

The View from Lewis College

# BIG PICTURE

Spring 2017

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The Impact of Work on Our Health

606-1-6 Feature

Creating and Publishing New Knowledge



Washington, D.C. Area Alumni Event, February 2017.

I'm reminded every year of the unique rhythms of the academic year. We celebrate "New Year's Day" at the end of August when students and faculty return to campus and we welcome our new students. Despite only having 28 days, February can sometimes feel to stretch on forever as the gray skies and looming midterm exams press down. Now, the days are longer, the grass is turning green, and we are rushing full speed toward the end of the semester and Commencement. Seniors are scrambling to finish projects and requirements, faculty members are squeezing in meetings to work on plans for next year, and staff members are preparing the graduation celebrations. It is an exciting time.

Amid all the activity, Lewis College continues to offer a wide range of intellectual opportunities for faculty, students, alumni, and friends. In the span of two weeks we were honored to have the biannual Nambury S. Raju Lecture, hosted by Professor Ron Landis, holder of the Nambury S. Raju Chair in Psychology; the biannual Sawyer Philosophy Lecture on Science, Technology, and Society, hosted by Professor of Philosophy Warren Schmaus in the humanities department; and the first Social Sciences Speaker Series, "Elections, Policy, and Global Cities: What to Expect After a Change Election," hosted by Professor of Political Science Jonathan Rosenberg, chair of the social sciences department. I had the opportunity to attend all three events and was impressed with the enthusiasm of our faculty and students for continually looking for ways to enhance their experiences at Illinois Tech and broaden their knowledge.

This issue of *Big Picture* examines a topic central to my own research interests—health. As a social demographer, I focus my research on the health of the older population. Some of you may have had the chance to hear me talk about the future of aging as I've traveled to different alumni groups around the country. One disturbing trend I highlight in those presentations is the recent increase in mortality rates for some groups of middle-aged Americans. How these trends will affect the health of the population as it ages is still unclear, but those in mid-life now are likely to see poorer health in their later years, which has implications for families and policymakers. Clearly, this is an issue that will require careful study in the coming years.

Health and health care are integral parts of much of the research in Lewis College. Our psychologists are interested in how we help people change their health behaviors, how to live emotional healthy lives, and how to access the health care they need. Our social and economic development policy program in the social sciences department is directly concerned with health inequalities within the United States and around the world. Within humanities, our faculty members examine the ethical issues surrounding health care advances. Across the disciplines, we strive to provide information useful to practitioners, policymakers, and global leaders.

I hope you enjoy reading about the different perspectives on health from members of the Lewis College community in our feature story and 606-1-6 section. As we move through spring and into summer, I wish good health for all of you and hope to connect with you soon!

Christine L. Himes  
Dean, Lewis College of Human Sciences

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## BIG PICTURE

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*Informing the future: New worlds of possibility at the intersection of humanity and technology*

Lewis College of Human Sciences was formed on June 1, 2013, and houses the Departments of Humanities, Psychology, and Social Sciences.

Illinois Institute of Technology, also known as Illinois Tech, is a private, technology-focused research university offering undergraduate and graduate degrees in engineering, science, architecture, business, design, human sciences, applied technology, and law.

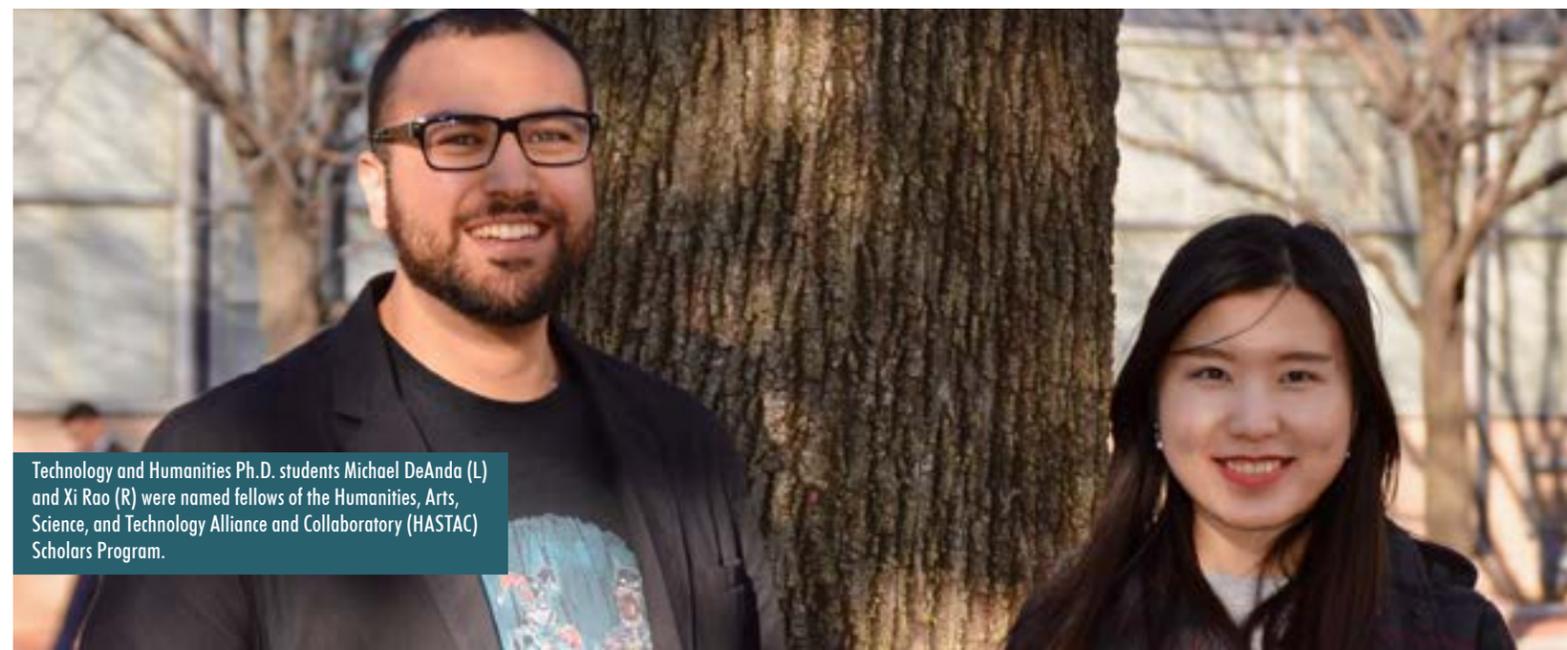


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Technology and Humanities Ph.D. students Michael DeAnda (L) and Xi Rao (R) were named fellows of the Humanities, Arts, Science, and Technology Alliance and Collaboratory (HASTAC) Scholars Program.



# THE IMPACT OF WORK ON OUR HEALTH

*For many of us, 40-plus hours of our lives each week are spent at work. For some, these jobs turn into careers that span decades and become part of our identities. Work can improve our quality of life—it can provide us with a sense of purpose and a rewarding way to spend our days; provide access to benefits to keep us healthy and secure; and supply us with the income needed to support ourselves and our families, and to pursue our dreams.*

*What happens when we aren't satisfied with our jobs or if we are unable to access meaningful work? How do work-related challenges impact our health and well-being? Several Lewis College psychology faculty are studying these very questions. In this issue of Big Picture we explore how our health can be impacted by access to work, our work environment, and job burnout.*

## ACCESS TO WORK

Finding a job can be a daunting experience for anyone, regardless of your skill set and work history. For people living with mental illness, this is an even bigger challenge because having access to work has a direct impact on their health status.

Jon Larson, associate professor of psychology, recently completed a five-year project funded by the Substance Abuse and Mental Health Services Administration that looked at peer-to-peer programs to determine if they improve mental health outcomes for veterans. Larson says that nearly 50 percent of military personnel who served in conflict return with some kind of mental health issue so it is imperative for veterans to access health-related services. In the program, participating veterans were matched with another veteran who could help them get access to the services after leaving military service—child care, transportation, employment, housing, health care, benefits, and education.

“Adjustment to civilian life is a challenge, especially when you don’t know how to access the services you need. The goal of the program was to match veterans with someone who’s had the same experience and could relate to their stories,” explains Larson. “Access to meaningful employment—anything related to the skills they acquired in the military—was the biggest request. Many of our participants believed that if they could get meaningful employment, they could access health care benefits and improve their health status. We found that focusing the program model on helping veterans find jobs increased engagement with the

health care system and improved mental and physical health outcomes for our participants.”

In a similar study, Larson looked at ways to improve supported employment programs for people with mental illness. “There is a 90 percent unemployment rate for people with mental illness,” Larson says. “Rather than focusing on training for specific skills, the program focused on finding meaningful employment, which lead to improved mental health outcomes for those who participated in the program.”

## HOSTILE WORK ENVIRONMENTS

Many factors impact job satisfaction—the actual work you do, the company and office culture in which you work, financial compensation, and the quality of your relationships with colleagues and supervisors, to name a few. What happens to our well-being when one or more of these factors puts us in a negative or hostile work environment?

