Nadella'16 - HR Associate, Jump Trading LLC  
 John Nawn'95 - Founder, Perfect Meeting  
 Aditi Nayak'03 and Executive MBA'15, University of Chicago - Chief Operating Officer, Mind Wave Solutions Pte Ltd.

Anh Thu Nguyen'14 - Manager of Organizational Development, The Wonderful Company

Lori (Nita) Novak'04 - Assistant Vice President, Foreign Exchange, Associated Bank

Amy Deno Nowaczyk'01 and J.D.'12 - Attorney, O'Drobinak & Nowaczyk, P.C.

Greg Olson'97 - Regional Director, Wonderlic Inc.

Paige Olson'12 - Change Management Consultant, Daniel Consulting Group

William Osnowitz'12 - Senior Compensation Specialist, Aon

Neelima Paranjpey'08 and Ph.D.'13 in Organizational Development, Benedictine University - Assessment & Development Consultant, Vaya Group

Ruoqi (Rachel) Pei'15 -Solution Capability Analyst, Hay Group

Connor Pichette'16 - Project Assistant at National Center for Healthcare Leadership

Alex Prucel'09 and MBA'13 - Senior Manager, Organizational Effectiveness, United Airlines

Mengran Qin'12 - Staff Management at CSR QINGDAO SIFANG LTD.

Nouman Qureshi'15 - Management Consultant, KPMG

Ben Roselle- Director, Innovation Consulting, United Health Group

Maritza Ruano'06 - Director, Talent Management, AIDS Foundation of Chicago

Rashmi Sharma'07 - Senior HR Generalist, HIRACLE, Inc.

Mark Strateman'10 and Ph.D.'14, Chicago School - Senior Talent Consultant at Metrics, CEB

Egle Stravinskaite'16 - HR Associate, Acco Brands

Jana Szostek'99 and J.D.'06 - Director, Indiana University Northwest Leadership Assessment Center

