Pengda Wang

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Education

Rice University — Houston, TX
Ph.D. in Industrial-Organizational Psychology — *Anticipated: May 2027*
GPA: Psychology: 4.0/4.0

Rice University — Houston, TX
M.A. in Industrial-Organizational Psychology; Qualifying Exams — *Oct 2025*
GPA: Psychology: 4.0/4.0
Master's 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 — Minneapolis, MN
B.S. in Psychology; B.A. in Computer Science — *Sep 2019 – May 2023*
GPA: Psychology: 3.9/4.0; Computer Science: 4.0/4.0

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 (Fourth Place) (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–Twin Cities

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

Submitted (Decision Pending)

SIOP Small Research Grant, SIOP Foundation, 2027 — $15,000
Topic: Evaluating the psychometric properties of multimodal large language models for interview scoring. — *PI*

The Paul Green Research Grant on Structured Interviews, SIOP Foundation, 2027 $25,000
Topic: Examining how question types affect psychometric properties of AI-scored structured interviews. *Student Co-PI*
Faculty PI: Tianjun Sun; Student Co-PIs: Nikolai Ortiz, Pengda Wang

Not Funded

SIOP Small Research Grant, SIOP Foundation, 2026 $10,000
Topic: Psychometric properties of multimodal large language model-based performance evaluation. *Student PI*
Faculty Co-PIs: Lennie Waite, Tianjun Sun Finalist

Google AI for Privacy, Safety, and Security Research Award, Google LLC, 2026 $100,000
Topic: AI system persuasiveness and addictiveness. *Student Co-PI*
Faculty Co-PIs: Hanjie Chen, Tianjun Sun; Student Co-PIs: Haotian Xia, Pengda Wang

Amazon Research Awards in AWS AI: Agentic AI, Amazon Science, 2025 $120,000
Topic: Multi-agent role-based collaboration for human and AI evaluation. *Student PI*
Faculty Co-PIs: Tianjun Sun, Hanjie Chen

NeurIPS AI4Science Dataset Proposal Competition, Renaissance Philanthropy, 2025 $10,000
Topic: Multimodality individual differences dataset. *Student PI*
Faculty Co-PIs: Tianjun Sun, Ziang Xiao

Refereed Publications

** Authors marked with an asterisk contributed equally.*

Peer-Reviewed Journal Articles

5. Sylvara, A., **Wang, P.**, Heimann, A. L., Ingold, P. V., & Sun, T. (conditionally accepted). Automating personality-based employment interviews: Development and validation of an artificial intelligence chatbot. *Journal of Occupational and Organizational Psychology.*

4. **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

3. **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 of 1600 articles)**]

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*, *17*(3), 309–313. https://doi.org/10.1017/iop.2024.16

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

Peer-Reviewed Conference Proceedings

4. 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

3. **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

2. 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

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. *Conference on Language Modeling (COLM).* https://doi.org/10.48550/arxiv.2404.01461 [**Oral spotlight presentation (top 2%)**]

Chapters & Technical Reports

3. **Wang, P.**, & Zhang, B. (forthcoming). Using generative AI to create synthetic data for labor and employment relations research: A user-oriented guide to design, analysis, and limitations. In P. Norlander, T. Zhang, & J. Budd (Eds.), *Emerging data and methods in labor and employment relations*. Labor and Employment Relations Association.

2. Sun, T., Xi, M., Sylvara, A., **Wang, P.**, & Ortiz, N. (forthcoming). Artificial intelligence conversational agents at work. In L. Tay, S. E. Woo, & A. Chekili (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 I. Thompson, G. P. Yankov, & I. Hernandez (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. Luo, J., Sun, T., & **Wang, P.** (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Life experiences, personality trait change, and machine learning]. *Journal of Personality and Social Psychology*.

