

ILLINOIS TECH

I/O Psychology Annual Newsletter

NOVEMBER 2024
VOLUME 35



ANNOUNCEMENTS



IDEAS IN TESTING RESEARCH SEMINAR

This event held on Nov. 10, 2023, brought together graduate students, researchers and testing professionals to discuss ideas, share expertise and develop professional relationships. The seminar included presentations by **Kristina Bauer, Scott Morris and Erin Young**. The event was hosted by the Department of Psychology at Illinois Tech and Pearson VUE.

PHD GRADUATES

Caribay Garcia

Dissertation Title: *Team Game-Based Assessment: Validation of a Digital Escape Room for Measuring Team Processes*

Advisor: Kristina Bauer

Margaret Burke

Title: *Workplace Incivility and Work- and Health-Related Outcomes: The Role of Job Embeddedness*

Advisor: Roya Ayman

Meghan Pickett

Title: *Exploring the Role of Perceived Trustworthiness on Leader Humility's Effectiveness.*

Advisor: Kristina Bauer

Steve T. Discont

Title: *Exploring the longitudinal relationships between workplace incivility, work-related rumination, and burnout.*

Advisor: Roya Ayman

MASTERS GRADUATES



JACOB GLUHOVSKI
JULIA HONDA

POUNIAN AWARD

We would like to recognize Grace Vestuto, recipient of the Charles "Arch" Pounian Award.

This award is given each year to a top I-O graduate student in recognition of their academic excellence. Congratulations!



FAREWELL TO GEORGE LANGLOIS



In August 2024, George Langlois retired from Illinois Tech after many years of dedicated leadership. The IO program extends its sincere thanks for his outstanding contributions to the Center for Research and Service and the Leadership Academy.

Since joining Illinois Tech in 2012 as Director, Dr. Langlois guided the Center's growth and diversification, expanded student funding opportunities, and strengthened the Leadership Academy's programs. His vision and commitment have made a lasting impact on our students and the broader university community.

We wish George all the best in his retirement and thank him for his remarkable service and leadership.

Reflections from Students

My experiences at the Center under George equipped me with a strong foundation in consulting fundamentals in areas like survey development, data management and analysis, client relationship development, and building presentations for client leadership. This experience truly helped me find confidence in my ability to apply my I-O training to help clients solve real challenges. – **Sean Wright**

The Center provided me with an excellent opportunity to combine my I/O knowledge with consultancy principles to solve real-world client problems. Still, the most influential factor was the direct guidance and mentorship of Dr. Langlois. Whether it was pacing around the room, anxiously preparing to meet with executive leaders, or taking road trips to Michigan to deliver workshops, Dr. Langlois patiently taught me not only the scientific-practitioner model but also the work ethic and professionalism that distinguish a good consultant from a great one. I am immensely grateful for the years I spent at the Center and the direct mentorship I received from Dr. Langlois. – **Ari Shokri**

George has been an incredible mentor in professional conduct for an organizational consultant. Through my time at the CRS, he taught me how to effectively communicate with the clients and stay professional under any circumstances. – **Sheng Zhang**

George is one of the most influential people in my career and life. His leadership and support of so many students at Illinois Tech has been indispensable and he is responsible for the success of so many students under his guidance. I would not have the successful career if not for his mentorship and friendship. It's an honor to have had the opportunity to learn from him and I could not be more grateful. – **Rodney Vallejo**



THE CENTER FOR RESEARCH AND SERVICE

OPTIMIZING ORGANIZATIONAL PERFORMANCE THROUGH RESEARCH AND DATA

The Center for Research and Service at Illinois Institute of Technology is one of the country's premier, university-based research and consulting services firms. Housed within the Department of Psychology at Illinois Tech's Lewis College of Science and Letters, the center provides meaningful solutions, strategies and metrics to assist clients in assessing, developing, and leveraging the potential of their employees while supporting and educating advanced graduate students to deliver high quality professional services.

Every consulting assignment reflects a collaborative partnership with our clients. We strive for strong mutual commitment and accountability for results. The quality of our work is enriched by a deep understanding of the client. We invest considerable effort to understand client objectives, strategy and culture.

Services

- | | | | |
|----------|------------------------------------|----------|---|
| 1 | TALENT MANAGEMENT SOLUTIONS | 4 | Selection Strategies |
| 2 | ORGANIZATIONAL SURVEYS | 5 | Organization & Executive Development Solutions |
| 3 | COMPETENCY PROFILING | 6 | ADDITIONAL SERVICES |



Jonathan E. Larson
Executive Director



**Sheng Zhang (M.S.
PSYC '18)**
Project Lead



Erin Young
Associate Consultant



Ho-Chun Tsai
*Associate
Consultant*

GAIOPS



WHAT IS GAIOPS?

The Graduate Association of Industrial-Organizational Psychology Students (GAIOPS) is a coalition of current industrial/organizational (I/O) graduate students at the Illinois Institute of Technology (Illinois Tech) focused on enhancing the student experience in the program by providing social, fiscal, and professional opportunities. GAIOPS prides itself on the ability to bring students together to meet the goals of collectively developing as professionals and exposing ourselves to new educational opportunities and knowledge, all in a fun and friendly atmosphere.

ROLES:

- President
- Vice President
- Chief Finance Officer
- Chief Information Officer
- Chief Communications Officer

STUDENT ACHIEVEMENTS

DANIEL MADAY

- MADAY, D. (2024) ONE SHOT, ENDLESS OPPORTUNITIES: A DIGITAL WORKSHOP. HITPOINTS & HISTORY CONFERENCE 2024, VIRTUAL.
- ANCIENT OFFICE HOURS PODCAST COO AND EXECUTIVE PRODUCER



JACK KWATINETZ



- STEWART, A., KWATINETZ, J., LI, X., DU BOIS, S. (2024, APRIL). ENGAGEMENT MEDIATES THE PERSON-ENVIRONMENT FEMININITY MISFIT AND BURNOUT ASSOCIATION
 - [POSTER PRESENTATION]. MIDWEST PSYCHOLOGICAL ASSOCIATION, CHICAGO, IL, UNITED STATES.

SIOP POSTERS & PRESENTATIONS

- *Mendoza, I., *Rea, A., *Tsai, H. C., *Vestuto, G., & Keating, R. T. (2024). Felt Inclusion: Leadership Empowering Behavior's Indirect Role in Turnover Intention.
- *Greenagel, A. G., Bauer, K. N., *Lam, T., Morris, S. B., & *Young, E. (2024). Technology in employment interviews: Common practice and applicant reactions.
- *Neuman, A. & Morris S. B. (2024). Uncertainty in Pareto optimal selection systems due to situation specificity.
- Bauer, K. N., Gandara, D. A., Wang, J., *Young, E., Mead, A., Garcia-Marquez, C. (2024). IGNITE-ing innovation: Uses of generative AI in Industrial Organizational Psychology.

Illinois Institute of Technology Cohort 2024—2025!



WELCOME

Shengqi Zhang
M.S Track



Keen interest in the exploring how to enhance organizational effectiveness and employee satisfaction through scientific methods and strategies.

names

Alexandria Cruz
M.S Track



I'm drawn to IO psychology because of its unique blend of psychology and business, where the focus is on improving workplace efficiency, employee well-being, and organizational success. I'm especially excited by how the field offers opportunities to create meaningful change in organizations through evidence-based strategies.

Raima Debnath
M.S Track

The fact that IO program at IIT is STEM Designated is what attracted me. It also offers students with the opportunity to take part in the winter school program, which seems beneficial to understand how organisations in different countries function. What excites me about a career in IO is the fact that i will be interacting and working with so many brilliant people and different roles. It is a versatile field, which constantly keeps evolving.

Anushka Patil
M.S Track

Rafaela Momm Silvano
M.S Track

Elena Delahera
M.S Track



I am passionate about bridging my background in education with organizational effectiveness. I am dedicated to empowering individuals and teams to reach their full potential, utilizing the knowledge and skills I learn through the IIT IO Master's Psychology Program!



Aminah Kelly
M.S Track

There are not many people of color in the field of I-O psychology, and I wanted to gain the foundational tools to be a representative for underrepresented groups in the workplace. I also like that IIT bases their program in STEM which will propel me to apply concrete principles to psychology within the workplace. I will have a variety of skills and knowledge when I set on my career path in the field of I-O.

add peoples names that are not in here - double check last year's survey



Matthew Barenie
Ph.D. Track

I pivoted into I-O psychology as a licensed special educator with the aim of pursuing improvements in the vocation of teaching and learning. I was decisively motivated to pursue a Ph.D. at Illinois Tech because of my advisor Dr. Kristina Bauer's research in transfer of training and self-regulated learning.