Bob Thomas'97 - Project Manager, Employee Experience, United Airlines

Jordan Trotto'11 and MBA'17—HR Specialist, Eze software Group

Maria Ustavalkova'15 -Associate of People Operations, Oak Street Health

Amber West'15 - Senior Analyst, Team Member Insights, Whole Foods Market

Daniel Wilman'04 - HR Technology & Analytics Manager, First Midwest Bank

Namrata Yadav'08 - VP, Diversity & Inclusion Education Lead, Bank of American

Michael Zablocki'11 - Labor Operations Analyst, Levy Restaurants

David Zigun'16 - Consultant, Employee Impact consulting



## Ph.D. Alumni Professional Activities (Selected list)

Tobin Anselmi, Ph.D.'94 - Managing Director/Founder- Organizational Harmonics, LLC., Cleveland Area  
 Fernando Arena, Ph.D.'16 - Manager, Organizational Effectiveness at CME Group, Chicago Area  
 Michael Barr, Ph.D.'01 - Associate Provost for Program Development, Review and Online Synergy, Chicago School of Professional Psychology  
 Jeff Becker, Ph.D.'03 - Director Talent and Development, Blue Cross Blue Shield Association, Chicago Area  
 John Behr, Ph.D. '01- For Organizations: Executive Assessment, Executive Coach, Leadership Coach, Leadership Assessment, John Behr Group, LLC., Chicago area  
 David Blitz, Ph.D.'15 - Senior Assessment Scientist, Findly, Chicago Area  
 Sharon Boslet, Ph.D.'06 - Senior Consultant, Willis Towers Watson, Chicago Area  
 Jaime Cruz, Ph.D.'13- Program Manager, Talent and Organizational Development, Nutanix, Bay Area  
 Rebecca (Roller) Daisley, Ph.D.'15 - Senior Organizational Development Consultant, Advocate Health Care, Chicago Area  
 Amy Daniels, Ph.D.'99 - Founder and Principal, Daniels Consulting Group, Chicago Area  
 Russ Day, Ph.D.'96 - Owner, R. R. Day & Associates and Human Resources Consultant  
 Jennifer Dembowski, Ph.D.'01- Senior Organizational Effectiveness Consulting Manager, Home Depot, Atlanta area  
 AnneSophie Deprez-Sims, Ph.D.'12 - Associate Director at APT Metrics, Chicago Area  
 Ben Fearing, Ph.D.'16 - Partner, Strategic Talent Solutions, Chicago Area  
 Bruce Fisher, Ph.D.'87- Partner, Strategic Talent Solutions- Chicago Area  
 Brandon Fleener, Ph.D.'09 - Associate Director, APTMetrics, Inc.  
 Avi Fleischer, Ph.D.'15 - Adjunct Professor at Northeastern Illinois and Consultant at Tetric. Chicago Area  
 Allan Fromen, Ph.D.'01 - Vice President and Consulting Partner, IDC, New York  
 Mark Frame, Ph.D.'03 - Professor of Psychology, Middle Tennessee State University  
 Mitchell Gold, Ph.D.'00 - Senior Talent Management Consultant, Right Management, Kansas City  
 Michael Henry, Ph.D.'05 - Manager of Strategic Assessments, I/O Solutions, Inc.  
 Pete Leddy, Ph.D.'91- Executive Vice President, Global HR & Corporate Integrity, NuVasive, San Diego  
 Russell Lobsenz, Ph.D.'98 - VP Talent Management and Organizational Development at Cotiviti, New York  
 Amy Antani Logue, Ph.D.'07 - Vice President, Human Resources/Organizational Development Systems and Metrics, Advocate Health Care, Chicago Area  
 Jaci Jarrett Maszta, Ph.D. - VP/Practice Leader, Burke, Inc.  
 Casey Mulqueen, Ph.D.'01 - Senior Director of Learning and Development at TRACOM Group, Denver Area  
 Brendan Neuman, Ph.D.'14 - Senior Manager, Talent Acquisition Programs, United Airlines, Chicago Area  
 Noelle Newhouse, Ph.D.'08 - Associate Professor, Chicago School of Professional Psychology  
 Teresa Pappas, Ph.D.'07 - Senior Consultant, 3D, Lake Forest, IL  
 Pamela Pollak, Ph.D.'12 - Senior Manager, Operations Engagement and Leadership, United Airlines, Chicago Area  
 Jennifer (Langel) Roberts, Ph.D.'06 - Director, Saving Plan Operations, AT&T, Dallas/Fort Worth  
 Rebecca Romano, Ph.D.'07- Vice President, Head of Talent Development, NBC Universal Inc., NY  
 Lisa Sandora, Ph.D.'02 - Senior Human Resource Manager, Orbitz Worldwide, Chicago Area  
 John Scott, Ph.D.'85 - COO, APTMetrics, NY  
 Erica Hartman Spencer, Ph.D.'05 - Senior Director, Talent Assessment, Performance & Succession Management, NovoNordisk, NJ  
 Eleni Speron, Ph.D.'09 - Senior Associate, ECRA Group, Chicago Area  
 Stephen Steinhaus, Ph.D.'87 - HR Alignment Principal, Executive Assessment/Coaching & HR Metrics/Process Development  
 Angela Sternburgh, Ph.D.'11 - Director of Talent, Fortune Brands Home & Security, Derfield, IL  
 Mark Tawney, Ph.D.'12 - Vice President, Testing Services, (Principal) I/O Solutions Inc., Chicago Area  
 Jennifer Thompson, Ph.D.'04 - Associate Professor, Chicago School of Professional Psychology, Chicago Area  
 Norberto Valbuena, Ph.D.'03 - Professor Asociado, Universidad Nacional Experimental Rafael Maria Baratt, Venezuela  
 Courtney VanOverberghe, Ph.D.'12 - Senior Consultant at CEB(former SHL), Chicago Area  
 Sofia Velgach, Ph.D.'10 - Deputy Director, Navy Selection and Classification Division, US Navy , Washington DC.  
 David Waldschmidt, Ph.D.'06 - Director of Testing Services, American Dental Association, Secretary, Joint Commission on National Dental Examinations. Chicago Area.  
 Jeremy Watson, Ph.D.'14 - Marketing Scientist, J. D. Power, Los Angeles Area  
 Jennifer Weiss, Ph.D.'01 - Executive Consultant, Industrial Psychologist at Human Resources Alignment Consulting

