

## Q. CHELSEA SONG

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### ACADEMIC EMPLOYMENT

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2018 – present    **Purdue University**  
Assistant Professor, Industrial-Organizational Psychology  
Department of Psychological Sciences

### EDUCATION

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#### University of Illinois at Urbana-Champaign

Ph.D.    Industrial-Organizational Psychology    *May, 2018*  
Committee: D. A. Newman (Co-Chair), J. Rounds (Co-Chair),  
F. Drasgow, D. A. Briley, V. Stodden  
*Minors: Quantitative Psychology, Computer Science*

M.S.    Statistics (Applied)    *August, 2016*

M.A.    Industrial-Organizational Psychology    *August, 2015*

#### Renmin University

B.S.    Applied Psychology    *June, 2013*

### RESEARCH INTERESTS

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- Diversity in HR (enhancing race & gender diversity via hiring; adverse impact reduction)
- Individual differences (vocational interests, personality, and person-environment fit)
- Research methods and quantitative analytics: Pareto-optimization, machine learning/Big Data

### REFEREED PUBLICATIONS

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\*primary author(s); <sup>1</sup>undergraduate student, <sup>2</sup>graduate student, <sup>3</sup>postdoctoral scientist

#### Journal Articles

Newman<sup>\*</sup>, D. A., Tang<sup>2</sup>, C., & Song, Q. C., Wee, S. (2022). Dropping the GRE, keeping the GRE, or using GRE-optional admissions? Considering tradeoffs and fairness. *International Journal of Testing*. doi: [10.1080/15305058.2021.2019750](https://doi.org/10.1080/15305058.2021.2019750).

Wu<sup>2</sup>, H., Song, Q. C., Proctor, R. W., & Chen<sup>\*</sup>, Y. (2022). Family relationships under work from home: Exploring the role of adaptive processes. *Frontiers in Public Health*. doi: [10.3389/fpubh.2022.782217](https://doi.org/10.3389/fpubh.2022.782217).

Wee<sup>\*</sup>, S., Newman, D. A., Song, Q. C., & Schinka, J. A. (2021). Vocational interests, gender, and job performance: Two person-occupation cross-level interactions. *Personnel Psychology*. doi: [10.1111/peps.12411](https://doi.org/10.1111/peps.12411).

Song<sup>\*</sup>, Q. C., Tang<sup>2</sup>, C., & Wee, S. (2021) Making sense of model generalizability: A tutorial on

cross-validation in R and Shiny. *Advances in Methods and Practices in Psychological Science*. doi: [10.1177/2515245920947067](https://doi.org/10.1177/2515245920947067).

Hoff\*, K., **Song\***, **Q. C.**, Wee\*, J. M. C., Phan, J., & Rounds, J. (2020). Interest fit and job satisfaction: A systematic review and meta-analysis. *Journal of Vocational Behavior*. doi: [10.1016/j.jvb.2020.103503](https://doi.org/10.1016/j.jvb.2020.103503). \*equal contribution

Rupp\*, D. C., **Song\***, **Q. C.**, & Strah\*<sup>2</sup>, N. (2020). Addressing the so-called validity-diversity trade-off: Exploring the practicalities and legal defensibility of Pareto-optimization for reducing adverse impact within personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. doi: [10.1017/iop.2020.19](https://doi.org/10.1017/iop.2020.19). \*equal contribution

Stoll\*, G., Einarsdóttir, S., **Song, Q. C.**, Ondish, P., Sun, J. T., & Rounds, J. (2020). The roles of personality traits and vocational interests in explaining what people want out of life. *Journal of Research in Personality*. 84, 103939. doi: [10.1016/j.jrp.2020.103939](https://doi.org/10.1016/j.jrp.2020.103939).

Forbush\*, K., **Song, Q. C.**, Tay, L., Gould, S. R., Chapa, D., A., N., Cushing, C., C., & Ptomey, L., T. (2020). Do differences between individuals who are normal weight or obese on self-report measures of disinhibited eating and restrained eating reflect reality or item “bias”? *Psychological Assessment*. 32(6), 553-567. doi: [10.1037/pas0000810](https://doi.org/10.1037/pas0000810).

Hoff\*, K., **Song, Q. C.**, Einarsdóttir, S., Briley, D. A., & Rounds, J. (2020). Developmental structure of personality and interests: A 4-wave, 8-year longitudinal study. *Journal of Personality and Social Psychology*. 118(5), 1044-1064. doi: [10.1037/pspp0000228](https://doi.org/10.1037/pspp0000228).

Cao\*, M., **Song, Q. C.**, & Tay, L. (2018). Detecting curvilinear relationships: A comparison of scoring approaches based on different item response models. *International Journal of Testing*. 18(2), 178-205. doi: [10.1080/15305058.2017.1345913](https://doi.org/10.1080/15305058.2017.1345913).

**Song\***, **Q. C.**, Wee, S., & Newman, D. A. (2017). Diversity shrinkage: Cross-validating Pareto-optimal weights to enhance diversity via hiring practices. *Journal of Applied Psychology*. 102(12), 1636-1657. doi: [10.1037/apl0000240](https://doi.org/10.1037/apl0000240).

Wee\*, S., Newman, D. A., & **Song, Q. C.** (2015). More than g-factors: Second-stratum factors should not be ignored. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 8(3), 482-488. doi: [10.1017/iop.2015.66](https://doi.org/10.1017/iop.2015.66).

### Book Chapters and Technical Reports

**Song\***, **Q. C.**, Hernandez, I., Shin<sup>1</sup>, H. J., Tracy<sup>2</sup>, M. M., & Liu, M. Q. (forthcoming: 2023). Machine learning algorithms and measurement. *Technology and Measurement around the Globe*. Washington D. C., APA books.

**Song\***, **Q. C.**, Shin<sup>1</sup>, H. J., Upadhy<sup>1</sup>, N., & Teo, T. (forthcoming: 2023). Technology and measurement in the Asian region. *Technology and Measurement around the Globe*. Washington D. C., APA books.

Hickman\*<sup>2</sup>, L., **Song\***, **Q. C.**, & Woo\*, S. E. (2022). Evaluating data. *Data, Methods and Theory in the Organizational Sciences*. Society of Industrial and Organizational Psychology Organizational Frontiers Series. \*equal contribution

**Song\***, **Q. C.**, Liu, M. Q., Tang<sup>2</sup>, C., & Long<sup>1</sup>, L. (2020). Applying principles of big data to the

workplace and talent analytics. *Big Data in Psychological Research* (pp. 319-344). Washington D. C., APA books.

Rounds\*, J., Wee, J. M. C., Cao, M., **Song, Q. C.**, & Lewis, P. (2016). *Development of an O\*NET Mini Interest Profiler (Mini-IP) for Mobile Devices: Psychometric Characteristics*. National Center for O\*NET Development, Raleigh, NC. doi: 10.13140/RG.2.1.4767.4487.

**Song, Q.**, & Hu\*, P. (2013). Career counseling. *Vocational Psychology*. Beijing, Renmin University Press.

## CONFERENCE PRESENTATIONS

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\*primary author(s); <sup>1</sup>undergraduate student, <sup>2</sup>graduate student, <sup>3</sup>postdoctoral scientist

### Chaired Symposia

**Song, Q. C.** & Wee, S. (2022, April). Multi-objective optimization in the workplace 3.0: Advancing research on adverse impact in personnel selection. Symposium at *the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA*.

Wee, S. & **Song, Q. C.** (2022, April). Implementing Pareto-optimal selection systems in practice. