CONGRATULATIONS 2017 GRADUATES!

Ph.D.
Rebecca Anderson. The effects of organizational reputation and community demographics on applicant pool composition and ethnic group test score differences in public safety selection. Spring 2017. Scott Morris

M.S.
Jordan McDonald. General factors in employee engagement surveys. Spring 2017. Sam McAbee

HONOR AND AWARDS

Best LGBT Research Award (2017) - Steve Discont, M.S., received the Best LGBT Research Award for his contributions to the area of LGBT research in I-O psychology. Steve’s efforts, alongside Dr. Christian Thoroughgood (Villanova University), were recognized at the annual SIOP conference in Orlando, Florida where they were co-chairs of the symposium, New Approaches in LGBT Research in I-O Psychology.

Pounian Awards (2017) - This year we’d like to recognize Steve Discont, M.S., Elizabeth Howard, M.S., and Jordan McDonald, M.S. for receiving the Charles “Arch” Pounian Award. In addition to his recent SIOP research award, Steve Discont continues to serve as the head of communications for the SIOP LGBT committee. Steve has served as a research assistant, adjunct professor, and former vice-president of GAIOPS.

Elizabeth Howard, M.S. has researched and presented in the areas of individual psychological assessment and adverse impact analysis. Recently, she published an article titled, “Generalizability versus situational specificity in adverse impact analysis: issues in data aggregation,” in the journal Industrial and Organizational Psychology. Elizabeth was also a research assistant to Dr. Scott Morris working on a grant from the National Library of Medicine to help develop multidimensional computer adaptive tests (MCATs). Elizabeth works as a consultant with Daniels Consulting Group and is an adjunct faculty member at several institutions.

Jordan McDonald, M.S. recently defended his masters thesis titled, “General factors in employee engagement surveys” and is a full-time consultant at the Center for Research and Service. Jordan was recently promoted to project manager.

SIOP Fellow—Professor Scott Morris was recognized as a SIOP Fellow at SIOP 2017 for his contributions to the field of I-O psychology.
Publications and 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.


*Landis, R.S. (April, 2017). Panelist for session titled Ethical, rigorous and relevant research. Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

*Landis, R.S. (August, 2017). Presenter in symposium session titled Multiple perspectives on open science practices: Myths, urban legends, and realities. Presented at the Annual Conference of the Academy of Management, Atlanta, GA.

*Landis, R.S. (August, 2017). Presenter in symposium titled Improving research, reporting, and reviewing practices for ethical, rigorous, and relevant research. Presented at the Annual Conference of the Academy of Management, Atlanta, GA.

*Landis, R.S. (August, 2017). Discussant for symposium titled Current issues in judging SEM model fit. Presented at the Annual Conference of the Academy of Management, Atlanta, GA.


Publications and Presentations (continued)
* denotes an I-O student, bold denotes an I-O faculty.


**Student Professional Activities**

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

**PHRD Track:**
- Greg Erickson — Intern, Fortune Brands Home and Security
- Elizabeth Daleiden — Assessor, CEB Global
- Joe Falciano — Human Resource Intern, General Motors
- Tim Geiselman — Associate Consultant, Center for Research and Service
- Danielle Ferguson — Human Resource Intern, NYHabitat
- Taylor Simpson — Human Resource Intern, Robert Bosch Tool Corp.
- Yifei Wang — Human Resource Intern, Federal-Mogul MotorParts
- Yige Xue — Talent Acquisition Analyst, Blackmore Partners Inc.
- Saina Yu — Research Assistant, National Assessment Center of Educational Quality
- Sheng Zhang — Teaching Assistant, I-O Program at Illinois Tech

