

# Alexis HANNA

## CONTACT INFORMATION

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## EDUCATION

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CURRENT	<p>Doctoral Candidate in INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY, <b>University of Illinois, Urbana-Champaign</b> Advisor: Dr. James ROUNDS Graduate GPA: 4.0 Qualifying Exam: Completed August, 2017 Dissertation Preliminary Exam: Completed June, 2019</p> <p><b>Primary Research Areas:</b> Person-environment fit, career management, interests, personality, and measurement</p> <p><b>Courses Completed:</b></p> <p><u>Quantitative Minor:</u> Statistical Methods I and II, Structural Equation Modeling (Covariance Structure and Factorial Models), Applied Structural Equation Modeling, Hierarchical Linear Modeling, Measurement and Test Development (Psychometrics), Research Methods, Computerized Adaptive Testing, Bayesian Statistical Modeling, Multilevel Modeling and Social Networks in Organizations</p> <p><u>Seminar Courses:</u> Personality and Behavioral Dynamics, Adult Attachment, Theory in Social Psychology, Psychopathology, Research and Analysis Skills</p> <p><u>Teaching and Pedagogy:</u> Research and Methods in Teaching Psychology</p>
DECEMBER 2018	<p>Master of Science in INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY, <b>University of Illinois, Urbana-Champaign</b></p> <p>Thesis: "How Accurate Are Interest Inventories? A Quantitative Review of Career Choice Hit Rates"</p>
MAY 2015	<p>Bachelor of Arts in PSYCHOLOGY and MATHEMATICS, <i>summa cum laude</i>, <b>Saint Mary's College, Notre Dame, IN</b> GPA: 3.95</p> <p>Psychology Thesis: "The Effects of Gender and Facial Expression on Likability, Accuracy of Memory, and Personality Attributions in First Impressions"</p> <p>Math Thesis: "Permutation Resampling: An Alternate Method of Hypothesis Testing"</p>

## RESEARCH

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A longitudinal examination of changes in person-environment fit in educational and occupational contexts

**Hanna**, Einarsdóttir, Hoff, Briley, & Rounds

- Dissertation: preliminary exam completed
- Examination of changes in person-environment fit, operationalized as interest congruence, across time
- Modeling the mechanisms driving those changes in two archival samples
- *Proposal submitted to the European Journal of Personality's Call for Papers for a special issue on Personality Dynamics*

How accurate are interest inventories? A Quantitative review of career choice hit rates

**Hanna & Rounds**

- Master's thesis
- Meta-analysis of the criterion-related validity of vocational interests for predicting career choice
- Examination of moderators such as gender, interest category, concurrent vs. predictive validity, and others
- *Under review at Psychological Bulletin*

Interest in context: Using work tasks to measure occupational interests

*Funded by the Robert P. Larsen Grant for Research in Career Development*

**Hanna**, Hoff, & Rounds

- Study 1: Content validity study comparing new interest items with the Strong Interest Inventory with student sample
- Study 2: Criterion-related validity study using new interest items to predict work outcomes with MTurk sample
- *Data collection complete, manuscript in progress*

Attached and interested: Relating vocational interests to adult attachment

**Hanna**, Rangel, & Fraley

- Multi-study examination of interests and attachment applied to the workplace
- *Data collection complete, analyses in progress*

Merging the Occupational Information Network and the Bureau of Labor Statistics: Implications for career assessment and decision-making

**Hanna**, Lewis, & Rounds

- An examination of employment statistics in different types of occupations over time
- *Manuscript in progress*

Development of personality-based computerized adaptive test: A simulated comparison of dominance and ideal-point response models

Kern, Zhang, Sun, Zhang, **Hanna**, Amrhein, & Lee

- Development of a CAT for Big Five personality traits
- Tests of whether ideal-point or dominance-based IRT models provide more accurate trait measurement
- *Manuscript complete, in prep for journal submission*

