

# Pengda Wang

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## Education

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### 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; Qualifying Exams*

GPA: Psychology: 4.0/4.0

Houston, TX

*Oct 2025*

**Master Thesis:** *“I’ve read your stories, I know who you are”: Reliability, validity, and interpretability of generative AI personality ratings*

Committee Members: Dr. Frederick L. Oswald (Chair), Dr. Tianjun Sun, Dr. Hanjie Chen

### 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

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1. Personnel selection (e.g., faking, bias, selection experience, ML applications, responsible AI use).
2. Individual differences (e.g., personality traits and facets, dark personalities, social behaviors).
3. Psychometrics & Research methods (e.g., SEM, IRT, computational measurement, big data approaches).
4. Cross-cultural psychology (e.g., measurement invariance, tech-based/large-scale assessments).

## Awards & Honors

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### SIOP Machine Learning Competition Winner (2026)

*Society for Industrial and Organizational Psychology*

### Kenneth R. Laughery Award for Best Master’s Thesis (2026)

*Rice University*

\$300

### CIISR Graduate Research Fellowship (2025)

*Rice University*

\$1,500

### Mortensen Research Award & CLA Research Scholarship (2023)

*University of Minnesota*

\$1,500

## Research Grants

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### Funded

#### Industry Sponsored Research Grant, Rice University Athletics Partner, 2025–2026

*Topic: High-performance sports psychology assessment.*

Faculty PI: Tianjun Sun

\$280,394

*Student PI*

#### OpenAI Researcher Access Program, OpenAI, 2024–2025

*Topic: LLM emulation of human personality traits.*

Faculty Co-PIs: Tianjun Sun, Hanjie Chen, Ziang Xiao, Frederick L. Oswald

\$5,000

*Student PI*

### Not Funded

#### SIOP Small Research Grant, SIOP Foundation, 2026

*Topic: Psychometric properties of multimodal large language model-based performance.*

Faculty Co-PIs: Lennie Waite, Tianjun Sun

\$10,000

*Student PI*

*Finalist*

<b>Google AI for Privacy, Safety, and Security Research Award</b> , Google LLC, 2026	\$100,000
<i>Topic: AI system persuasiveness and addictiveness.</i>	<i>Student Co-PI</i>
Faculty Co-PIs: Hanjie Chen, Tianjun Sun; Student Co-PIs: Haotian Xia, Pengda Wang	
<b>NeurIPS AI4Science Dataset Proposal Competition</b> , Renaissance Philanthropy, 2025	\$10,000
<i>Topic: Multimodality individual differences dataset.</i>	<i>Student PI</i>
Faculty Co-PIs: Tianjun Sun, Ziang Xiao	

## Refereed Publications

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8. Xuan, K., **Wang, P.**, Ye, C., Yu, H., August, T., & You, J. (2026). SocialVeil: Probing social intelligence of language agents under communication barriers. *Conference on Language Modeling (COLM)*. <https://doi.org/10.48550/arXiv.2602.05115>
7. **Wang, P.**, Chen, H., Oswald, F. L., & Sun, T. (2026). Modeling individual language patterns and psychological constructs to generate AI-augmented data for scalable psychological assessment. *Assessment*. <https://doi.org/10.1177/10731911261455483>
6. **Wang, P.**, Zou, H., Jiang, H., Chen, H., Sun, T., Yi, X., Xiao, Z., & Oswald, F. L. (2026). Generative personality simulation via theory-informed structured interview. *European Chapter of the Association for Computational Linguistics (EACL)*. <https://doi.org/10.18653/v1/2026.eacl-long.82>
5. Zou, H., **Wang, P.**, Yan, Z., Sun, T., & Xiao, Z. (2025). Can LLM “self-report”? Evaluating the validity of self-report scales in measuring personality design in LLM-based chatbots. *Conference on Language Modeling (COLM)*. <https://doi.org/10.48550/arXiv.2412.00207>
4. **Wang, P.**, Loignon, A. C., Shrestha, S., Banks, G. C., & Oswald, F. L. (2025). Advancing organizational science through synthetic data: A path to enhanced data sharing and collaboration. *Journal of Business and Psychology*, 40(4), 771–797. <https://doi.org/10.1007/s10869-024-09997-w> [**Editor Commendation (top 22 out of 1600 articles)**]
3. **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*, 17(3), 309–313. <https://doi.org/10.1017/iop.2024.16>
2. **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. *Conference on Language Modeling (COLM)*. <https://doi.org/10.48550/arxiv.2404.01461> [**Oral spotlight presentation (top 2%)**]
1. 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>