**Ph.D Track:**
- Shujaat F. Ahmed — Talent Assessment Manager, Amtrak; Chair, the Global Organization for Humanitarian Work Psychology (GOHWP)
- Trenton Adams — Compensation Analyst, Chicago Transit Authority
- Zachary Borg — Associate Consultant, Center for Research and Service
- Steven Bentz — Senior Analyst, AbbVie
- Nahren Cama — Manager, Consulting Services, I/O Solutions, Inc.
- Cassia Carter — Learning Program Manager, Aurora Health Care
- Sara Crouch — Sr. Specialist in Talent Analytics, Ingredion
- David Coxhead — Training and Safety Manager, Freedom Boat Club
- Steve Discont — Talent Acquisition Intern, Follet Corporation
- Michelle Jackson — Assessor, Personnel Board of Jefferson County
- Inna Koval — Organizational Consultant, Daniels Consulting Group
- Matthew Lauritsen, Associate Director for Research, Center for Corporate Performance at the Stuart School of Business
- Caribay G. Marquez — Organizational Management & Development Intern, Pepsi Co.
- Rachel Meredith — Welcome to Deloitte Experience Leader, Deloitte
- Jordan McDonald — Project Manager, Center for Research and Service
- Patrick Mclinden — Head of Global People Development, VMware
- Heather McInden — Senior Director, HR Business Partner, Twilio, Inc.
- Christine Overfors — Human Resources Consultant, Minnesota Management and Budget
- Zachery Peterson — Associate Consultant, Center for Research and Service
- Meghan Pickett — Scientific Advisor, Happy Work Spectacular Life
- Max Porter — Consultant and Senior Research, I/O Solutions, Inc.
- Stefanie Pugliese — Consultant, Stanard and Associates, Inc.
- Frank Shu — Teaching Assistant, I-O Program at Illinois Tech
- Rodney Vallejo — Program Manager, Illinois Tech Leadership Academy
- Sean Wright — Senior Consultant, APT Metrics
- Chenxuan Zhou — Research Intern, Talent Algorithm, Inc.
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 information and any other updates by visiting: http://humansciences.iit.edu/alumni/share-your-news

Adam Ackerson ’12—Vice President, HR, National Material LP
Kristine Bodemer ’14—Instructional Design and Organizational Development Coordinator, Riverside HealthCare
Anna Brown ’15—Senior Associate Client Advisor, CEB (Gartner)
Opal Boonpitak ’16—Office Manager, Oak Street Health
Jody Buck ’17—Employee Engagement Specialist, Alaska Airlines
Kermit El-Amin ’16—Human Capital Analyst, Bridgestone Americas
Ashten Fraser ’16—Talent Management, PreScouter, Inc.
Lindsey Ciufia ’16—Global Training Coordinator, Apttus
Lily Chuang ’10—Psychometrician, FINRA
Renee Czeryba ’00—Manager, Walgreens Boots Alliance (Award for Engagement, 2016)
Carissa “Effie” Constantiou ’16—Instructional Designer, Google vis Adecco
Vaishali Gakhar ’12—Alumni and Corporate Relations Manager, Carnegie Mellon University
Rebecca Hagen ’16—Organizational Development Specialist, Emerson Commercial & Residential Solutions
Kritika Jadhav ’16—Business Intelligence Consultant, HCS Wellness
Donald Kesterson ’16—Training Specialist/Associate Manager, Regal Entertainment Group
Philip Kober ’14—Human Resources Associate, ZS
Karen Lucas ’15—HRIS Analyst, Walgreens
Melanie Lundberg ’98—Assistant Vice President, Talent Management & Corporate Communications at Combined Insurance, a Chubb Company
Heidi Maibuecher ’15—HR Generalist, Sargent & Lundy
Sylvia Min ’12—Senior Consultant of People Advisory Services, Ernst & Young, LLP
Dana Moore ’01—Senior Manager of People Advisory Services, Ernst & Young, LLP
Shravya Nadella ’16—HR Associate, Jump Trading, LLC
Maritza Ruano ’06—Director of Talent Management, AIDS Foundation of Chicago
Robert Saperstein ’16—Training and Development Intern, Combined Insurance
Egle Stravinskaite ’16—HR Associate, ACCO Brands
Jordan Trotto ’11—Advisory Human Resources Business Partner, Pivotal
Nouman Qureshi ’15—Manager, People & Change, KMPG, LLP
Amber West ’15—Business Transformation Consultant, HireVue
Megan Wheeler ’12—Leadership Facilitator and Coach with Life Labs Learning
David Zigun ’16—HR Generalist & Recruiter, Pharmore,