Change of plans: The impact of backup plan use on task performance growth

Hanna, Tu, Napolitano, & Freund

- An examination of how implementing a backup plan impacts performance using a growth model of performance across task trials
- *Manuscript in progress*

Publish or perish: The hindering effects of backup plans

Napolitano, Hanna, & Freund

- A test of the backup plan paradox in an academic sample: whether investment in a backup plan hinders publication chances in the primary journal
- *Manuscript in progress*

Where dark traits get interesting: Relating vocational interests to the dark tetrad

Morales, Hanna, Rounds, & Newman

- Tests of whether individuals demonstrating varying levels of dark personality traits tend to be interested in certain types of careers
- Study 1: Relating RIASEC interest categories to narcissism, sadism, machiavellianism, and psychopathic personality
- Study 2: Relating more specific (basic) interest categories to the dark tetrad
- *Data collection in progress*

*International Career Assessment Using the Occupational Information Network (O\*NET)*

A chapter for the International Handbook of Career Guidance (in press)

Hanna, Gregory, Lewis, & Rounds

- Chapter describing the current and potential uses of O\*NET for career assessment in both academic and applied settings with a focus on international contexts
- *Publication set for Fall of 2019*

## TEACHING AND WORK EXPERIENCE

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- Current* | *Graduate Instructor for Intro to Psychology at the UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN*  
Instruct students during lectures and team-based learning days, develop lessons and assignments, hold meetings with students, grade assignments, maintain course website
- Current* | *Psychology Alumni Board Executive Project Manager at the UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN*  
Manage alumni board project implementation, correspond with board members regarding project ideas and progress, attend board meetings, maintain active member roster
- 2018 | *Independent Research Consultant for HUMAN RESOURCES RESEARCH ORGANIZATION (HUMRRO)*  
Conducted statistical analyses and written research reports
- SUMMER 2018 | *Strategic Resources Intern, Organizational Insights Team at STATE FARM*  
Co-led a job analysis and development of a work sample test for the data science team, developed a team resource for consulting on work samples, wrote items for the upcoming employee-wide survey, researched and documented trends in recruitment and selection
- SUMMER 2016-2018 | *Online Instructor for Intro to Psychology at the UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN*  
Assisted design of online class format. Answered questions and provided guidance. Graded assignments and discussions, and inputted grades online for student access.
- 2017-2018 | *Online Course Developer for Intro to Psychology at the UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN*  
Developed online course materials, including lectures, assignments, exam questions, and audio. Implemented materials into online class platform.
- FALL 2016 | *Independent Research Consultant for POSED2 INC.*  
Consulted on psychological attributes and use of Occupational Information Network (O\*NET) data. Conducted pilot study and analyzed data for posed2 game launch.
- 2015- 2017 | *Graduate Teaching Assistant for Intro to Industrial/Organizational Psychology and for Social Cognition at the UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN*  
Attended lectures and proctored exams. Graded assignments and papers and maintained class website. Met with undergraduates in regards to questions about research, course content, assignment objectives, and grades.
- SUMMER 2015 | *Decision, Analytics, and Research Intern at PRESS GANEY, SOUTH BEND, IN*  
Research Scientist Lead on the Summer Intern Group Project: Lead other interns in survey research and documentation, facilitated group meetings, and provided weekly progress reports to Project Head. Used SPSS and SQL to pull and compile data, merge files, and conduct analyses.