## Faculty Activities

### Roya Ayman, Ph.D.



Last year, in addition to presentations and publications with students and colleagues, Roya Ayman was invited for the fourth year to conduct classes and workshops on organizational research at NIDA in Bangkok, Thailand. She received recognition from this university for her contribution in developing Ph.D. scholars in Thailand. She is still on the editorial board for *Leadership Quarterly*, *International Journal of Cross Cultural Management*, and *Journal of Organization and Management*. She did work on an interdisciplinary grant with Mahima Saxena and some

faculty members from chemical engineering and food science at Illinois Institute of Technology, but unfortunately the grant was not supported. She is working with her research labs on a couple of projects on work family interface and immigrant workers social support, the role of Smart phone and work family interface. In the leadership lab she is working with students on the role of social network and leadership as well as the ILT as it relates to emotional expressions of leaders and the role of gender.

### Scott Morris, Ph.D.



Scott Morris and his students have been working on several research projects related to personnel selection and statistical methodology. Over the past year, much of his time was devoted to completing a book project, an edited volume that brings together experts from I-O, economics, statistics and law to address contemporary issues and approaches to adverse impact analysis. The book will be released early in 2017. Scott has been engaged with the Society for Industrial-Organizational Psychology's Task Force on Contemporary Selection Practice Recommendations. Working with this group, he was the lead author on a white paper prepared for the Equal Employment Opportunity Commission. The white paper provided recommendations for adverse impact analysis when data are distributed across multiple business units or multiple test administrations. The recommendations were presented at a meeting with EEOC leadership and the research and analytic services team. The task force is currently finalizing revisions to the report for distribution at the EEOC, and is working with

EEOC leadership to develop additional topics where SIOP can provide information and guidance.

Scott has also been working on a grant from the National Library of Medicine, along with a graduate assistant, Mirinae Lee, and collaborators from Northwestern University. The project involves the application of item response theory to develop multidimensional computer adaptive tests (CATs) of patient-reported health outcomes (e.g., emotional distress, physical and social functioning). CAT-based assessments can achieve high measurement precision with substantially shorter scales, thereby providing high quality data with minimal burden on patients. The project will develop a software platform for administering CATs, facilitating their integration into healthcare practice. Scott continues to teach courses in personnel selection, legal issues and multivariate statistics. He is on the editorial boards of the *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Organizational Research Methods*, and *International Journal of Testing*.

### Ronald Landis, Ph.D.



During the past year, Ron has continued to devote increasing attention to initiatives directed toward improving the quality of how we practice science. In the past year, he was invited to participate in an international meeting related to improving the rigor and relevance of our research, presented a couple of conference sessions about the problems associated with our publication practices as well as identifying solutions, and published a paper related to this topic. As associate editor for the *Journal of Business and Psychology*, Ron has worked closely with the editor to develop alternative paths for publication and they will soon be announcing a Hybrid Registered Reports path for papers in the journal. Ron

will continue to work on these, and similar, efforts in the coming year. In addition to these efforts, Ron continues to work and publish with colleagues and students in the area of big data, the appropriate use of intraclass correlations in meta-analysis, employee engagement, the integration of meta-analysis and structural equation modeling, and others. He will again travel to Adelaide, Australia in November 2016 to deliver a short course for CARMA (Consortium for the Advancement of Research Methods and Analysis) on Applications of Multiple Regression. Ron is looking forward to a productive and fun 2016-17.



## Faculty Activities

### Mahima Saxena, Ph.D.



Mahima Saxena was awarded the Lewis College of Human Sciences Excellence in Teaching Award this year. Mahima has thoroughly enjoyed teaching various undergraduate and graduate courses this past year. Along with graduate students and industry collaborators, Mahima worked on her SIOP-funded project on exploring decent work and well-being in informal economies. Mahima's Work and Well-being Lab is currently exploring a number of research questions that investigate different dimensions of work experience and their relationship with health and performance out-

comes. With her graduate and undergraduate students, one of her studies exploring work experiences of women in science, technology, engineering, and mathematics (STEM) was featured in IIT Magazine. The study explored the experiential elements of being a target of workplace incivility for women in STEM and the impact on well-being and performance through various cognitive mediators. Finally, Mahima continues her review work with multiple national and international outlets.

