

## Curriculum Vitae: **JUAN M. ALZATE VANEGAS**

<b>Work</b>	<b>University of Illinois</b>	<b>State Farm</b>
<b>Addresses:</b>	<b>at Urbana-Champaign</b>	State Farm Plaza SB2
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### **EDUCATION**

Largo High School (Largo, Florida), I.B. degree, June 2015.

University of Central Florida (Orlando, Florida), B.S. in psychology with honors and minors in statistics and computer science, August 2018.

University of Illinois (Urbana-Champaign, Illinois), M.S. in psychology, August 2020;  
Ph.D. in industrial-organizational psychology (Expected graduation date: August 2024).

### **WORK EXPERIENCE**

**Research intern:** Organizational Insights Team, State Farm (Enterprise Research), Bloomington, IL.

- Presented quantitative insights about insurance claims severity and customer satisfaction for business leaders to make strategic decisions.
- Developed up-to-date educational materials for machine learning methods to improve research quality and efficiency.
- Designed an animated visualization of insights in talent acquisition for Hack Day 2023.

**Teaching assistant:** University of Illinois, Urbana-Champaign, IL.

- Personality psychology lab, under Dr. Chris Fraley (Fall 2023)
- Industrial organizational psychology, under Dr. Daniel Newman (Spring 2023)
- Personality psychology, under Dr. Julia Briskin (Fall 2022)
- Industrial organizational psychology, under Dr. Christine Shenouda (Summer 2022)
- Organizational psychology, under Dr. Yihao Liu (Spring 2022)
- Stereotypes, prejudice, and discrimination, under Dr. Chris Fraley (Spring, Fall 2022)
- Personality psychology lab, under Dr. Chris Fraley (Fall 2021)

**Tutor:** University of Illinois, Urbana-Champaign, IL.

- Master's of Psychological Science (MSPS), under Dr. Caroline Tancredy (Spring 2020)
- Statistical methods I and II, under professor Frieder Köhn (Spring 2019 – Fall 2022)

**Ad hoc reviewer:** Military Psychology.

- Peer-reviewed 10 manuscripts considered for publication.

### **RESEARCH INTERESTS**

- Research and statistical methods, psychometrics, item response theory, computational approaches to psychological research (e.g., Big Data, machine learning, neural networks, natural language processing, social signal processing, simulations), meta-analyses, structural equation modeling.
- Technological implications for the workplace, electronic monitoring, social media assessment, computerized adaptive testing, virtual teams, ergonomics and human factors.
- Self-efficacy, stress, motivational interventions, job satisfaction, employee attitudes, occupational commitment, counterproductive work behavior, turnover.
- Individual differences, personality theory, intelligence, theories of cultural influence.
- Leadership styles and effectiveness, leadership emergence, leadership-member exchange.

- Performance measurement, appraisals, 360-degree feedback systems, job analyses, selection assessment and placement.

### **WORKS IN PROGRESS**

1. Alzate Vanegas, J.M., Drasgow, F., Briley, D.A., & Vogiatzis, C. (n.d.). Expressions of personality and job attitudes on Twitter. [Doctoral dissertation, University of Illinois]. Manuscript in preparation.
2. Alzate Vanegas, J.M. (n.d.). Who's citing who?: Applications of network analysis to uncover seminal articles in *The Journal of Applied Psychology*. [University of Illinois]. Manuscript in preparation.

### **PUBLICATIONS**

1. Alzate Vanegas, J.M., Drasgow, F., & Wine, W. (2022). Predictions of attrition among U.S. Marine Corps: Comparison of four predictive methods. *Military Psychology*, 2(34), 147-166. doi: 10.1080/08995605.2021.1978754
2. Alzate Vanegas, J.M. & Drasgow, F. (2020). Classification trees outperform logistic regression predictions of attrition in the U.S. Marines Corps [Master's thesis, University of Illinois]. *Illinois Digital Environment for Access to Learning and Scholarship (IDEALS)*. <http://hdl.handle.net/2142/108465>
3. Alzate Vanegas, J.M. (2018). Psychometric properties of a working memory span task. *Honors Undergraduate Theses*. 358. <http://stars.library.ucf.edu/honorstheses/358>

### **PRESENTATIONS**

1. Alzate Vanegas, J.M. & Hirvo, A. (June 2023). *Employee performance projections*. Presentation for State Farm Enterprise Research Hack Day 2023, Bloomington, IL.
2. Alzate Vanegas, J.M. (May 2023). *A network analysis of The Journal of Applied Psychology*. Final project for Statistical Learning in Behavioral Sciences, Urbana, IL.
3. Alzate Vanegas, J.M. (April 2022). *Turnover in the US Marines: Comparison of predictive methods*. Presentation at the 2022 SIOP Annual Conference, Seattle, WA.
4. Alzate Vanegas, J.M. (April 2019). *Inferring personality from social media*. Presentation at the SPO Brown Bag, Urbana-Champaign, IL.
5. Alzate Vanegas, J.M., Hurst, M.T., & Perez, I. (April 2018). *Psychometric properties of a working memory span task*. Poster presentation at the annual Southeastern Human Factors Applied Research Conference, Clemson, SC.
6. Alzate Vanegas, J.M., Hurst, M.T., & Perez, I. (March 2018). *Psychometric properties of a working memory span task*. Poster presentation at the annual Showcase of Undergraduate Research Excellence, Orlando, FL.
7. Alzate Vanegas, J.M., Scott, D., Tilus, N., & Thompson, G. (April, 2017). *Test anxiety and native language*. Virtual poster session for Advanced Research Methods in Psychology, Orlando, FL.
8. Louie, J. F., Alzate Vanegas, J.M., & Mouloua, M. (April, 2017). *Does the type of distraction matter? Working memory capacity as a predictor of distracted driving*. Poster presentation at the 1st annual Southeastern Human Factors Applied Research Conference, Raleigh, NC.
9. Alzate Vanegas, J.M. (April, 2016). *Leadership and personality theory: an introduction*. Presentation at the last meeting of the year for the Transportation Research Group, Orlando, FL.