

Pengda Wang

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Education

Rice University

Ph.D. in Industrial Organizational Psychology

GPA: Psychology: 4.0/4.0

Houston, TX

Anticipated: May 2028

Rice University

M.A. in Industrial Organizational Psychology

GPA: Psychology: 4.0/4.0

Houston, TX

Anticipated: Mar 2025

University of Minnesota-Twin Cities

B.S. in Psychology, B.A. in Computer Science

GPA: Psychology: 3.9/4.0; Computer Science: 4.0/4.0

Minneapolis, MN

Sep 2019 – May 2023

Research Interests

1. Personnel selection (e.g., faking, bias, machine learning applications, responsible artificial intelligence use).
2. Individual differences (e.g., bright and dark personalities, social behaviors).
3. Psychometrics & Research methods (e.g., structural equation modeling, computational measurement, big data approaches).
4. Cross-cultural psychology (e.g., multi-group variability and invariance, tech-based/large-scale assessments).

Publications

1. **Wang, P.**, Loignon, A. C., Shrestha, S., Banks, G. C., & Oswald, F. L. (2024). Advancing organizational science through synthetic data: A path to enhanced data sharing and collaboration. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-024-09997-w> [**Editor Commendation (22/over 1600)**]
2. **Wang, P.**, Myeong, H., & Oswald, F. L. (2024). On putting the horse (raters and criteria) before the cart (variance components in ratings). *Industrial and Organizational Psychology*, 1–5. <https://doi.org/10.1017/iop.2024.16>
3. **Wang, P.***, Xiao, Z.*, Chen, H., & Oswald, F. L. (2024). Will the real Linda please stand up. . . To large language models? Examining the representativeness heuristic in LLMs. *The Conference on Language Modeling (COLM 2024)*. <https://doi.org/10.48550/arxiv.2404.01461> [**Oral spotlight presentation (top 2%)**]
4. Myeong, H., **Wang, P.**, & King, E. B. (2024). The weight of beauty in psychological research. *Industrial and Organizational Psychology*, 17(1), 111–114. <https://doi.org/10.1017/iop.2023.87>

Pre-prints

1. **Wang, P.**, Zou, H., Chen, H., Sun, T., Xiao, Z., & Oswald, F. L. (2025). Personality structured interview for large language model simulation in personality research. *arXiv (Cornell University)*. <https://arxiv.org/abs/2502.12109>
2. Sylvara, A., **Wang, P.**, Sun, T., Heimann, A. L., & Ingold, P. V. (2025). Automating personality-based employment interviews: Development and validation of an artificial intelligence chatbot. *PsyArXiv*. <https://doi.org/10.31234/osf.io/9ktmf.v3>
3. Yang, Y.*, **Wang, P.***, Plonsky, L. D., Oswald, F. L., & Chen, H. (2024). From babbling to fluency: Evaluating the evolution of language models in terms of human language acquisition. *arXiv (Cornell University)*. <https://doi.org/10.48550/arXiv.2410.13259>

4. Zou, H., **Wang, P.**, Yan, Z., Sun, T., & Xiao, Z. (2024). Can LLM “self-report”? Evaluating the validity of self-report scales in measuring personality design in LLM-based chatbots. *arXiv (Cornell University)*. <https://doi.org/10.48550/arXiv.2412.00207>
5. **Wang, P.**, Zou, H., Yan, Z., Guo, F., Sun, T., Xiao, Z., & Zhang, B. (2024). Not yet: Large language models cannot replace human respondents for psychometric research. *PsyArXiv*. <https://doi.org/10.31219/osf.io/rwy9b>