### Sam McAbee, Ph.D.



Sam McAbee is delighted to be entering his second year as an assistant professor in the I-O Program. Sam and his students are currently engaged in a number of research ventures surrounding the application of structural equation models and other methods to personality assessments, including general/methodological factors in personality inventories, broad vs. narrow personality traits, and assessing common vs. unique information across self- and observer-reports of personality. His multi-rater framework for studying personality, the Trait-Reputation-Identity (TRI) Model, was recently

published in *Psychological Review* (McAbee & Connelly, 2016), and he is currently completing a follow-up study in which he and his colleagues apply the TRI Model for predicting a variety of organizational performance outcomes. He plans to hold bi-weekly meetings for his Applied Measurement & Individual Differences Lab this fall and all students are welcome! Sam will teach Individual & Cultural Differences and Psychometric Theory this fall, and will teach Graduate Statistics II and an advanced undergraduate seminar on correlation and regression methods in the spring.

### Kristina Bauer, Ph.D.



Kristina Bauer officially joined the faculty at Illinois Tech in August 2016, after a year as a visiting assistant professor in the I-O Program. Kristina is engaged in research projects related to self-regulated learning, technology-enabled instruction, and transfer of training. Her work in technology-enabled instruction includes collaborations with students such as Daniel Gandara on game-based training, Caribay Garcia Marquez on gamification, and Conrad Brown and Derek Nguyen on the effects of note-taking with technology. Last year, Kristina worked with the Center for Research and Service and three graduate students (Andrea Arango, Caribay Garcia Marquez, and Stephanie Sequiera Grass) on an applied project diagnosing issues relating to turnover for a local auto parts manufacturer. She continues to teach Performance

Appraisal and Training & Development at the graduate level and Psychological Testing, Training & Development, and Introduction to I-O at the undergraduate level. Kristina also had a media release in January, "Integrating mobile into your corporate learning", interviewed by Geri Anne Fennessey of Talent Management Magazine.

Kristina is an active member of SIOP serving on both the SIOP Education and Training Guidelines Revision Committee, which produced new guidelines earlier this year, and the Membership Committee. She has reviewed for SIOP conferences, Academy of Management Learning & Education, Computers in Human Behavior, *Journal of Business and Psychology*, and *Learning and Individual Differences*.

## Update on the Center for Research and Service

Another fantastic year for the Center for Research and Service is in the works, as it continues to grow and achieve under Director George Langlois. Of its achievements, George takes great pride in the center's ongoing expansion into consultative work. Coinciding with this increase in consultation, the center's team is spending more time working in tandem with clients and delivering senior-level reports.

As a result of the prospering success under George's directive, the center has undergone a transformation from a project-based organization into a professional consulting practice. Employees are getting cross-trained with professional skills and receiving quality feedback. In addition to the increase in business, the center continues to provide substantial funding for a large proportion of students in the I-O program.

Regarding the future direction of the center, George's goals are to acquire grants from larger projects, and to provide more students in the I-O program with financial support and professional training. George values the opportunity the center provides for students to work with clients and gain experience. He wants to guide students' professional development and career path by helping them learn the tools and skills that are required on the job. One way this is accomplished is by allowing students to work as senior-level consultants and project managers for the center.

By expanding its consultation services and providing students with extremely valuable opportunities, the distinguished reputation of the center continues to grow nationwide. The center will always

welcome students with an interest and motivation to become a part of this exceptional team.

Their new office location is:

IIT Tower, 10 W. 35th Street, 12th Floor, Chicago, IL 60616

-Yige Xue, 2nd year PHRD student

(Edited by Robert Saperstein, 2nd year PHRD student)



The Center for Research and Service Staff

## Raju Lecture Series from 2015 to 2016

During the past academic year, Professor Landis has continued the Raju Lecture Series. Named in honor of the late Distinguished Professor, Nambury S. Raju, the goal of the series is to invite speakers who are recognized for their contributions to methodological topics relate to the study of behavior in organizational settings. This past academic year we had the honor of welcoming Kurt Kraiger in the fall semester and Jeffrey R. Edwards and Larry J. Williams in the spring semester.