## Chapters & Technical Reports

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2. Sun, T., Xi, M., Sylvara, A., **Wang, P.**, & Ortiz, N. (forthcoming). Artificial intelligence conversational agents at work. In L. Tay, S. E. Woo, & Chekili, A. (Eds.), *AI and the future of work: Insights from organizational psychology and beyond*. Wiley.
1. Pitcher, B. D., & **Wang, P.** (2026). An introduction to explainable artificial intelligence applications for industrial-organizational psychology. In Thompson, I., Yankov, G., & Hernandez, I. (Eds.), *Artificial Intelligence for I-O Psychologists: Research and Applications*. Oxford University Press. <https://doi.org/10.1093/9780197807309.001.0001>

## Manuscripts Under Revision & Review

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8. **Wang, P.**, Chen, H., Luo, J., Oswald, F. L., & Sun, T. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Linking life narratives to dispositional traits via AI]. *Journal of Personality and Social Psychology*.

7. **Wang, P.**, Ortiz, N., Zou, H., Yan, Z., Guo, F., Sun, T., Xiao, Z., & Zhang, B. (1<sup>st</sup> revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. [Topic: Compare large language models vs. human respondents for psychometric research]. *Psychological Methods*.
6. Jiang, H.\*, **Wang, P.\***, Bao, H., Evans, A. J., Yi, X., Xie, X., & Xiao, Z. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Examining how existing AI research uses psychology research]. *Proceedings of the National Academy of Sciences (PNAS)*.
5. Zhang, J.\*, Bao, H.\*, **Wang, P.\***, Yan, A.\*, Liu, X., Evans, J. A. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: LLM for social science research innovation]. *EMNLP 2026*.
4. Sylvara, A., **Wang, P.**, Sargent, M., Heron, X., & Sun, T. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Examining AI chatbot interview faking resistance]. *Journal of Applied Psychology*.
3. Jia, Z., Lee, P., & **Wang, P.** (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Automatic scale development]. *Organizational Research Methods*.
2. Sylvara, A., **Wang, P.**, Sun, T., Heimann, A. L., & Ingold, P. V. (2<sup>nd</sup> revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. [Topic: AI chatbot personality-based employment interview]. *Journal of Occupational and Organizational Psychology*.
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*.

## Selected Pre-prints

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5. Zhang, J.\*, Bao, H.\*, **Wang, P.\***, Yan, A.\*, Liu, X., Evans, J. A. (2026). Building an atlas of social experiments to link studies, reconcile conflicts, and bridge gaps. *arXiv (Cornell University)*. <https://doi.org/10.48550/arXiv.2605.27153>
4. Yan, Z., Sylvara, A., **Wang, P.**, Sun, T., & Xiao, Z. (2025). Personality auto-scoring with large language models using a realistic accuracy model of behavioral cues in chatbot interviews. *PsyArXiv*. [https://doi.org/10.31234/osf.io/rtsm5\\_v1](https://doi.org/10.31234/osf.io/rtsm5_v1)
3. Jiang, H.\*, **Wang, P.\***, Yi, X., Xie, X., & Xiao, Z. (2025). The incomplete bridge: How AI research (mis)engages with psychology. *arXiv (Cornell University)*. <https://doi.org/10.48550/arXiv.2507.22847>
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](https://doi.org/10.31234/osf.io/9ktmf_v3)
1. **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>

## Conference Presentations

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21. Xuan, K., **Wang, P.**, Ye, C., Yu, H., August, T., & You, J. (2026). SocialVeil: Probing social intelligence of language agents under communication barriers. [Poster]. Conference on Language Modeling (COLM 2026), San Francisco, CA, United States.
20. **Wang, P.**, Chen, H., Oswald, F. L., & Sun, T. (2026). Modeling individual language patterns and psychological constructs to generate AI-augmented data for scalable psychological assessment. [Oral Presentation]. European Conference on Personality (ECP 2026), Edinburgh, Scotland.