Last fall Eun-Jeong Lee, associate professor of psychology and head of the Rehabilitation Counseling Science division, and Nicole Ditchman, assistant professor of psychology, received a

grant from the National Multiple Sclerosis (MS) Society to study the impact of microaggressions in the workplace for people who have MS. “Microaggressions are subtle forms of aggressions typically geared toward a minority group,” Lee explains. “The intentions may not truly be aggressive—the speaker may want to be nice, but the behavior or comment is made based on a stereotype of the minority. Microaggressions are commonly experienced by women, ethnic minorities, members of the LGBT community, and people with disabilities.”

Job rates for people with MS usually decrease drastically after five years from diagnosis. Using the community-based participatory research model, Ditchman and Lee are currently organizing focus groups to understand if this sharp decrease in employment is caused by physical limitations or other issues such as discrimination. Are microaggressions in the workplace affecting the mental health and well-being of individuals with MS? What are their cumulative effects over time?

“We want to learn more about the buffering strategies that are used by those who have experienced microaggressions at work due to their illness,” says Ditchman. “We hope that our results will give us the insights needed to create and evaluate intervention programs that will focus on how to help people better cope in these situations, how to help counselors better help their clients, and how to help employers build awareness and provide trainings for their organizations. Promoting positive outcomes is our ultimate goal.”

## HEALTH CONSEQUENCES FROM BURNOUT

Mahima Saxena, assistant professor of psychology, studies a variety of occupational health psychology topics, including incivility, mindfulness, and burnout. Job burnout can have a significant impact on both job performance and job satisfaction. “I am currently analyzing the data from a study that looks at leisure time outside of work impact employee health and how it relates to job burnout,” Saxena explains. “For this study, leisure time is defined as the physical and psychological disengagement from work. Checking emails and thinking about work does not count as downtime.”

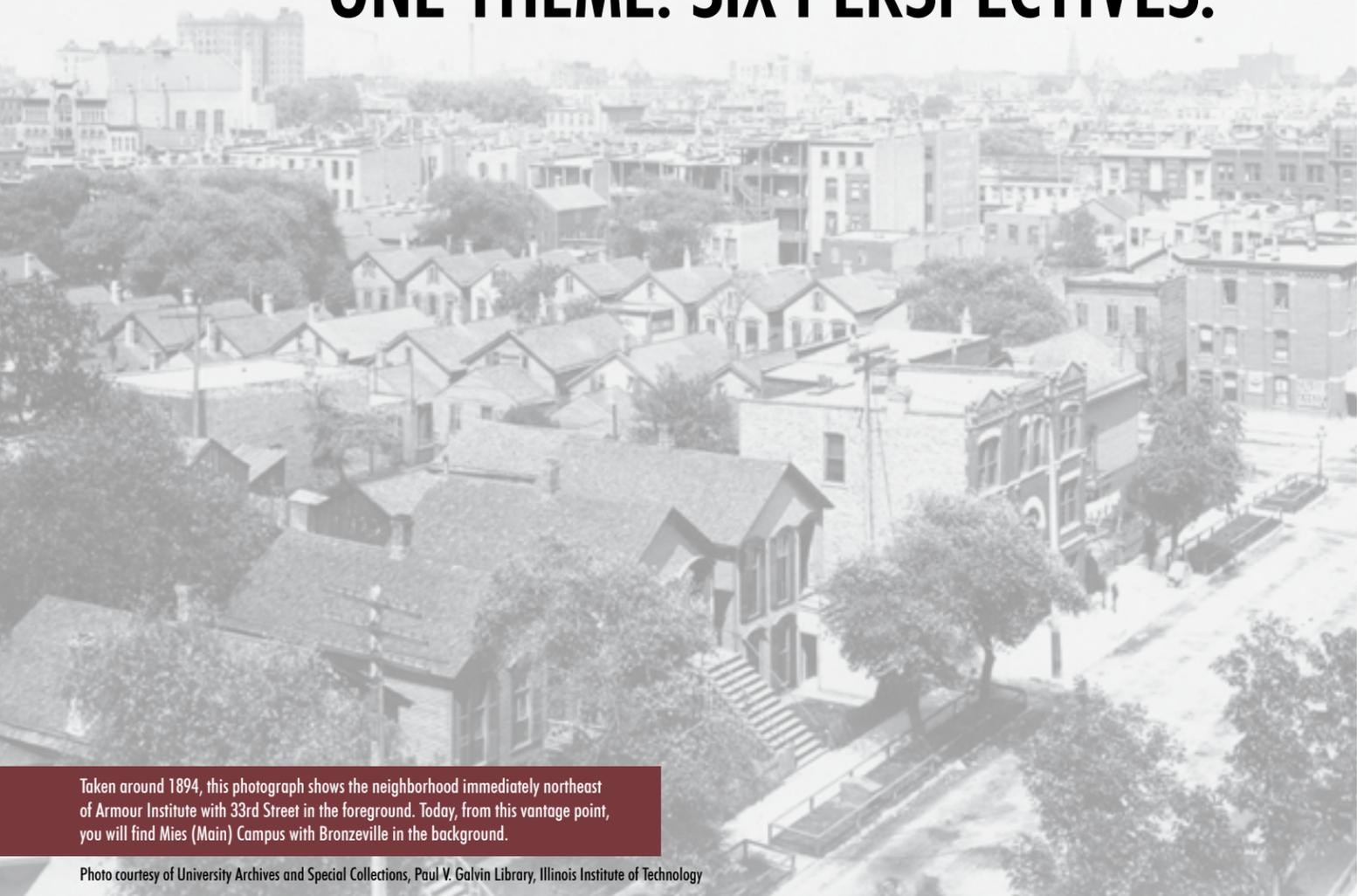
Using the experience-sampling method, study participants in managerial or upper-level positions received notifications through an app on their phones throughout the day with a few brief questions about their current emotional states. This allowed the data to be collected at different locations and moments throughout the person’s day.