Ph.D. Alumni Professional Activities

Tobin Anselmi ’94—Managing Director/Founder, Organizational Harmonics, LLC.
Fernando Arena ’16—Vice President, Leadership Development and Training, Antares Capital LP
Jeff Becker ’03—Director Talent and Development, Blue Cross Blue Shield Association
Amy Daniels ’99—Founder and Principal, Daniels Consulting Group
Jennifer Dembowski, ’01—Senior Organizational Effectiveness Consulting Manager, Home Depot
Ben Fearing ’16—Partner, Strategic Talent Solutions
Avi Fleischer ’15—Adjunct Professor, Northeastern Illinois and Consultant, Tetrics
Michael Henry ’05—Adjunct Professor, Elmhurst College
Brendan Neuman ’14—Senior Manager, Talent Acquisition Programs, United Airlines
Pamela Pollak ’12—Senior Manager, Operations Engagement and Leadership, United Airlines
Erica Hartman Spencer ’05—Senior Director, Talent Assessment, Performance & Succession Management, NovoNordisk
Angela Sternburgh ’11—Senior Director of Talent, Fortune Brands Home & Security
Courtney VanOverbergh ’12—Senior Consultant at CEB (former SHL)
Sofia Velgach ’10—Deputy Director, Navy Selection and Classification Division, US Navy
Jeremy Watson ’14—Marketing Scientist, J. D. Power
Jennifer Weiss ’01—Partner and Executive Consultant, Human Resources Alignment Consulting
Roya Ayman, Ph.D.

Last year in addition to presentations and publications with students and colleagues, Roya Ayman was invited to conduct classes and workshops on organizational research at NIDA in Bangkok, Thailand. Roya also was invited to present a talk for ROTC at Illinois Tech about leadership in a diverse work context. Additionally, she was working with the University of Valencia to develop an exchange program for graduate students and faculty as part of the Erasmus Mundus program in Europe, exploring topics in work psychology. Roya and her research labs are engaged in projects regarding the work-family interface and immigrant workers’ social support, as well as the role of smart phones in the work-family interface. Roya is currently working with students in her leadership lab on the role of leadership in social networks and the Implicit Leadership Theory as it relates to emotional expressions of leaders and the role of gender. She is still serving on the editorial board of Leadership Quarterly, and The Journal of Management and Organization and International Journal of Cross-Cultural Management.

Kristina Bauer, Ph.D.

Kristina Bauer is excited to be entering her second year as an assistant professor in the I-O Program. Kristina and her students are 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 of learning, and Conrad Brown and Derek Nguyen on the effects of note-taking with technology. 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 received an editor commendation for her 2016 meta-analysis published in the Journal of Business and Psychology on the role type of motivation plays in the prediction of key training outcomes (Bauer, Orvis, Ely, & Surface, 2016). Kristina is an active member of SIOP serving on the membership committee. She has reviewed for SIOP and AOM conferences, Academy of Management Learning & Education, Computers in Human Behavior, Journal of Business and Psychology, and Learning and Individual Differences. Kristina was appointed to the Journal of Business and Psychology’s editorial board in March.

Ronald Landis, Ph.D.

During the 2016-17 academic year, Ron served as Illinois Tech’s deputy vice provost for research and academic affairs in addition to continuing his teaching and scholarly pursuits. He has continued to devote significant attention to working on initiatives directed toward improving the quality of how I-O psychologists conduct and report their research. Specifically, he has been invited to speak at several SIOP and Academy of Management conference sessions about the problems associated with our publication practices as well as identifying solutions. He plans to continue work on these, and similar, efforts in the coming year. In addition, he continues to work with colleagues and students on publishing 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. In June 2017, he delivered a short course for CARMA (Consortium for the Advancement of Research Methods and Analysis) on Applications of Multiple Regression. He continues to serve as an associate editor for Journal of Business and Psychology as well as on the boards of numerous other journals.
Faculty Activities

Scott Morris, Ph.D.