Bilwa Mokashi
M.S Track

Sam Lasota
M.S Track

**Jung-Shan (Angela)
Liang**
M.S Track



**Man-Chen
(Vivian) Chen**
M.S Track

I'm most excited about exploring how people learn and grow within organizations, and I'm also drawn to the strong alumni network at Illinois Tech, which offers valuable opportunities for connection and mentorship in the field of I/O psychology.



ASHEL MERCIN CASTELINO
M.S TRACK

What drew me to the field of IO psychology is the opportunity to apply psychological principles to create smarter, more efficient, and effective workplaces, and being able to see those efforts translate into tangible outcomes can be extremely satisfying.

ALUMNI PROFESSIONAL ACTIVITIES

ANNA BROWN-NEUHENGEN (M.S. 2015)	Kantar - Global Activation Director
ERICA SPENCER (PH.D. 2004)	Axalta - VP Global Talent Management, HR Technology and HRIS
DANIEL GANDARA (PH.D. 2022)	DDI - Senior Product Innovation Manager
JOHN SCOTT (PH.D. 1985)	COO - APTMetrics
JEREMY WATSON (PH.D. 2014)	Vaya Group - Managing Consultant
YIFEI WANG (M.S. 2018)	Scientific Games - Compensation Analyst
ANDREW GARMAN (M.S. 2000)	RUSH University - Professor of Health Systems Management
ISIS MARTINEZ (M.S. 2002)	Twilio - HRBP Director, TDA Engineering and Product
MAURA BURKE (PH.D. 2018)	Human Resources Research Organization (HumRRO)
MITCHELL GOLD (PH.D. 2000)	Korn Ferry - Senior Principal Psychologist - Global Industrial and Manufacturing
ASHLEY AGUILAR (M.S. 2023)	SC Johnson - Associate Manager, Global Leadership Development
FRED RAFILSON (PH.D. 1996)	Clarity Talent Measurement - Cofounder CEO; Rafilson & Associates, CEO
NALINI PURI (M.S. 2021)	Aurora - Program Manager for Learning & Development
CHRIS FREIBURGER (PH.D. 1993)	Human Capital Management Group, Inc. as Founding Principle
TOBIN ANSELM (PH.D. 1994)	The Christopher Group - Managing Partner Cleveland State University - Adj. Faculty
MARK FRAME (PH.D. 2003)	MTSU - Professor & Sr. Consultant, Center for Org & HR Effectiveness .
DANA MOORE (M.S. 2001)	EY - Managing Director - People Advisory Services
MARK LOVERDE (PH.D. 1997)	DCI Consulting Group
ANGELA STERNBURGH (PH.D. 2011)	Vice President - Talent at Camping World
REBECCA ROMANO (PH.D. 2007)	NBCUniversal - SVP Global Head of Talent Development / Talent Lab
ARI SHOKRI (M.S. 2021)	TikTok - Analyst - Business Training and Development
PAMELA POLLAK (PH.D. 2002)	MGM Resorts Int. - Exec Dir. Org Effectiveness & Administration NSU - Adj. Prof.
PATRICK DEVINE (PH.D. 1980)	Kennesaw State University - Professor of Psychology
EDMUND B. PICCOLINO (PH.D. 1966)	Piccolino Associates LLC - Managing Director
LEAH GROEHLER (PH.D. 1997)	viaPeople Consulting Services - Vice President
JULIUS KHAMOO (M.S. 2023)	I/O Solutions Inc - Assessment Specialist
MICHAEL ZABLOCKI (M.S. 2011)	Kirkland & Ellis - Firmwide Human Resources Data Analyst
JEN DREWS (PAWELKO) (M.S. 2010)	Catholic Charities Twin Cities - Data Scientist and EHR Administrator
ELENI SPERON (PH.D. 2009)	Right Management - Product Portfolio Mng. of Assessment & Coaching
DENNIS TRAN (M.S. 2021)	Talogy - Data Analysis Manager
COURTNEY V. OVERBERGHE (PH.D. 2012)	SHL - Principal Consultant
SI (CINDY) MIAO (M.S. 2011)	HirEZ - Human Resources Manager
YU-CHUAN YEN (M.S. 2019)	TSMC - HR Business Partner
MUNIRA AJMAL (M.S. 2021)	Sacramento Municipal Utility District - Sr. Org Effectiveness Specialist
ANDREW RAND (PH.D. 2017)	Rand Consulting Grp, Pres. Management Research Grp - Consulting Psychologist
LILY CHUANG (M.S. 2010)	FINRA - Associate Director of People Analytics
BRENDAN NEUMAN (PH.D. 2014)	Basil Consultants - Organizational Psychologist
ALLAN FROMEN (PH.D. 2004)	UBS - Executive Director