Burnout not only impact emotional wellbeing, but it can take a toll on physical health as well. Saxena and Larson are kicking off a new research project that looks at the neurological and physical effects of burnout. “We know that job performance suffers when employees experience burnout, but we don’t know the psychological mechanism behind this,” says Saxena. “Do they suffer from burnout because they are disinterested in work or because of underlying cognitive deficiencies? Burnout is also known to lead to multiple health problems, such as high blood pressure, inflammation, and cardiovascular issues in the long term. This is an exciting project because it brings together the fields of industrial-organizational psychology, rehabilitation counseling science, and neuroscience to get a complete view of this significant work and health issue.”

Stay up-to-date on these research projects at [humansciences.iit.edu](http://humansciences.iit.edu).

# 60616

## ONE THEME. SIX PERSPECTIVES.



Taken around 1894, this photograph shows the neighborhood immediately northeast of Armour Institute with 33rd Street in the foreground. Today, from this vantage point, you will find Mies (Main) Campus with Bronzeville in the background.

Photo courtesy of University Archives and Special Collections, Paul V. Galvin Library, Illinois Institute of Technology

The 60616 zip code is home to the Illinois Tech community and the historic neighborhood of Bronzeville. In each issue of *Big Picture*, we will select one unifying theme and present six distinct perspectives from our community. The 1-6 theme highlights the common spaces we inhabit and the different perspectives with which we view the world.

Our theme this issue is **HEALTH**.

## HEALTH AND DYSREGULATED EATING

My research focuses on eating and weight disorders, including bulimic syndromes and pediatric obesity. Eating disorders are serious mental disorders that affect more than five million people in the United States. They have the highest mortality rate of any psychiatric disorder, are associated with severe psychiatric and medical morbidity, and incur an economic burden often in excess of that observed in other severe mental illnesses. In addition, approximately 30 percent of children in the United States are overweight or obese and are at risk for adverse physical and psychosocial health consequences. Left untreated, obese children are at increased risk of obesity into adulthood, which is associated with even greater personal and societal consequences. Thus, both eating disorders and pediatric obesity represent significant public health concerns.



Alissa Haedt-Matt

I am often struck by the contradictory messages about health promotion in my work with eating disorders and obesity. In a basic sense, obesity results from a positive energy balance in which energy intake (i.e., calories consumed) exceeds energy output (i.e., activity level). The main treatment for obesity and associated medical complications includes behavioral changes, such as increased dieting and exercise. Toward this aim, several public policy interventions have been implemented such as posting caloric content of restaurant foods so that individuals can reduce their intake and increase their activity.

At the same time individuals with or at risk for eating disorders often engage in severe forms of dietary restriction and exercise excessively. Dieting in these individuals increases risk for binge eating and extreme weight loss is associated with loss of reproductive functioning, lower bone density, and shrinkage of grey matter in the brain. Prevention and intervention strategies for eating disorders typically focus on decreasing dieting and the influence of body shape or weight on self-evaluation.