7. **Wang, P.**, Guzzo, R. R., Nalbantian, H. R., Park, M., Walsh, M. J., Hirsch, W. L., Ebury, S., & Oswald, F. L. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Synthetic organic organizational data for research]. *Personnel 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. Ortiz, N., **Wang, P.**, & Sun, T. (under review). TITLE REMOVED FOR BLIND REVIEW. [Topic: Applicant reactions to AI-based hiring system scale development and validation]. *Journal of Business and Psychology*.

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]. *Psychological Methods*.

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

2. **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*.

1. 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)*.

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

9. **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*.

8. **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*.

7. Sun, T., **Wang, P.**, Sylvara, A., & Wang, M. (writing stage). What do MLLMs see, hear, and read? Understanding multimodal reasoning in video interview assessment. Target: *Journal of Applied Psychology*.

6. Mazza, N., **Wang, P.**, & Arthur, W., Jr. (writing stage). What makes an SJT hard to fake? Probing test design with large language models. Target: *Journal of Business and Psychology*.

5. **Wang, P.**, Sun, T., & Luo, J. (experiment stage). Who stays? Who shifts? Stress and satisfaction profiles, personality, and change over time. Target: *Journal of Personality and Social Psychology*.

4. Lin, Y.*, Liu, B.*, **Wang, P.**, & Alexander III, L. (experiment stage). Similarity as a multi-construct space: A purpose-driven framework for selecting computational measures in psychology. Target: *Psychological Methods*.

3. Zhang, Y.*, **Wang, P.***, Sun, T., & Chu, C. (experiment stage). Beyond work: Leisure–career interest alignment, hobby-to-career orientation, and compensation for occupational misfit. Target: *Journal of Vocational Behavior*.

2. Zhang, Y.*, **Wang, P.***, Sun, T., & Luo, J. (experiment stage). The shape of working life: Meta-analytic profiles of success, stress, and satisfaction. Target: *Psychological Bulletin*.

1. Zhang, J., **Wang, P.**, & Bottom, W. P. (experiment stage). The cost of broken promises: A meta-analysis of psychological contract breach and employee outcomes. Target: *Psychological Bulletin*.

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 – Present (expected through Feb 2027)

Student Researcher, Future of Work Team

- Developing AI-driven skill inference and future-skill forecasting systems using heterogeneous enterprise and longitudinal individual-level data, with agentic workflows, retrieval-augmented generation (RAG), validation plans, data collection protocols, and empirical analyses to assess reliability, interpretability, and organizational utility.
- Designed and validated measures of task autonomy and AI-augmentability and conducted SQL-based analyses of AI-assisted interview workflows, evaluating candidate experience, interviewer behavior, process efficiency, decision quality, and whether work tasks can be performed autonomously by AI systems.

HITE EQ (Contract) Jan 2026 – Present

Research Scientist, Individual Differences AI/ML Assessment *Chicago, IL*

- Developing AI-driven high-performance sports psychology assessments to measure and predict individual differences relevant to athletic performance, mental skills, and team dynamics, integrating psychometric methods with AI/ML modeling to improve reliability, interpretability, and practical utility.
- Built an end-to-end assessment pipeline spanning data processing, predictive modeling, psychometric scoring, automated report generation, and translation of athlete- and team-level outputs into clear, decision-oriented insights for coaches, athletes, and organizational stakeholders.

Midjourney, Inc (Intern) May 2025 – Nov 2025

ML/AI Ph.D. Resident, Psychometric Team *San Francisco, CA*

- Conducted applied research on measuring, predicting, and taxonomizing psychological and behavioral traits, including personality, values, vocational interests, humor, habits, and workplace behavior, using modeling frameworks spanning classical statistical methods and modern AI/ML approaches.
- Developed and evaluated AI methodologies, including multi-agent systems and post-training/reinforcement learning approaches such as PPO, DPO, and GRPO, to support trait inference, behavioral prediction, and assessment design for real-world product-oriented applications under non-disclosure constraints.