ALUMNI PROFESSIONAL ACTIVITIES

EVAN PEARSON (M.S. 2021)	SHRM - Researcher
MICHAEL BURKE (PH.D 1982)	Tulane University - Earl P. & Ethel B. Koerner Chair in Strategy & Entrepreneurship
MELANIE STANDISH (PH.D 2023)	Lenovo - Leadership & Organization Development Specialist
JENNIFER ROBERTS (PH.D 2006)	AT&T- AVP Talent Planning & Development
JASON MICHHNIEWICZ (M.S. 2004)	Self Employed - Executive Coaching & Management Consultant
WILL OSNOWITZ (M.S. 2012)	Lockton. AVP - Director, Executive Compensation
JAIME KUO (PH.D 2013)	Sati Consulting - Owner
JOSE ALBA (M.S. 2020)	Cambio - Consultant University of Arizona - Instructor
RENEE CZERYBA (M.S. 2000)	Cushman & Wakefield - Sr. Director, Change Management
JILL MAY (M.S. 2014)	City of Chicago - Director of Assessment and Selection Methods
REYA TUCKER (M.S. 2020)	IO Solutions - Consultant/Sr Researcher
TIMOTHY KROECKER (PH.D 1993)	Air Force Research Laboratory - Researcher
BRANDON FLEENER (PH.D 2009)	APTMetrics - Vice President of Solution Delivery
ILIANNA H. KWASKE (PH.D 2006)	Tulane University School of Professional Advancement - Associate Dean for Academic Affairs & Sr. Professor of Practice
JONAS NEUHENGEN (M.S. 2013)	Self-employed - Software Programmer
DIANA S. SANDERBECK (M.S. 1995)	ASML. - Director HR, Global Facilitation and Coaching
RODNEY VALLEJO (PH.D 2019)	Heidrick & Struggles - Director of Psychology & Product and Research Design
EMILY SANDERS (PH.D 2022)	Microsoft - Senior HR Data Analyst
JORDAN MCDONALD (PH.D 2022)	United States Citizenship and Immigration Services - Personnel Psychologist
ALEXANDER PURCELL (M.S. 2009)	United Airlines - Director HR, Digital Technology
MEGAN WHEELER (M.S. 2012)	LifeLabs Learning - Director of Facilitation Mento - Coach Development Lead
SHUJAAT AHMED (PH.D 2020)	Drug Enforcement Administration - Personnel Psychologist

Faculty Activities



Scott Morris

Scott Morris conducts research on analytic tools for designing effective and fair employee selection systems. Along with his students, he has been working on several research projects related to measuring and reducing adverse impact, understanding applicant reactions to artificial intelligence in hiring, and the use of computer adaptive tests to measure organizational attitudes.

Scott continues to serve as director of the IO programs, and to teach courses on personnel selection, legal issues, multivariate statistics and psychometrics. He is an associate editor for Journal of Applied Psychology and a mentor in JAP's Editorial Fellowship Program for scholars from historically excluded groups.

Roya Ayman, worked on research projects with her leadership lab and the Work Family lab. I wanted to thank the alumni who attend the internship meetings last year and share their experiences with students and help them develop their efficacy and identity in the field of I-O and to network with them (Dr. Ben Fearing, , Dr. Jeremy Watson, Dr. Mitchell Gold and Dr. Sharon Boslet, Dennis Tran MS. and Trenton Adams Ms). I am still serving on editorial boards of Leadership Quarterly and International Journal of Cross-cultural Management, Journal of Organizational Management, and Journal of Business and Psychology in addition to ad hoc reviews for other journals and academic conferences. After 42 years, I am retiring and Spring 2025 is my last teaching semester. So as I reflect on this chapter of my life is ending, it has been a joy to help students achieve their career aspirations and it has been an honor to work with amazing students now colleagues along the way. Wishing all the best for the program and all the alumni!