19. **Wang, P.**, Stewart, D., Akinyemi, A., Waite, L., & Sun, T. (2026). Psychometric AI for applied personality assessment in high-performance athletes. [Oral Presentation]. European Conference on Personality (ECP 2026), Edinburgh, Scotland.
18. **Wang, P.**, Hou, X., Sun, T., & Tay, L. (2026). Multimodal integration in MLLMs for vocational interest assessment: A validation study using interview videos. [Oral Presentation]. Association for Psychological Science Annual Conference (APS 2026), Barcelona, Spain.
17. Seitz, C., Sylvara, A., **Wang, P.**, Heron, X., & Sun, T. (2026). Leveraging transformers in organizational contexts: Practical applications for I-O psychologists and HR practitioners. [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
16. Sylvara, A., Seitz, C., **Wang, P.**, Sun, T., Hickman, L., & Lievens, F. (2026). Automating assessment center role-play exercises: Development of an artificial intelligence chatbot. In Liu, M., & Hickman, L. (Co-Chairs) (2026). Machine learning for I-O 8.0: Probing the frontier of LLM applications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
15. Sylvara, A., Sargent, M., **Wang, P.**, Heron, X., & Sun, T. (2026). This is me trying... to fake using AI: Examination of human faking and AI-assisted faking on an AI chatbot personality interview. In Champion, E. D. (Chair) (2026). Misbehavin': Candidate cheating and faking in hiring with AI [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
14. Heron, X., **Wang, P.**, & Sun, T. (2026). Automated social desirability ratings with LLMs: Advancing the accessibility of forced-choice measurement for practitioners and researchers. In Jia, Z., & Lee, P. (Co-Chairs) (2026). Novel applications of LLM in measurement [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
13. Ortiz, N., **Wang, P.**, & Sun, T. (2026). Starting with keywords: User Reactions to a novel AI interview method to improve personality evaluation. In Liou, G., & Hou, X. (Co-Chairs) (2026). AI-titudes: Causes and effects of user attitudes toward AI tools in organizations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
12. **Wang, P.**, Hou, X., Sun, T., & Tay, L. (2026). Multimodal integration in MLLMs for vocational interest assessment: A validation study using interview videos. In Liu, M., & Hickman, L. (Co-Chairs) (2026). Machine learning for I-O 8.0: Large language models for assessments [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
11. **Wang, P.**, Oswald, F. L., & Sun, T. (2026). "I've read your stories, I know who you are" Linking life narratives to dispositional traits using large language models. In Yankov, G. P. (Chair) (2026). Synthetic personality: Conceptual and research encounters [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
10. **Wang, P.** (2026). SIOP machine learning competition winners' solution. In Hernandez, I., Thompson, I., & Zhu, E. (Co-Chairs) (2026). The 2026 SIOP machine learning competition [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2026), New Orleans, LA, United States.
9. **Wang, P.**, Zou, H., Jiang, H., Chen, H., Sun, T., Yi, X., Xiao, Z., & Oswald, F. L. (2026). Generative personality simulation via theory-informed structured interview. [Oral Presentation]. The 19th Conference of the European Chapter of the Association for Computational Linguistics (EACL 2026), Rabat, Morocco.
8. Zou, H., **Wang, P.**, Yan, Z., Sun, T., & Xiao, Z. (2025). Can LLM "self-report"?: Evaluating the validity of self-report scales in measuring personality design in LLM-based chatbots. [Poster]. Conference on Language Modeling (COLM 2025), Montreal, QC, Canada.

7. **Wang, P.**, Sylvara, A., Sun, T., Hebl, M. R., & Oswald, F. L. (2025). Differential embedding dimension functioning in natural language processing for psychological assessment. [Oral Presentation]. International Meeting of the Psychometric Society (IMPS 2025), Minneapolis, MN, United States.
6. **Wang, P.**, & Oswald, F. L. (Co-Chairs) (2025). Bridging Disciplines: How Computer Science and I-O Psychology Benefit Each Other. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2025), Denver, CO, United States.
5. **Wang, P.**, Zou, H., Yan, Z., Guo, F., Sun, T., Xiao, Z., & Zhang, B. (2025). Not yet: Large language models cannot replace human respondents for psychometric research. In Hickman, L., & Liu, M. (Co-Chairs) (2025). Machine learning for I-O 7.0: Large language models for assessments. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2025), Denver, CO, United States.
4. **Wang, P.**, Sylvara, A., Sun, T., Hebl, M. R., & Oswald, F. L. (2025). Differential embedding dimension functioning in natural language processing for psychological assessment. In Hou, X., & Sun, T. (Co-Chairs) (2025). Innovations in AI assessment of individual differences: Improving validity and equity. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference (SIOP 2025), Denver, CO, United States.
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. [Oral Presentation]. 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 (SIOP 2024), Chicago, IL, United States.
1. 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 (SIOP 2024), Chicago, IL, United States.