Manuscripts Under Revision and Review

1. Yan, Z., Li, Y., **Wang, P.**, Chu, C., Sun, T., Zhang, B., & Xiao, Z. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Reliability and validity in Human-Computer Interaction research measurements]. *ACM Transactions on Computer-Human Interaction*.
2. **Wang, P.**, Zou, H., Chen, H., Xiao, Z., Sun, T., & Oswald, F. L. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Personality structured interview for large language model personality simulation] *ACL 2025*.
3. Yang, Y.*, **Wang, P.***, Plonsky, L. D., Oswald, F. L., & Chen, H. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Linguistic theory and psycholinguistic theory view of language model development]. *ACL 2025*.
4. **Wang, P.**, Zou, H., Yan, Z., Guo, F., Sun, T., Xiao, Z., & Zhang, B. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Compare large language models vs. human respondents for psychometric research]. *Psychological Methods*.
5. Sylvara, A., **Wang, P.**, Sun, T., Heimann, A. L., & Ingold, P. V. (1st revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. [Topic: AI chatbot personality-based employment interview]. *Journal of Occupational and Organizational Psychology*.

Conference Presentations

1. **Wang, P.***, Xiao, Z.*, Chen, H., & Oswald, F. L. (2024). Will the real Linda please stand up. . .To large language models? Examining the representativeness heuristic in LLMs [Oral presentation]. The Conference on Language Modeling (COLM 2024), Philadelphia, PA, United States. [**Oral spotlight presentation (top 2%)**]
2. **Wang, P.**, & Oswald, F. L. (2024). Leveraging synthetic data for advancements in organizational research. In Liou, G., & Tay, L. (Co-Chairs) (2024). Future of performance prediction and evaluation: Artificial intelligence and big data [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
3. Wu, F., **Wang, P.**, & Oswald, F. L. (2024). The influence of disability and career challenges on vocational interests. In Hoff, K. A. (Chair) (2024). To RIASEC and beyond: Advances in vocational interest research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Selected Works in Progress

1. **Wang, P.**, Sylvara, A., Sun, T., Hebl, M. R., & Oswald, F. L. (editing stage). Differential embedding dimension functioning in natural language processing for psychological assessment. Target: *Journal of Applied Psychology*.
2. **Wang, P.**, Chen, H., Sun, T., & Oswald, F. L. (experiment stage). Utility analysis in personnel selection systems: Knowledge distillation considerations for machine learning. [Master Thesis]
3. Sylvara, A., **Wang, P.**, Sargent, M., Gregg, E., Heron, X., & Sun, T. (experiment stage). Examining the faking resistance of an AI chatbot personality interview. Target: *Journal of Applied Psychology*.

Research Grants Funded

OpenAI. Researcher Access Program (2024).	\$5,000
University of Minnesota. Mortensen Research Award & CLA Research Scholarship (2023).	\$1,500

Teaching Experience

Teaching Assistant <i>Rice University</i>	Advanced Psychological Statistics <i>Houston, TX</i>
Teaching Assistant <i>University of Minnesota-Twin Cities</i>	Computational Linear Algebra <i>Minneapolis, MN</i>

Internship, Research and Work Experience

Organization & Workforce Lab Research Assistant <i>Rice University</i>	August 2023 – Present <i>Houston, TX</i>
CFL Lab Research Assistant <i>University of Minnesota-Twin Cities</i>	May 2022 – May 2023 <i>Minneapolis, MN</i>
TNT Lab Research Assistant <i>University of Minnesota-Twin Cities</i>	Apr 2021 – May 2023 <i>Minneapolis, MN</i>
Ones' Green Lab Research Assistant <i>University of Minnesota-Twin Cities</i>	June 2020 – July 2022 <i>Minneapolis, MN</i>
Human Resource Internship <i>3D HoloGroup, Inc</i>	June 2021 – Dec 2021 <i>Minneapolis, MN</i>

Service

Society for Industrial and Organizational Psychology Annual Conference (SIOP) Reviewer	2024 - Present
Conference on Human Factors in Computing Systems (CHI) Reviewer	2024 - Present

Professional Affiliations

Academy of Management, *Member*
American Psychological Association, *Member*
Association for Psychological Science, *Member*
Society for Industrial and Organizational Psychology, *Member*

Skills

Languages: Java, Python, C, JavaScript, HTML/CSS, R
Developer Tools: Git, Google Cloud Platform, VS Code, PyCharm, IntelliJ, Eclipse
Software: Microsoft Word, Excel, PowerPoint, Access, Google Workspace