Roya Ayman

Faculty Activities



Kristina Bauer

Kristina Bauer continues to serve as Associate Professor and Associate Chair of the Department. Kristina and her lab are engaged in research projects related to technology-enabled instruction, self-regulated learning, and transfer of training. Ongoing projects include collaborations with students and alumni to develop a gamified situational judgment test of fairness, justice, diversity, equity, and inclusion for use as a learning and assessment tool as well as a systematic review of the use of mixed reality in problem-solving. She would like to welcome Matthew Barenie to the lab! Additionally, Kristina and her collaborators Ivan Mutis from engineering and Gady Agam from computer science are continuing work on a National Science Foundation (NSF) grant to examine the use of holograms in engineering education. Kristina 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 is an active member of SIOP, serving as the Chair of the Consortia committee, and has reviewed for several conferences and journals. She is currently on the editorial board at Journal of Business and Psychology and International Journal of Selection and Assessment.

Faculty Activities



Robert Keating

This past year, I continued teaching undergraduate statistics, research methods, I-O psychology, and social psychology, and the graduate statistics sequence (PSYC 545/546). I am also working on developing a 400-level DEI in the Workplace that is planned to be offered Summer 2025. Outside of teaching, I continued present and publish research in the workplace DEI and stigma area. One of these projects was in collaboration with several of our I-O program students, Isabel Mendoza, Anthony Rea, Ho-Chun Tsai, and Grace Vestuto, and was presented as a poster at SIOP. Another was a class project turned poster with several clinical psychology students, Skylar Remick, Kate Linenbach, Mikey Schock, and Liza Kolbasov, which was accepted for presentation at MPA. I have also been working with folks from University of North Carolina Charlotte to start an IIT chapter of the Volunteer Program Assessment (VPA) Program, which offers free organizational consulting to non-profit/volunteer organizations. Outside of work, I have been traveling, building furniture as a hobby, hanging with my dog, Lou, and watching/rooting for the Philadelphia Eagles! I look forward to the year ahead and continuing with the I-O program!

Faculty Research

Baines, J. I., Dalal, R. S., Ponce, L. P., & *Tsai, H. C. Advice From Artificial Intelligence: A Review and Practical Implications. *Frontiers in Psychology*, 15, <https://doi.org/10.3389/fpsyg.2024.1390182>

Bass, M., Morris, S. B., & *Zhang, S. (2024). Efficiency of PROMIS MCAT assessments for orthopaedic care. Measurement: Interdisciplinary Research and Perspectives.
DOI: 10.1080/15366367.2024.2312351

Bauer, K. N., & Morris, S. B. (2024, April). 2024 assessment webinar series #3: Assessment data and survey development [virtual webinar]. National Association of Advisors for the Health Professions (NAAHP).

Bauer, K. N., (Chair), Gandara, D. A. (Co-Chair), Wang, J., *Young, E., Mead, A., Garcia-Marquez, C. (2024, April). IGNITE-ing innovation: Uses of generative AI in Industrial Organizational Psychology [IGNITE]. Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.

Bauer, K. N., Mutis, I., Agam, G., *Liu, X., & *Hao, G. (2023, November) Development of an augmented reality game-based assessment of cognitive ability [Paper Session]. Ideas in Testing Research Seminar, Chicago, IL.

Bauer, K. N., Mutis, I., Agam, G., *Liu, X., & *Hao, G. (2024, April). Design and initial pilot test of an augmented reality game-based assessment of cognitive ability. In Lee, V. (Co-Chair), Landers, R. N. (Co-Chair), & Liff, J. (Discussant). (2024). Gameful design and redesign in training and assessment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Bohrer, E., Luchetti, L. F., Santuzzi A. M., Finkelstein, L. M., & Keating, R. T, (2024, April). Day-to-day identity management among workers with ADHD: The role of social support. Poster presented at the 39th Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Eby, L. T. (Co-Chair & Facilitator), Oswald, F. L. (Co-Chair & Facilitator), Allen, T. D., (Facilitator), Lang, L. B. (Facilitator), Morris, S. (Facilitator), & Rogelberg, S. (Presenter & Facilitator). (2024). Open science bootcamp [Alternative Session]. Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL

*Greenagel, A. G., Bauer, K. N., *Lam, T., Morris, S. B., & *Young, E. (2024). Technology in employment interviews: Common practice and applicant reactions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

*Mendoza, I., *Rea, A., *Tsai, H.-C., *Vestuto, G., & Keating, R. T. (2024, April). Felt Inclusion: Leadership Empowering Behavior's Indirect Role in Turnover Intention. Poster presented at the 39th Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Faculty Research

Morris, S. B. (2024, April). Bias and Adverse Impact. In Layman, S., Simplify to Illuminate: How to IGNITE! Your Next I/O Elevator Pitch. Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Morris, S. B. (2024, November) An Update on AI Discrimination Laws, Paper presented at the Ideas in Testing Research Seminar, Chicago, IL.