Kurt Kraiger is a professor of psychology from Colorado State University. His talk was titled, "What's in a Sample? Comparison of Participant Characteristics and Model Fit across Organizational, Student, mTurk, and Qualtrics Samples." Kraiger is the program coordinator for the Ph.D. in I-O Psychology program at CSU, and director of the online master's in Applied Industrial-Organizational Psychology. He is also a co-founder and chief strategy officer for jobZology. Kraiger is a fellow and former president of the Society of Industrial-Organizational Psychology (SIOP). He is also a fellow of the Association for Psychological Science. He is an associate editor of the *Journal of Business and Psychology*, and on the editorial board of the *Journal of Applied Psychology*. He is a noted expert on learning, training, and training evaluation, having published or presented over 140 papers on training and related topics.

Jeffrey R. Edwards is the Belk Distinguished Professor of Organizational Behavior and Strategy at the University of North Carolina's Kenan-Flagler Business School. His research examines person-environment fit in organizations, stress, coping, well-being, work-family issues, and research methods. His work has appeared in journals such as the *Academy of Management Review*; *Academy of Management Journal*; *Journal of Applied Psychology*; *Organizational Behavior and Human Decision Processes*; *Personnel Psychology*; *Organizational Research Methods*; and *Psychological Methods*. He is past associate editor and editor of *Organizational Behavior and Human Decision Processes*, has served as associate editor of the *Journal of Organizational Behavior*; *Management Science*; and *Organizational Research Methods*, and has held editorial board positions with the *Academy of Management Journal*, the *Journal of Applied Psychology*, and *Personnel Psychology*.



Larry J. Williams is a professor of psychology at the University of North Dakota. Williams served as the Founding Editor of Organizational Research Methods (ORM), and he previously served as consulting editor for the research methods and analysis section of the *Journal of Management* (1993-1996). In 1997, he established the Consortium for the Advancement of Research Methods and Analysis (CARMA), an interdisciplinary center devoted to helping faculty and students advance their knowledge of organizational and social science research methods and data analysis techniques, where he continues to serve as director today.

## Student Associations

### The Graduate Association of Industrial-Organizational Psychology Students (GAIOPS)

Fall is upon us and GAIOPS is simultaneously shifting into gear in preparation for the coming academic year with a continued vigor. There have been several notable achievements and changes in GAIOPS over the past year. One highlight is the continued participation of Illinois Tech students at the annual SIOP conference, which took place this past April in Anaheim, California. We were able to send over a dozen students to SIOP with funding provided through GAIOPS. GAIOPS was also able to provide additional support for its members through its fundraising efforts this past spring. A sincere thanks goes out to all those who were able to help in any capacity in this tremendously successful fundraiser.

Looking to the coming year, there will be a fresh new wave of incoming officers who will be stepping into leadership roles in GAIOPS. Liz Daleiden will step in as chief communications officer, Trent Adams will be stepping in as chief financial officer, Rob Saperstein will be stepping in as vice president, and Frank Shu will be stepping in as president. Caribay Garcia will remain chief information officer. Congratulations to these incoming officers and we wish them great success in their roles in the coming year. We also thank our outgoing officers for their contributions and hard work for the organization.

Looking ahead to the coming year, GAIOPS plans to further pro-

gress its focus on serving as a social and developmental conduit for its members and the larger community. We will again push for continued, if not stronger, representation at the coming SIOP conference in Orlando. We will also explore new avenues to provide educational and developmental opportunities to members, such as “brown bag” informational sessions and possible outside speakers. We also anticipate holding our fall and spring social events which further bolster the cohesiveness of the organization. In sum, there are very exciting prospects on the horizon for GAIOPS.

As my tenure as GAIOPS president now comes to a close, I look back at my experience in the organization and its members from a standpoint of gratitude for being able to lead such a fine organization, as well as pride in the spirit and enthusiasm that flows from its members. As the seasons change all in the process of continued growth, I feel the same is true for GAIOPS and am truly excited for the inclusion of new members and the ‘passing of the torch’ onto the next generation of GAIOPS leaders.

