

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; 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

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

SIOP Machine Learning Competition Winner (2026)

Society for Industrial and Organizational Psychology

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

\$300

Rice University

CIISR Graduate Research Fellowship (2025)

\$1,500

Rice University

Mortensen Research Award & CLA Research Scholarship (2023)

\$1,500

University of Minnesota

Research Grants

Funded

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

\$280,394

Topic: High-performance sports psychology assessment.

Student PI

Faculty PI: Tianjun Sun

OpenAI Researcher Access Program, OpenAI, 2024–2025

\$5,000

Topic: LLM emulation of human personality traits.

Student PI

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

Not Funded

SIOP Small Research Grant, SIOP Foundation, 2026

\$10,000

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

Student PI

Faculty Co-PIs: Lennie Waite, Tianjun Sun

Finalist

Google AI for Privacy, Safety, and Security Research Award , 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	
NeurIPS AI4Science Dataset Proposal Competition , 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

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

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/10.1093/9780197807309.003.0027>

Manuscripts Under Revision & Review

8. Jia, Z., Lee, P., & **Wang, P.** (1st revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. [Topic: Automatic scale development]. *Organizational Research Methods*.

7. Sylvara, A., **Wang, P.**, Sun, T., Heimann, A. L., & Ingold, P. V. (2nd revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. [Topic: AI chatbot personality-based employment interview]. *Journal of Occupational and Organizational Psychology*.
6. **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*.
5. **Wang, P.**, Ortiz, N., 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*.
4. 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)*.
3. 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*.
2. 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*.
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

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
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>
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

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 Campion, 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-ttitudes: 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

4. **Wang, P.**, Hou, X., Hickman, L., Tay, L., & Sun, T. (writing stage). From fragmented features to integrated episodes: Multimodal measurement for organizational assessment. Target: *Personnel Psychology*.
3. **Wang, P.**, Guzzo, R. R., Nalbantian, R. H., & Oswald, F. L. (writing 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.** (internal review 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

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.

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>

Applied Experience

Google LLC (Intern)

May 2026 – August 2026

Student Researcher, 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

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

Teaching Experience

Teaching Assistant <i>Rice University</i>	Memory (Undergraduate Level) <i>Houston, TX</i>
• Supported undergraduate instruction in memory-related psychological concepts through discussion facilitation, grading, and student guidance. • Held office hours and provided individualized support to help students understand core theories, research findings, and course materials.	
Teaching Assistant <i>Rice University</i>	Advanced Psychological Statistics (Graduate Level) <i>Houston, TX</i>
• 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. • 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. • Designed hands-on exercises demonstrating how ANOVA can be applied to analyze group differences in psychological research.	
Teaching Assistant <i>University of Minnesota-Twin Cities</i>	Computational Linear Algebra (Undergraduate Level) <i>Minneapolis, MN</i>
• Supported students in computational approaches to linear algebra through lab instruction, grading programming assignments, and office hours covering both theoretical concepts and practical implementation. • 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. • Guided students in implementing algorithms in Python and MATLAB, with practical examples in dimensionality reduction, image compression, and principal component analysis (PCA).	

Service

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

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

Skills

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

Dr. Frederick L. Oswald

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Rice University
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Dr. Tianjun Sun

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Dr. Hanjie Chen

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Rice University
Email: hc86@rice.edu

Dr. Ziang Xiao

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Johns Hopkins University
Email: ziang.xiao@jhu.edu