## CONFERENCE PRESENTATIONS

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- 2019 | CHANGE OF PLANS: THE IMPACT OF BACKUP PLAN USE ON TASK PERFORMANCE GROWTH  
*Society for Industrial and Organizational Psychology, National Harbor, MD*  
Poster Presentation
- 2019 | ATTACHED AND INTERESTED: RELATING VOCATIONAL INTERESTS TO ADULT ATTACHMENT  
*Society for Industrial and Organizational Psychology, National Harbor, MD*  
Poster Presentation
- 2019 | INNOVATING PERSONALITY ASSESSMENT: NEW APPROACHES TO COMPUTERIZED ADAPTIVE TESTS  
*Society for Industrial and Organizational Psychology, National Harbor, MD*  
Symposium: Advances in Computer Adaptive Testing
- 2017 | A RIASEC SNAPSHOT OF THE MODERN U.S. WORKFORCE  
*Society for Industrial and Organizational Psychology, Orlando, FL*  
Poster Presentation
- 2015 | THE EFFECTS OF GENDER AND FACIAL EXPRESSION ON LIKABILITY, MEMORY, AND PERSONALITY ATTRIBUTIONS IN FIRST IMPRESSIONS  
*Midwest Psychological Association, Chicago, IL*  
Poster Presentation

## CERTIFICATES, SCHOLARSHIPS, AWARDS, AND GRANTS

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- 2019 | Teacher Scholar Certificate  
Graduate Teacher Certificate
- 2018 | Robert P. Larsen Grant for Research in Career Development
- 2016 | Hulin Fellowship in I/O Psychology
- 2015 | Joseph Miller Outstanding Scholarship Award in Psychology  
Research Award in Psychology  
Senior Thesis Honors Award in Psychology  
Kappa Gamma Pi National Honor Society Member
- 2013 - 2015 | Psi Chi National Honor Society Member, Vice President, 2014 - 2015  
Pi Mu Epsilon National Honor Society Member
- 2011 - 2015 | Saint Mary's College Dean's List  
Moreau Presidential Scholarship  
Mother Pauline Grant

## SERVICE EXPERIENCES

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- 2016-2019 | *Event Coordinator for the Illinois Reunion Party at the SIOP Conference*  
Compared venue options near the conference location, corresponded with vendors to negotiate menu options and budgetary concerns, organized party details and convey them to alumni, coordinated with financial department, and helped the event run smoothly.
- 2018 | *Speaker on the Graduate School Informational Panel at the UNIVERSITY OF ILLINOIS, URBANA-CHAMPAIGN, IL*  
Spoke to undergraduate psychology students about applying to graduate school, gaining relevant experience and skills, choosing a program, and other considerations.
- 2012-2013 | *Take Ten Volunteer at PERLEY MIDDLE SCHOOL, SOUTH BEND, IN*  
Taught non-violence practices to third grade children on a weekly basis. Played games with the children, led group activities, and made weekly lesson plans.
- 2011-2012 | *Teacher Assistant at EARLY CHILDHOOD DEVELOPMENT CENTER, NOTRE DAME, IN*  
Volunteered in a three-year-old classroom. Performed motor and cognitive evaluations. Played games with the children and supervised indoor and outdoor activities.

## SKILLS

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- Basic Knowledge: SQL, SAS, ATLAS.TI  
Intermediate-Advanced: L<sup>A</sup>T<sub>E</sub>X, R STUDIO, SPSS, Microsoft Office, Qualtrics, Amazon Mechanical Turk
- Research Methods: Meta-analysis, survey design and administration, data merges and crosswalks, multilevel modeling, structural equation modeling, factor analysis, longitudinal modeling, some qualitative data analysis, some Bayesian statistics
- Personal Strengths: Leadership, teamwork, project management, time management, communication, problem-solving

## PROFESSIONAL REFERENCES

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### James Rounds

Relationship: Primary advisor, coauthor, chair of Master's and Dissertation committees  
Professor of Educational Psychology and Psychology, University of Illinois, Urbana-Champaign  
Psychology Building, Office 233, 603 E. Daniel St., Champaign, IL 61820  
jrounds@illinois.edu

### Daniel Newman

Relationship: Professor, member of Master's and Dissertation committees  
Professor of Labor and Employment Relations and Psychology, University of Illinois, Urbana-Champaign  
Psychology Building, Office 227, 603 E. Daniel St., Champaign, IL 61820  
d5n@uiuc.edu

### Lisa Travis

Relationship: Teaching coordinator and supervisor  
Senior Lecturer of Psychology, University of Illinois, Urbana-Champaign  
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