Health promotion tends to be considered separately for eating disorders and obesity; however, we need to be careful that we are not communicating mixed messages by encouraging disordered eating habits or ignoring weight status. Instead, a focus on healthy lifestyle changes and positive body image at all weights rather than focusing on specific weight loss/gain behaviors is needed to work toward prevention of both eating disorders and obesity.

**Alissa Haedt-Matt**  
Assistant Professor of Psychology

*"I am often struck by the contradictory messages about health promotion in my work with eating disorders and obesity."*

## STRESS AND ITS IMPACT ON HEALTH

When the word "health" comes to mind, people first think of illnesses or chronic diseases, such as cancer, heart disease, and even obesity. What doesn't initially come to mind is how our brain can contribute and take on a very large role in the progression of these diseases. One of my favorite courses that I have taken at Illinois Tech is Health Psychology. Health psychology is the study of how psychological, behavioral, and cultural factors affect health and the overall well-being of a person. While these three elements all play a role in impacting one's health, the most interesting factor, in my opinion, is the psychological factor. This may very well be because it includes one topic that is very well known—stress.

Stress is very prominent in the lives of college students and the telltale signs of it are seen everywhere, especially with studying for exams and upcoming project due dates. Though students generally accept these high stressors, what isn't widely understood or realized by students is how stress can impose a major impact on their health.

Many psychologists have conducted studies and discovered how stress can lower the effectiveness of the immune system, cause weight gain, and increase the chances of even getting a chronic illness earlier in life. In order to lower stress levels, students tend to eat unhealthy, drink more caffeine, and sleep less, which then causes weight gain as well as dehydration. Along with this, the immune system is weakened because proper nutrients and sleep are not being reached. This is why during stressful periods such as finals week, midterms reviews, or exams, students tend to become sick. Finding stress-relieving activities to calm down, such as exercising, breathing techniques, and even meditation, along with being aware of sleep schedules and food and water intake are very beneficial for students during stressful times. Learning to apply these stress reducers more frequently in my life is why the topic of stress, for me, stands out from the others. Learning how the brain works and how it affects everything is very interesting to me and is why I want to pursue this field in psychology.

**Lindsay Zasadzinski**  
3rd-Year Psychology Major and Nutrition Minor



Lindsay Zasadzinski

## BRIDGING FITNESS AND VALUES TO EXPERIENCE WELLNESS

As many of my peers would agree, fitness usually falls to the bottom of a typical grad student's priority list. Classes, research, socializing, and sleep usually supplant it. Fortunately I've found that one way to push fitness back up the hierarchy is to connect it with my values.

For as long as I can remember I have been an active person. In college I was either running or strength training five days a week as an Air Force ROTC cadet and a Big Ten college cheerleader. Although these activities were loosely connected to some greater good (military service or school spirit), it wasn't until after college that I discovered the power of linking fitness with deeper, personal values.



Jonathan Murphy (L) at Run for Heroes.

In mid-2009 a good friend of mine was diagnosed with stage-3 cancer. After two extended treatments the cancer had not remitted and my friend had exhausted his paid medical leave and his savings. When I heard that he was planning to stop treatment for financial reasons, a running buddy and I decided to sign up for an ultramarathon appropriately named Run for the Heroes to raise money for his treatments. From the support of friends and family, we raised more than \$2,000 dollars for our friend. When combined with the funds raised by others in our community, our friend was able to continue his treatments until the cancer remitted. Going forward I made it a priority to only support charity-based races.

During my first year of grad school I learned about the Japanese martial arts and discovered Thousand Waves Martial Arts and Self-Defense Center, a Chicago-based not-for-profit committed to promoting physical and mental health through violence prevention, empowerment self-defense, and traditional martial arts training. The dojo's mission and history resonated with me and I signed up for my first karate class. Since then I have volunteered as an assistant at several self-defense workshops, bringing self-defense skills to a diverse range of people, from college freshmen women to individuals with acquired and/or developmental disabilities.

Although my schedule continually tries to crowd out fitness, bridging fitness with my values has kept physical and mental health at the top of my priority list. So, find a race or a fitness community that does more than just work out. It might just help you to experience wellness.

## MENSTRUAL HYGIENE MANAGEMENT

We often solely consider the absence of a disease when thinking about health. As I have delved deeper into global public health, I now appreciate that health means much more than just physical health. The World Health Organization's definition of health looks at a complete state of physical, mental, and social well-being. Thinking about health in this way can help us to appreciate its dynamic nature, its multiple contributors, and the importance of ensuring access to the resources needed to achieve optimal health.