Onwards and Upwards,  
Maxwell Porter  
Outgoing GAIOPS President

New GAIOPS Officers  
President: Frank Shu  
Vice President: Robert Saperstein  
Chief Financial Officer (Treasurer):  
Trenton Adams  
Chief Communications Officer:  
Elizabeth Daleiden  
Chief Information Officer:  
Caribay Garcia



GAIOPS  
Members at Illinois Tech

## 2016 SIOP Conference

SIOP 2016 was a great experience. I have always been a big enthusiast for opportunities to ignite ideas and get immersed in curiosity and exploration. At the end of the day, is that not what science is all about?

Going to SIOP was exactly that—an immersive experience with top scholars and practitioners in our field. While attending SIOP sessions one is inspired, curious and a bit incompetent all at the same time, but that's okay—we have all been there. This is the truly enriching experience of SIOP, getting immersed with people from various backgrounds coming together once a year for the same purpose—Learn, share and connect with academics and practitioners to experience all things related to I-O psychology. During the panels and symposiums there were moments I did not understand what the speakers were talking about but there were also moments where I understood exactly what they were saying. Those moments, I would think to myself, “Sam said something about that in class.”

I was lucky enough to participate in the Ph.D. consortium and it was probably my favorite day of the conference. All the small break out sessions were precise and responded to many questions I had been asking for a while. Questions such as, how do you find your research niche? How do you get published? Should I go academic or applied? It was very insightful to hear other students, professors, scholars, and practitioners respond to these questions with their own experiences.

I want to acknowledge and congratulate GAIOPS and all its members for securing funding for almost 90% of students that attended SIOP 2016. Fundraising activities this year were amazing. We made enough money to help fund and send the whole gang to Anaheim for the conference. This year we have several planned activities and I can't wait to see how our group unites efforts and skills for another successful year of fundraising.

- Caribay Garcia Marquez, 2nd year Ph.D. student



## Incoming Students



### Ph.D. Track

**Zachary Borg:** University of Georgia

**Conrad Brown:** California State University, Sacramento

**Derek Nguyen:** University of California, Irvine

**Joshua O'Banion:** University of Tennessee, Knoxville

### PHRD Track

**Elizabeth Daleiden:** Minnesota State University, Mankato

**Gregory Erickson:** Oregon State University

**Joseph Falciano:** University of Florida

**Danielle Ferguson:** Stony Brook University

**Tim Geiselman:** Eastern Illinois University

**Taylor Simpson:** Northeastern Illinois University

**Samantha Sleva:** Loyola University

**Yifei Wang:** University of Texas at Austin

**Sheng Zhang:** University of Toronto

## Orientation

Not even a full day after landing in Chicago, I found myself sitting apprehensively among other new graduate students in a small room. Teetering on the verge of emotional implosion as orientation was set to begin, I found a slight peace in the friendliness of my newfound cohort and the seeming approachability of the faculty and veteran students filing in. From the introductions of all present, it was easy to tell that the community would be intimate. I was able to meet with each of the faculty after an overview of the program, and my initial impressions still rang true. Though the meetings were intended for research interest discussion, each of the faculty also gave warm words of support and encouragement. It was surprising and empowering. Instead of the pressure to hit the ground running I had anticipated, I was met with a hospitality I had not expected given the strength and professionalism of the program. This hospitality flowed straight into the succeeding welcome reception that closed out the day. After learning more about the path ahead of me with Illinois Tech and the people I would soon be working with, I left orientation with the confidence that I had found a community I look forward to being a part of.



- Derek Nguyen, 1st year Ph.D. student

## Open House

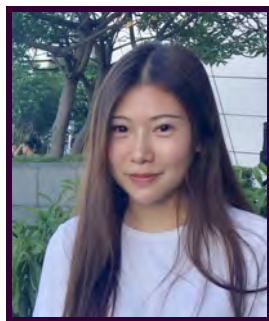
Once a year, past and present graduate students of the Industrial-Organizational Psychology program are welcomed into the home of Roya Ayman, program director. The night offers a casual and intimate encounter between faculty, students, alumni, and local I-O practitioners. Last year, I remember believing the evening was going to be similar to I-O speed dating where faculty and peers grill each other on research. However, this is hardly the case. Yet talk generally returns to what everyone's passions are in the field of I-O, despite their best attempt. As someone who is content to smile and nod, I vicariously urge first year students to step out of their comfort zone and approach new faces. I guarantee the recipient will remember the effort, even if not the name. As my final and most important point, the food is only as good as the effort put into making it. Last year, there was a great spread of dishes from all sorts of cultural backgrounds. I could not pronounce most of the words, luckily, food is a universal language. Do not let me down this year. Sidebar: Pro Tip: Due to the high frequency of graduate students and academics, food undergoes an intense convenience sampling method.