This past year, Scott Morris was named a Fellow of the Society for Industrial and Organizational Psychology. His research continues to focus on applying quantitative methods to problems in employee selection, including a book he published this year on adverse impact analysis. This book brings together experts from I-O, labor economics and law to present contemporary perspectives on adverse impact measurement. In addition, Scott and his students are pursuing several research projects exploring how recruiting efforts relate to adverse impact outcomes. Scott has been working on a grant from the National Library of Medicine, collaborating with researchers from Northwestern University to develop adaptive measures of patient reported outcomes (e.g., self-reports of emotional and physical functioning). This research applies item response theory to build multidimensional computer adaptive tests (MCATs). The goal is to develop a software platform to administer the MCATs and facilitate their integration into electronic health record systems. Scott continues to teach courses in personnel selection and 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.

Mahima Saxena, Ph.D.

Research in Mahima’s occupational health psychology lab centered around the themes of work and wellness in special populations this year. With graduate and undergraduate students, the lab explored issues of incivility and workplace discrimination targeted towards women employees in STEM fields, the experience of mistreatment at work for LGBTQ workers, how mindfulness prevents the onset and occurrence of boredom episodes, and the consequences of attention failures at work. Mahima also explored the role of evening recovery activities in promoting positive emotions and higher levels of productivity in employees the next day. Aligned with her expertise, Mahima’s research made use of the experience sampling methodology (ESM) also known as ecological momentary assessment which enables data-collection in the field in real-time, ecologically valid settings. Steve Discont, a graduate student in Mahima’s lab won the SIOP Best LGBTQ research award for his master’s thesis this year! Mahima has continued her work reviewing for top-tier I-O journals. Outside of Illinois Tech, Mahima continues to be an active member of the Global Organization of Humanitarian Work Psychology, of which she is a founding member. She is also currently working on the Prosocial Committee of SIOP. Mahima was interviewed by the Chicago Tribune and was quoted in an article on the utility of Brain training smartphone apps on October 13, 2016. In addition, in Spring 2017, Mahima was once again featured in the Big Picture magazine put forth by Illinois Tech’s Lewis College of Human Sciences for her work on job-burnout in a theme feature on “The impact of work on our health.”
Update from the Center for Research and Service

The Center for Research and Service is one of the country’s premier, university-based research and consulting firms. Under the leadership of George Langlois, Ph.D., the center has shifted to providing services for a wider variety of projects. Examples of this include the center helping the College of Science with their strategic plan and assisting the Coleman Foundation in the development of metrics used to evaluate the effectiveness of their national entrepreneurship program. George has increasingly allowed the staff of the center to manage the projects by giving them more hands on guidance and experience with client interaction.

The center recently won a grant from the MacArthur Foundation to study the plight of minority contractors attempting to secure large public construction projects in the state of Illinois. As a result of this, the center recently welcomed Jayne Jackson as the head of the project. This project enabled the center to provide funding for two new student assistants: Zachery Peterson (graduate student) and Darpit Shah (undergraduate student). The center also hired LaShonda Flowers to oversee the Chicago Public School’s advanced placement testing program with additional support from Tim Geiselman, an associate consultant within the center. Zachary Borg, associate consultant, will continue to support programs within the center; including this year’s Student Speak Survey. Jordan McDonald has been promoted to project manager and is overseeing the project planning and execution of most projects in the center. Rodney Vallejo is completing his third and final year as the Program Manager for the Leadership Academy. Meghan Pickett has been hired to shadow Rodney for this year and will take over his role in the coming school year. The center is currently working on the development of a leadership development training program for middle managers in STEM fields.

The center offers consulting and project management opportunities for master’s and Ph.D. candidates with varying experience levels. Last year’s projects provided funding and experience for over 70 Illinois Tech students. The center has made great progress since George became the director. The center continues to provide resources to the students in the I-O Program through first-hand consulting experience, networking opportunities, and funding.

Raju Speaker Series from 2016 to 2017

As part of his endowed chair, Professor Landis has continued the Raju Speaker Series. Named in the honor of Nambury S. Raju, the goal of the series is to invite speakers who are being recognized for their contributions to methodological topics as they relate to the study of behavior in organizational settings. This past academic year we had the honor to welcome Morton McPhail in the Fall 2016 semester, Michael J. Burke in Spring 2017 and Jose M. Piero in the Fall 2017 Semester.