In my graduate work I have become interested in the social determinants of women's health. A woman's income, social support, community, ethnicity, and education can all be considered social determinants. My current research focuses on the issue of menstrual hygiene management in low- and middle-income countries. This emerging global health area focuses on access to clean sanitary materials that can be changed in private as often as necessary, soap and water for washing as necessary, and the hygienic disposal of used sanitary materials. In the absence of these resources, girls and women in resource-poor contexts often find unsanitary alternatives. They may use old cloths, tissue paper, cotton or wool, or a combination of easily accessible materials to manage their menstruation. This can be due to lack of availability and unaffordability of commercial products.

When thinking about the multifaceted definition of health, it becomes clear that a lack of access to resources for managing a normal biological process can affect optimal health and quality of life for low-resource women anywhere. Girls and women with poor menstrual hygiene management may miss school or work regularly, drop out of school after puberty, and have an increased risk for infections. The introduction to this emerging global health issue has helped me understand the vital role of access to material resources, which can easily be taken for granted. It has also demonstrated the way in which social support can influence the health decisions and long-term quality of life women across the globe experience.



Kaysha Henry

**Kaysha Henry (Psychology '15)**  
Master of Public Health in Global Health Student  
Saint Louis University

*"The introduction to this emerging global health issue has helped me understand the vital role of access to material resources, which can easily be taken for granted."*

## AGING IS NOT A MEDICAL EVENT

Later life in America is often seen as a medical event marked by endless medical appointments, follow-up visits, invasive tests, and an ever-increasing number of prescription medications. The late Dennis McCullough, M.D., a pioneering geriatric physician at Dartmouth College's Geisel School of Medicine, once warned that when older adults are subjected to every test and procedure in a physician's arsenal, "there's nothing left beyond a medicalized life."

The good news is, more and more older adults are aging in a place of their own choosing. I have worked in America's elder-care system for 14 years helping older adults remain in their own homes and push back against unnecessary medical treatments, procedures, emergency room visits, and other institutional settings.



Kathy Johnson

I have witnessed the disconnect between older adults' desire to stay in their homes and the work of the vast majority of health care providers. Despite good intentions, few providers understand that the limits to living independently have more to do with safety, nutrition, and security than health problems or medical events.

Older adults who desire to live at home and stay out of institutions need to ask themselves several questions: Is my home safe for long-term living and designed to minimize the possibility of falling? Are there grocery stores nearby so that regular healthy shopping and eating are a part of my lifestyle? Is there a risk for violence or crime to occur? Are there opportunities to connect with others to avoid feelings of isolation? Do I have sufficient financial resources for the future?

I can tell you from experience that finding answers to these questions is critical to maintaining independence. To accommodate the realities that go with aging, older adults will also need to accept a bit of extra help and care from others if they wish to continue to live at home. Caregivers offer the safety, security, nutrition, transportation, and socialization needed to maintain health and well-being. Besides kindness and companionship, these caregivers do vitally important tasks, such as driving, cleaning, and cooking, all of which make it possible for older adults to continue to live in their own homes despite factors of age and frailty.

The lesson I take away is this—with the right help and support from others, it is safe and sensible for people to age in their own homes, preserving their comfort and quality of life, without the need for institutionalized medical care.

**Kathy Johnson (Psychology Ph.D. '82)**  
Founder and CEO, Home Care Assistance

## ADDRESSING HEALTH DISPARITIES

My interest in the health field first emerged when I worked as a case manager and employment counselor at Trilog Behavioral Healthcare on Chicago's North Side. Many of my clients experienced an intersection of physical and mental health problems that disrupted their life goals. These individuals were struggling with conditions such as diabetes, hypertension, cancer, HIV, and obesity, on top of mental illness. Our small agency routinely faced the deaths of clients who were in their early 50s. Research backs up my anecdotal experience—those with a serious mental illness have life expectancies at least 10 years shorter than those without a mental health diagnosis.

One promising practice to improve health for this population is integrated care, or the co-location of mental and physical health services. Integrated care reduces the complexity of seeking care and allows for enhanced communication and collaboration between health care providers. Despite integrated care efforts health disparities remain an issue, especially for ethnic minorities such as African Americans. Geographic segregation and systematic discrimination against African Americans contribute to the dearth of high-quality, culturally competent health care services in African-American neighborhoods. Unique strategies may be required to more fully engage African Americans with mental illness in needed services.

It is my belief that to increase health equity, we must include people with serious mental illness in the search for a solution. My work as a doctoral student in the Rehabilitation Counseling Education program and now as a senior research associate at Illinois Tech focuses on bringing people with "lived experience" of serious mental illness, health care providers, and researchers together to address health disparities. Over the past several years, our research team has created a curriculum designed to engage the African-American community in research and has partnered with community health care agencies to test our model. We are working to create a network of interested researchers and health agencies to expand the use of our curriculum and promote health disparities as an important research focus. Our group also hopes to increase leadership opportunities for African Americans with lived experience in disparities research.