-Trenton Adams, 2<sup>nd</sup> year Ph.D. student

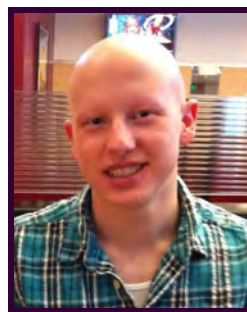
## Teaching Assistants



Caribay Garcia Marquez



Yige Xue



Trenton Adams



Robert Saperstein

## From The Director's Desk

### ANNUAL I-O PSYCHOLOGY NEWSLETTER

Information &  
Application:

Roya Ayman, Ph.D.  
Program Director

3105 S. Dearborn St.  
Suite 252  
Chicago, IL  
60616-3793

Phone:  
(312) 567-3516

Email:  
ayman@iit.edu

humansciences.iit.edu

#### Newsletter Editor:

Yige Xue  
yxue19@hawk.iit.edu

#### Important Dates to Remember:

I-O Open House:  
November 19th, 2016  
Prof. Ayman's house

The 32nd SIOP Confer-  
ence: April 27-29th, 2017  
Orlando, FL.

At our reception at SIOP last year we recognized **Kristina Bauer** as our new tenure track faculty member. Her expertise is in the area of training, eLearning, and transfer of knowledge. We are happy to welcome **Kristina** as part of our program and she has already been very active in her research and consulting, and includes students in these activities.

Also last year our program entered an agreement with the **Erasmus Mondus program** in Valencia, Spain to have an exchange graduate student opportunity. This will allow our students to work on an international team and spend a month in Valencia Spain for credit. Also we will have students from the Erasmus Mondus program come to gain work experience at the Center and work with our students in the U.S. This will start in 2017 and we will provide you with more information later.

We are very proud of the students' engagement in our program and their efforts to make it meet their needs. Our student clubs have provided support both for providing refreshments at our internship meetings as well as enabling 25 students to attend SIOP last year. I would like to thank the executive team of GAIOPS 2015-16: **Max Porter, Khalid ElAmin and Steve Discont**. They worked tirelessly on behalf of the students and I think we all should send them our loving gratitude. These activities are above and beyond their scholastic work.

As always, I would like to also thank all the alumni and friends of the program for their support, by both sharing their time and contribution of funds. We are grateful to those who attended our internship meetings, our open house, and the orientation so they could meet with our students. Particularly last year, our deepest thanks goes to **Renee Czeryba, Chad Legel, Dave Sowinski, Brendan Neuman, Namrata Yadav and Andy Garmann** for presenting at the internship meetings.

Also, we are grateful to **Ron Landis** for providing the resources for the Nambury S. Raju Lecture Series. This is an activity that is meeting a long time wish of the I-O students and faculty to have academic presentation by renowned and highly respected scholars in I-O. Last year, we had the honor to welcome **Kurt Kraiger** in the fall semester and **Jeffrey R. Edwards** and **Larry J. Williams** in the spring semester. We are also grateful to our alumni who serve on the advisory board of the Center for Research and Service and protect the interest of the I-O program (**Jaci Masztel, Rus-**

**sell Barcelona, and Dan Lezotte**). In addition, I would like to thank **John Scott** for his amazing support of the program on many levels including his fellowship support for students and services on our boards.

Special thanks goes to **Alan Mead** and **Samuel McAbee** for hosting "Ideas on Testing" which was cosponsored by Pearson at Illinois Tech for the last few years.

Please share your thoughts and suggestions by email: ayman@iit.edu. We want to stay connected and strengthen our network. Visit our college website to update your contact information at <http://humansciences.iit.edu/>. You can also find me on LinkedIn. For those alumni who are connected with us via email, we will send you information about opportunities that come our way and can provide assistance and support through our students when you need human power. Please stay in touch and let us know if you meet any alumni who have lost touch with us. We hope that staying connected provides value for you as it has much value for us.

- Roya Ayman