Mutis, I., Agam, G., Bauer, K. N., *Liu, X., & *Hao, G. (2024, July). Predicting moments of impasse in problem-solving using machine learning: A step to augment engineering learners' capabilities [Paper presentation]. 2024 ASCE International Conference on Computing in Civil Engineering, Pittsburgh, PA, United States.

*Neuman, A. & Morris S. B. (2024, April). Uncertainty in Pareto optimal selection systems due to situation specificity. In Tang, C. (Co-Chair), Song, Q. C. (Co-Chair), & Wee, S. (Co-Chair),. Multi-Objective Optimization 5.0: Applications in the workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

*Pfister, H., *Neuman, A., * Lam, T. & Morris, S. B. Modeling Diversity-Validity Tradeoffs: A Comparison of Pareto- and Multi-Penalty Optimization. Paper presented at the Ideas in Testing Research Seminar, Chicago, IL.

Porter, M., & Morris, S. B. (2024). Assessing gender bias in clinical psychological evaluation for law enforcement. In Morris, S. B. & McKay, P. F., Using Analytics to Accelerate Progress on Diversity, Equity and Inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Santuzzi A. M., Luchetti, L. F., Finkelstein, L. M., & Keating, R. T. (2024, April). Environmental predictors of well-being for workers with ASD. In E. R. Silver (Chair), Navigating neurodiversity: Neurodiverse experiences across employment stages. Symposium conducted at the 39th Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Santuzzi, A. M., Keating, R. T., & Martinez, J. J. (2024). The impact of response options on formal disclosure rates for disabilities in organizations. Group & Organization Management. Advance online publication.

*Vestuto, G.; Ayman, R. (2024, June). Chasing dreams or paying bills: How multiple jobs and calling influence work-life conflict [Poster presentation]. Work and Family Researchers Network Conference. Montreal, Canada

FROM THE DESK OF THE PROGRAM DIRECTOR



As we look back on the past year, I'm filled with gratitude and pride for all that our community has accomplished together. We had an amazing turnout at the SIOP reception this year, it was wonderful to reconnect with so many alumni and friends who continue to be an integral part of our program's success. Seeing the enthusiasm and accomplishments of our graduates reminds us of the strong professional network that defines our community. This year, we were fortunate to have the support of outstanding adjunct faculty, including Julia Honda, Changiz Guela, Alan Mead, Brendan Neuman, Frank Shu, and Sheng Zhang who enriched our graduate program through their expertise and engagement in the classroom. Their contributions have been invaluable in ensuring that our students continue to receive a rigorous and applied learning experience.

We are also deeply appreciative of the many alumni who give their time and support to our students' professional development. Whether offering internship opportunities, participating in networking events, or sharing career insights, your involvement plays a vital role in shaping the distinctive professional training our program has become known for. Special thanks go to Trenton Adams, Sharon Boslet, Ben Fearing, Mitchell Gold, Dennis Tran, and Jeremy Watson for speaking at internship meetings this year. We are also grateful to George Langlois for his leadership in providing exceptional professional development experiences through the Center for Research and Service and the Leadership Academy.

Our GAIOPS student organization has continued to be a vibrant force in supporting our students—through mentoring initiatives and by raising funds to help peers attend SIOP. My sincere thanks to the GAIOPS executive team, Julia Honda, Jack Kwatinetz, Jacob Gluhovski, Isabel Mendoza and Melissa Hall-Jacobsen, for their dedication, creativity, and commitment to building a supportive and engaging community.

Thank you all for making this past year such a success. I look forward to another year of collaboration, growth, and shared achievement.

I hope you will stay in touch and continue to keep us posted about career developments and achievements, and I would love to hear your thoughts on how we can strengthen our programs. And continue to share internship and position announcements. I also ask for your help to maintain our network. If you know someone who has lost touch with us, please encourage them to contact me. Email me at morriss@illinoistech.edu.

**Warmest regards,
Scott**

ILLINOIS TECH

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<https://www.iit.edu/academics/programs/industrial-organizational-psychology-phd>

I-O Master's Program:
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Dual MAS/MS in Management & IO Psychology:
<https://www.iit.edu/academics/programs/management-masindustrial-organizational-psychology-ms>