Morton McPhail, Ph.D. has practiced Industrial-organizational psychology for over 35 years as a consultant and for 15 years served on a Texas Psychology Board committee responsible for the State’s Jurisprudence and Ethics Examination for licensure. Dr. McPhail is also a Fellow of the Society for Industrial and Organizational Psychology (SIOP) which he has served in a variety of roles, most notably as SIOP’s current president. Moreover, Dr. McPhail is an adjunct faculty member for the University of Houston and Rice University and serves on the editorial boards of SIOP’s Professional Practice book series and the journal Industrial and Organizational Psychology: Perspectives on Science and Practice. He has also served the APA on its Continuing Education Committee and on the Advisory Panel for National Standards for High School Curriculum in Psychology.

Michael J. Burke, Ph.D. is the Lawrence Martin Chair in Business at Tulane University’s Freeman School of Business and holds an adjunct appointment in the university’s Department of Psychology. In 2006, he was awarded the Decade of Behavior Research Award for his research on workplace safety from a federation of professional scientific associations and, he has served, by appointment of the U.S. Secretary of Health and Human Services, on the Safety and Occupational Health Study Section of the National Institute for Occupational Safety and Health. Dr. Burke is a past president of the Society for Industrial and Organizational Psychology and former editor of Personnel Psychology. Also, he is a fellow of the American Psychological Association, a fellow of the Association for Psychological Science, and an elected member of the Society of Organizational Behavior.

Jose M. Piero, Ph.D is a professor of social psychology and the director of the University Institute of Research in Psychology of Human Resources, Organizational Development and Quality of Work Life (IDOCAL) at the University of Valencia, Spain. He is also a research professor at the Valencian Institute of Economic Research (IVIE) and directs a doctoral program as well as the Erasmus Mundus masters program. In addition to being a fellow of SIOP and the European Academy of Occupational Health Psychology, he has served as a president of the International Association of Applied Psychology and former president of the European Association of Work & Organizational Psychology. Dr. Piero is a recipient of the Aristotele Award of the European Federation of Psychology Associations (2015), the International Council of Psychologists (2013), the International Association of Work and Organizational Psychology, and the Gold Medal of the General Council of Industrial Relations and Labor Sciences (Granada, 2010).
The Graduate Association of Industrial/Organizational Psychology Students (GAIOPS)

Ah! Another year has arrived and the sounds of furious note taking and intellectual discussion fill the halls of our new location, Tech-Central. As a recap of our previous year, thanks to the tireless fundraising efforts of very own members, we were able to raise over $1,800 for our student account. With this funding alongside other funding sources, we were able to bring 22 students to the SIOP conference in Orlando! It goes without saying that without the help of all our student members, GAIOPS officers, faculty and alumni, we would not have the great friendships and learning experiences that we currently have. It is quite clear that we can only grow as a program and as a community of I-O psychologists. As a note, I’d like to welcome Caribay Garcia into her new role as vice president and Zachary Borg as chief information officer.

With bright new leaders, GAIOPS is poised to become a more active and influential student organization. As such, the future goals of GAIOPS continue to center around three main facets: (1) focus our efforts to provide funding for student attendance at educational conferences and events, (2) organize opportunities to engage our peers socially, and (3) help our fellow psychologists academically, professionally, and meaningfully.

This year we will ensure continued funding support for GAIOPS members at the upcoming SIOP conference in our home base of Chicago! Additionally, we are expanding the role of chief social media officer to help distribute information on upcoming speakers (across IIT) and social events that are both casual and professional. Our hope this year is to increase interaction across program years as well as expose members to networking opportunities. Much of these will be run through our Facebook group, so keep an eye out for updates! I’m excited for the upcoming year and look forward to capitalizing on our past successes to expand the sphere of GAIOPS activities.

As a student myself, it is not only encouraging to see my fellow colleagues and friends succeed but to see them pass it on to newer students. I hope to keep this tradition continue for future years to come!

To Another Great Year!