Research Experience

Chili Lab Research Assistant Aug 2024 – Present

Rice University, with Dr. Hanjie Chen *Houston, TX*

- Conduct research on LLM evaluation, interpretability, and trustworthy AI, with a focus on understanding and characterizing LLM behaviors and capabilities.
- Develop and evaluate NLP and LLM-based methods for modeling human-like behaviors and psychological constructs, including personality, reasoning, and social intelligence.

SMART Lab Research Assistant Aug 2024 – Present

Rice University, with Dr. Tianjun Sun *Houston, TX*

- Investigate personnel selection and individual differences through psychometric and responsible AI approaches, with an emphasis on assessment validity, fairness, and construct representation.
- Develop AI- and NLP-based psychological assessments using methods in psychometrics, ML, and measurement modeling.

OWLab Research Assistant Aug 2023 – Present

Rice University, with Dr. Frederick L. Oswald *Houston, TX*

- Investigate how AI can advance psychological assessment and workforce science, including personality measurement, personnel selection, and human–AI interaction.
- Develop and validate computational approaches to psychological measurement, including LLM-based assessment, synthetic data generation, and simulation of individual differences.

CFL Lab Research Assistant May 2022 – May 2023

University of Minnesota–Twin Cities, with Dr. Gail M. Ferguson *Minneapolis, MN*

- Supported research on JUS Media?, a culturally adapted media-literacy and global health intervention for adolescents and families navigating U.S. cultural influence.
- Contributed to research on cultural adaptation, acculturation, food-related media literacy, and health behaviors across Jamaican and Somali American communities.

TNT Lab Research Assistant Apr 2021 – May 2023

University of Minnesota–Twin Cities, with Dr. Richard N. Landers *Minneapolis, MN*

- Conducted research on gamification, game-based assessment, and technology-mediated employee selection and recruitment, including job seekers' reactions to recruitment technologies such as social presence, person-organization fit, and organizational attraction.
- Applied NLP and ML methods to analyze workplace-related social media text, including the detection and classification of employee turnover intentions and behaviors.

Ones' Green Lab Research Assistant Jun 2020 – Jul 2022

University of Minnesota–Twin Cities, with Dr. Deniz S. Ones *Minneapolis, MN*

- Conducted meta-analytic research on personality, individual differences, and workplace behavior, with a focus on organizational citizenship behavior (OCB) and counterproductive work behavior (CWB).
- Reviewed and synthesized empirical literature, extracted and coded study-level variables and effect sizes, and contributed to the construction and quality control of large-scale meta-analytic datasets.

Teaching Experience

Teaching Assistant Memory (Undergraduate Level)

Rice University (Jan 2026 - May 2026) *Houston, TX*

- 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 Advanced Psychological Statistics (Graduate Level)

Rice University (Aug 2024 - Jan 2025) *Houston, TX*

- Assisted with graduate-level instruction in advanced statistical methods through discussion facilitation, grading, office hours, and individualized support on statistical concepts and methodologies.
- Delivered a guest lecture and designed hands-on exercises on analysis of variance (ANOVA), covering one-way and factorial designs, assumption testing, post-hoc comparisons, and practical implementation in R.

Teaching Assistant Computational Linear Algebra (Undergraduate Level)

University of Minnesota–Twin Cities (Jan 2023 - Jun 2023) *Minneapolis, MN*

- Supported students in computational linear algebra through lab instruction, grading programming assignments, office hours, and guidance on both theoretical concepts and practical implementation.
- Led an interactive workshop on eigenvalue decomposition and singular value decomposition, with Python and MATLAB applications 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

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

Professional References

Dr. Tianjun Sun
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Dr. Frederick L. Oswald
Professor of Education; School of Education
University of California, Irvine
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Dr. Margaret E. Beier
Autrey Professor of Psychological Sciences & Department Chair
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Dr. Hanjie Chen
Assistant Professor of Computer Science
Rice University
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Dr. Ziang Xiao
Assistant Professor of Computer Science
Johns Hopkins University
Email: ziang.xiao@jhu.edu