Lindsay Sheehan

**Lindsay Sheehan (Rehabilitation Education Counseling Ph.D. '16)**  
Senior Research Associate  
Department of Psychology

*"It is my belief that to increase health equity, we must include people with serious mental illness in the search for a solution."*

## Program Spotlight:

# BEHAVIORAL HEALTH AND WELLNESS

Have you ever visited the doctor and received the following treatment plan: Eat better, exercise more, and get more sleep? It sounds like a pretty straightforward path to a healthier lifestyle, but the challenge for many of us is that following this seemingly simple advice is easier said than done—it is much easier to know what to do than to have the motivation and knowledge on how to do it. Lifestyle habits are ingrained from many years of habit and practice, and finding the motivation to make a major change can be overwhelming and difficult. Lifestyle changes are not issues solved by medicine; they are best addressed by psychology.

The Behavioral Health and Wellness major was established in 2013 in response to the growing trend in health care to create early intervention systems focused on wellness and behavior changes. The degree program is interdisciplinary, integrating courses from psychology, sociology, nutritional science, and political science, to address health promotion at the individual, institutional, and societal levels. Students develop an understanding about how lifestyle choices are made over time and how to design individualized programs to promote healthy living.

“My favorite part of the major is the classes I take—I’ve loved my classes that focus on the behavior of people, mental health issues, and the development of children,” says Michelle Shelby, a fourth-year student in the program. “I enjoy different aspects of psychology in the courses because psychology can be applied anywhere.”

The curriculum is flexible, giving students an opportunity to choose a specialization in nutrition, public health, or health psychology, or to tailor their program of studies to their specific interests. In addition to course work, all students are required to complete a capstone on a research project or internship experience of their choice. “For my capstone I am interested in looking into different behavioral health and wellness studies about people with different mental disorders,” says Shelby. “I want to work with this population in the future so I think it will be a good fit.”

Additional information about the Behavioral Health and Wellness program as well as our other undergraduate majors is available at [humansciences.iit.edu/programs](http://humansciences.iit.edu/programs).

## INVESTING IN OUR STUDENTS

Over the years Lewis College alumni and friends have generously provided support that is crucial to helping us further our academic mission—educating our students to become the leaders of tomorrow who are ready to tackle society’s most challenging problems and develop innovative solutions in their chosen fields. Scholarships and fellowships reduce the financial burden of attending college and allow our outstanding students to take advantage of the unique educational opportunities that Lewis College offers.



Congratulations to the scholarship and fellowship recipients of the 2016–17 academic year!

### UNDERGRADUATE SCHOLARSHIP RECIPIENTS

Marilyn and David J. Vitale Endowed Scholarship: **Dennis Tran** (2nd-year psychology major)  
William C. Bartholomay Endowed Psychology Scholarship: **Natalie Herrmann** (2nd-year psychology major)

### GRADUATE FELLOWSHIP RECIPIENTS

Charles A. Pounian Endowed Psychology Fellowship: **Maura Burke** (4th-year industrial-organizational psychology Ph.D. student)  
Clinical Psychology Expendable Fellowship and Research Fund: **Taylor Dreher** (5th-year clinical psychology Ph.D. student)  
John C. and Kimberly Scott Expendable Fellowship: **Cristina Neacsu** (2nd-year industrial-organizational psychology Ph.D. student)  
Phil S. and Harriett C. Shurrager Endowed Psychology Fellowship: **Cristina Neacsu** (2nd-year industrial-organizational psychology Ph.D. student)  
Mary Vermillion Graduate Psychology Endowment: **Stephen Ramos** (1st-year clinical psychology Ph.D. student)

Gifts can be made to support students in any of our departments and programs. Learn more about supporting our talented Lewis College students with scholarships and fellowships at [humansciences.iit.edu/about/giving-opportunities](http://humansciences.iit.edu/about/giving-opportunities).

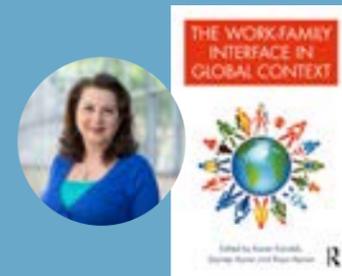
## Creating and Publishing New Knowledge

An exciting, innovative research community can be found among our students, faculty, and staff in Lewis College. Our researchers work diligently to share their new knowledge and insights beyond the Illinois Tech campus through conference presentations, academic journals, and books. Congratulations to the faculty who published books on their research and areas of expertise this academic year!