Frank Shu, 4th year Ph.D. student

GAIOPS Officers 2017-2018

President: Frank Shu
Vice President: Caribay Garcia Marquez
Chief Financial Officer (Treasurer): Trenton Adams
Chief Communications Officer (Secretary): Elizabeth Daleiden
Chief Information Officer: Zachary Borg

2017 SIOP Conference

During my time at SIOP, I managed to become an expert on a subject in only a couple of days. I decided to check out every presentation on performance management as it seemed to be a hot topic. I ended up getting to know several professionals interested in the same thing and we still communicate on the subject! With the knowledge I grabbed from SIOP, I was able to get the perfect internship! People really wanted to know the latest on performance management and getting that insight into what top companies and experts had to say really was invaluable. I’m looking forward to the next one in Chicago!

- Greg Erickson, 2nd Year PHRD student

Prof. Kristina Bauer, Caribay Garcia, and Prof. Stan Gully (PSU)
Incoming Students

**Ph.D. Track**  
Melanie Standish, Illinois Institute of Technology  
Zachery Peterson, Brigham Young University

**PHRD Track**  
Daniel Stopka, University of Illinois at Chicago  
Spencer Sumner, Olivet Nazarene University  
Yu-Chuan Yen, Loyola University  
Saina Yu, Beijing Sport University

Orientation

When I walked into orientation I was already aware that I was walking into a room full of people that would be my colleagues, peers, and friends for the coming years, but it was pretty immediate that I discovered I was also walking into a new family. The faculty’s genuine passion was inspiring and it was clear that they really cared about our success and journey as Illinois Tech graduate students. Meeting the cohort was equally energizing as we all connected for the first time. What impacted me the most was the gathering after the orientation where current students and some alumni met to welcome us. In that moment, it was clear that we wouldn’t just find a family among the peers in our cohort, but also among the other individuals in the program. I left orientation feeling welcomed, inspired, and ready for wherever the program will take me.

Open House

Dr. Ayman’s annual open house party is a great kick-off to the school year! It’s an opportunity to talk to faculty and your colleagues outside of the classroom setting. I enjoyed the potluck style, because all the food was great and diverse since everyone brought their own dish! I feel that the open house is a good opportunity to build camaraderie within the program, as well as exemplify our mission that students and faculty are like family.

Teaching Assistants

Frank Shu  
Sheng Zhang  
Chenxuan Zhou
From The Director’s Desk

We have bittersweet news. After SIOP last Spring, Assistant Professor Sam McAbee informed us that he is leaving our program. We were saddened by this news but happy that he had found a new path to pursue his career. We send him our best wishes. In Fall 2017 we are recruiting a new faculty member in I-O with research interest in psychometric theory.

Also last year our program entered an agreement with the Erasmus Mondus program in Valencia, Spain to have an exchange graduate student opportunity. This process actually took longer than we expected as this is an agreement with the European commission so now we know that the students can start their experience in 2018. They have two options, either go for fall semester and learn about change management in Europe, or they can take a winter session which will include some virtual team project and couple of weeks stay in Valencia Spain. In return we will host two or three of their students in our program. Also our faculty will have a chance to go to several cities in Europe and offer courses. This is a great opportunity for our faculty and student and the program to have more international exchanges.

We are very proud of the students’ engagement in our program and their efforts to make it meet their needs. Our students clubs have provided support both for providing refreshments at our internship meetings as well as enabling 20 students to attend SIOP last year. I would like to thank the executive team of GAIOPS 2016-17: Frank Shu, Trenton Adams, Caribay Garcia and Robert Saperstein. 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 go to Dr. Jeff Becker, Dr. Ed Piccolino, and Alexander Prucell 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, Dr. Morton McPhail, SIOP presented in the fall semester, and Dr. Mike Burke from Tulane University and alumni of our program and a past president of SIOP presented in spring semester.

We are grateful to Dr. Landis for connecting our program with the consortium of CARMA and bringing virtual talks on methodology to our program.. Additionally, sincere thanks go 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 and Russell Barcelona).

For those alumni who are connected with us via email we will send you any information about the opportunities that come our way and also provide assistance and support through our students when they need man-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.

Please share your thoughts and suggestions by email: ayman@iit.edu. Also we want to stay connected and strengthen our network. You can find me on LinkedIn.

-Roya Ayman