### Selected Works in Progress

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4. **Wang, P.**, Hou, X., Tay, L., & Sun, T. (experiment stage). Watching, inferring, advising: MLLMs for vocational interest discovery. Target: *Journal of Vocational Behavior*.
3. **Wang, P.**, Guzzo, R. R., Nalbantian, R. H., & Oswald, F. L. (experiment stage). Lessons from organic organizational data: How synthetic data can help, what we should take care of. Target: *Journal of Applied Psychology*.
2. Luo, J., Sun, T., & **Wang, P.** (writing stage). Prospective associations between experiences in different life domains and changes in personality traits: Using a machine learning approach. Target: *Journal of Personality and Social Psychology*.
1. **Wang, P.**, Sylvara, A., Oswald, F. L., Hebl, M. R., & Sun, T. (internal review stage). Differential embedding dimension functioning in natural language processing for psychological assessment. Target: *Journal of Applied Psychology*.

### Invited Talks

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4. *Synthetic organizational data for research*. Department of Psychology, **University of Maryland**, College Park, MD. July 20, 2026.

3. *Building an atlas of social experiments to link studies, reconcile conflicts, and bridge gaps.* Causal Reasoning as a Foundation for AI-Driven Science, Research Institute for Interdisciplinary Sciences and School of Statistics and Data Science, **Shanghai University of Finance and Economics**, Shanghai, China. June 24, 2026.
2. *Modeling individual language patterns and psychological constructs to generate AI-augmented data for scalable psychological assessment.* Industrial-Organizational Psychology Research Seminar, Department of Psychological Sciences, **Rice University**, Houston, TX. March 9, 2026.
1. *Psychometric AI: Differential embedding dimension functioning in natural language processing for psychological assessment.* Industrial-Organizational Psychology Research Seminar, Department of Psychological Sciences, **Rice University**, Houston, TX. March 10, 2025.

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## Media Coverage

3. “SMART lab students share research and industry experiences.” *Rice News*. February 17, 2026. <https://socialsciences.rice.edu/news/-rice-university-social-sciences-smart-lab-students-share-experiences-i-o-psychology>
2. “Could your next job interview be with a chatbot? New study seeks to help bring fairness into AI-powered hiring.” *Rice News*. September 29, 2025. <https://news.rice.edu/news/2025/could-your-next-job-interview-be-chatbot-new-study-seeks-help-bring-fairness-ai-powered>
1. “Are AI chatbot ‘personalities’ in the eye of the beholder?” *ScienceNews*. February 5, 2025. <https://www.sciencenews.org/article/ai-chatbot-personalities>

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## Applied Experience

**Google LLC** (Intern) May 2026 – August 2026  
*Student Research Scientist, Future of Work Team* *Boulder, CO*

- Developing AI-driven skill inference systems to estimate individual skills and proficiency levels from heterogeneous enterprise data sources using agentic workflows and retrieval-augmented generation.
- Built validation workflows for AI-driven skill inference systems to support scalable and interpretable people analytics applications.
- Designed and validated measures of task autonomy and AI-augmentability, including scale development, internal data collection, and SMEs evaluation of whether work tasks can be performed autonomously by AI systems.
- Constructing future-skill inference frameworks from longitudinal individual-level data, including validation plans, data collection protocols, and empirical analyses to assess reliability, validity, and organizational utility.
- Wrote SQL queries to evaluate the impact of AI-assisted interviews on candidates, interviewers, and end-to-end hiring workflows, analyzing candidate experience, interviewer behavior, process efficiency, and decision quality.

**HITE EQ** (Contract) January 2026 – Present  
*Research Scientist, Individual Differences AI/ML Assessment* *Chicagoland, IL*

- Developing AI-driven high-performance sports psychology assessments to measure and predict individual differences relevant to athletic performance, mental skills, and team dynamics.
- Built an end-to-end assessment pipeline, including data processing, psychometric modeling, score generation, and automated report production for scalable delivery of athlete- and team-level insights.
- Trained and evaluated predictive models for psychological and behavioral assessment, integrating psychometric methods with AI/ML approaches to improve reliability, interpretability, and practical utility.
- Collaborated on the translation of assessment outputs into clear, decision-oriented reports for coaches, athletes, and organizational stakeholders.

**Midjourney, Inc** (Intern) May 2025 – November 2025  
*ML/AI Ph.D. Resident, Psychometric Team* *San Francisco, CA*

- Conducted applied research on methods for measuring, predicting, and taxonomizing psychological and behavioral traits, including personality, values, vocational interests, humor, habits, and workplace behavior.
- Developed modeling frameworks spanning both classical statistical methods and modern AI/ML approaches.

