

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

**Work Address:** Psychology Building  
University of Illinois at Urbana-Champaign  
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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**

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

- Industrial organizational psychology, under Dr. Dan Newman (Summer 2022)
- Organizational psychology, under Dr. Yihao Liu (Spring 2022)
- Stereotypes, prejudice, and discrimination, under Dr. Chris Fraley (Spring 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 - Spring 2020)

**Ad hoc reviewer:** Military Psychology.

- Peer-reviewed and gave suggestions on 3 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, social signal processing, simulations), meta-analyses, structural equation modeling.
- Technological implications for the workplace, electronic monitoring, social media, 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 and placement.

## WORKS IN PROGRESS

1. Alzate Vanegas, J.M., Drasgow, F., & Vogiatzis, C. (n.d.). Inferring personality from social media. [Doctoral dissertation, 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. (April 2022). *Turnover in the US Marines: Comparison of predictive methods*. Presentation at the 2022 SIOP Annual Conference, Seattle, WA.
2. Alzate Vanegas, J.M. (April 2019). *Inferring personality from social media*. Presentation at the SPO Brown Bag, Urbana-Champaign, IL.
3. 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.
4. 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.
5. 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.
6. 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.
7. 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.