### THE WORK-FAMILY INTERFACE IN GLOBAL CONTEXT

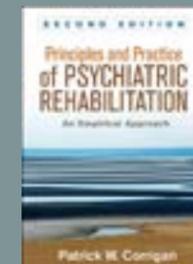
Karen Korabik (University of Guelph, Canada), Zeynep Aycan (Koç University, Turkey), and **Roya Ayman**

When workers experience work-family issues, negative consequences can impact not only the workers but also organizations and societies. Conversely, positive interactions can strengthen the work and family intersection in workers’ lives. In this book, Roya Ayman, professor of psychology, and her colleagues across the globe examine qualitative, quantitative, and policy-based data from 10 countries to understand the influence of culture on the work-family interface around the world.



### PRINCIPLES AND PRACTICE OF PSYCHIATRIC REHABILITATION: AN EMPIRICAL APPROACH

**Patrick W. Corrigan**



In his latest book Distinguished Professor of Psychology Patrick Corrigan provides strategies for students and practitioners to help adults with psychiatric disabilities move forward in their recovery process and build productive and happy lives. Several case studies throughout the book show the real-world challenges of living with a serious mental illness and the impact of evidence-based interventions.

### PROGRAMMED INEQUALITY: HOW BRITAIN DISCARDED WOMEN TECHNOLOGISTS AND LOST ITS EDGE IN COMPUTING

**Marie Hicks**

In 1944 Britain led the world in electronic computing, but by 1974 the British computer industry was all but extinct. Marie Hicks, assistant professor of history of technology, explores how the British struggled to use technology to retain its global power because it discarded most of its trained technical labor force—simply because they were women. She shows that the disappearance of women from the field had grave macroeconomic consequences for Britain, and why the United States risks repeating those errors in the twenty-first century.



### BRENDA LAUREL: PIONEERING GAMES FOR GIRLS

**Carly A. Kocurek**

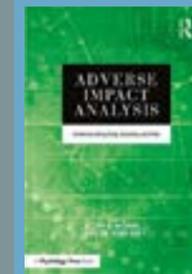
Brenda Laurel is best known for her work with Purple Moon, the gaming company she co-founded in the 1990s. Purple Moon’s games are based on years of research by Laurel to understand why girls expressed little interest in computer games. Through sources such as trade journals, newspapers, recorded interviews, and an original interview with Laurel herself, Carly Kocurek, assistant professor of digital humanities and media studies, explores Laurel’s contributions to the early development of games for girls and her overall contributions to research-informed design in game development.



### ADVERSE IMPACT ANALYSIS: UNDERSTANDING DATA, STATISTICS, AND RISK

**Scott B. Morris** and Eric M. Dunleavy

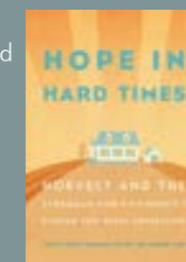
In order to comply with federal equal employment opportunity regulations, data on disparities in employment outcomes—also known as adverse impact—must be collected and analyzed. In today’s Age of Big Data, human resource analysts have access to larger, more complex sets of employment data than ever before. Scott Morris, professor of psychology, and his coeditor Eric Dunleavy provide best practices on conducting disparity analyses by drawing from work in industrial-organizational psychology, statistics, human resource management, law, and labor economics.



### HOPE IN HARD TIMES: NORVELT AND THE STRUGGLE FOR COMMUNITY DURING THE GREAT DEPRESSION

Timothy Kelly (Saint Vincent College), **Margaret Power**, and Michael Cary (Seton Hill University)

During the Great Depression, unemployed coal miners and other workers in Pennsylvania who had struggled to find work for years collaborated with the federal government to build the town Norvelt. The goal was to raise the desperate families’ standard of living through a cooperative lifestyle and enhanced civic engagement under the auspices of a New Deal program called Subsistence Homesteads. Margaret Power and her collaborators examine the struggles and successes of Norvelt’s transformation within the context of one of the most ambitious federal endeavors in the United States.



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Registration is required. Please visit [humansciences.iit.edu/news-events](http://humansciences.iit.edu/news-events) for more information.

## Third Annual Lewis College Roundtable: **Access to Technology**

Thursday, October 12, 2017 | 3:30 p.m.  
McCormick Tribune Campus Center Auditorium

More information will become available at [humansciences.iit.edu/roundtable](http://humansciences.iit.edu/roundtable).