- Worked on AI methodologies, including multi-agent systems and post-train/reinforcement learning approaches such as PPO, DPO, and GRPO, to support trait inference, behavioral prediction, and assessment design.
- Contributed to applied psychometric research in an industry setting under non-disclosure constraints, with work oriented toward real-world deployment and product use cases.

## Research Experience

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<b>Chili Lab Research Assistant</b> <i>Rice University, with Dr. Hanjie Chen</i>	August 2024 – Present <i>Houston, TX</i>
<b>SMART Lab Research Assistant</b> <i>Rice University, with Dr. Tianjun Sun</i>	August 2024 – Present <i>Houston, TX</i>
<b>OWLab Research Assistant</b> <i>Rice University, with Dr. Frederick L. Oswald</i>	August 2023 – Present <i>Houston, TX</i>
<b>CFL Lab Research Assistant</b> <i>University of Minnesota-Twin Cities, with Dr. Gail M. Ferguson</i>	May 2022 – May 2023 <i>Minneapolis, MN</i>
<b>TNT Lab Research Assistant</b> <i>University of Minnesota-Twin Cities, with Dr. Richard N. Landers</i>	April 2021 – May 2023 <i>Minneapolis, MN</i>
<b>Ones' Green Lab Research Assistant</b> <i>University of Minnesota-Twin Cities, with Dr. Deniz S. Ones</i>	June 2020 – July 2022 <i>Minneapolis, MN</i>

## Teaching Experience

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<b>Teaching Assistant</b> <i>Rice University</i>	Memory (Undergraduate Level) <i>Houston, TX</i>
<ul style="list-style-type: none"> <li>• Supported undergraduate instruction in memory-related psychological concepts through discussion facilitation, grading, and student guidance.</li> <li>• Held office hours and provided individualized support to help students understand core theories, research findings, and course materials.</li> </ul>	
<b>Teaching Assistant</b> <i>Rice University</i>	Advanced Psychological Statistics (Graduate Level) <i>Houston, TX</i>
<ul style="list-style-type: none"> <li>• Assisted with an advanced statistical methods course for graduate students, including leading discussion sections, grading assignments, holding office hours, and providing one-on-one support for statistical concepts and methodologies.</li> <li>• Delivered a comprehensive guest lecture on Analysis of Variance (ANOVA), covering one-way and factorial ANOVA designs, assumption testing, post-hoc comparisons, and practical implementation in R.</li> <li>• Designed hands-on exercises demonstrating how ANOVA can be applied to analyze group differences in psychological research.</li> </ul>	
<b>Teaching Assistant</b> <i>University of Minnesota-Twin Cities</i>	Computational Linear Algebra (Undergraduate Level) <i>Minneapolis, MN</i>
<ul style="list-style-type: none"> <li>• Supported students in computational approaches to linear algebra through lab instruction, grading programming assignments, and office hours covering both theoretical concepts and practical implementation.</li> <li>• Led an interactive workshop on advanced matrix decomposition methods, including eigenvalue decomposition and singular value decomposition (SVD), with applications in machine learning and data science.</li> <li>• Guided students in implementing algorithms in Python and MATLAB, with practical examples in dimensionality reduction, image compression, and principal component analysis (PCA).</li> </ul>	

## Service

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Assessment (ASM) – Reviewer	2026 – Present
International Journal of Selection and Assessment (IJSA) – Reviewer	2026 – Present
Journal of Personality and Social Psychology (JPSP) – Reviewer	2026 – Present
Industrial and Organizational Psychology (IOP) – Reviewer	2026 – Present
ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT) – Reviewer	2026 – Present
Association for Computational Linguistics Rolling Review (ARR) – Reviewer	2025 – Present
Conference on Language Modeling (COLM) – Reviewer	2025 – Present
Conference on Neural Information Processing Systems (NeurIPS) – Reviewer	2025 – Present
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

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

## Skills

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

## Professional References

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### **Dr. Frederick L. Oswald**

Professor of Psychological Sciences; Herbert S. Autrey Chair in Social Sciences  
Rice University  
Email: foswald@gmail.com

### **Dr. Tianjun Sun**

Assistant Professor of Psychological Sciences  
Rice University  
Email: ts110@rice.edu

### **Dr. Hanjie Chen**

Assistant Professor of Computer Science  
Rice University  
Email: hc86@rice.edu

### **Dr. Ziang Xiao**

Assistant Professor of Computer Science  
Johns Hopkins University  
Email: ziang.xiao@jhu.edu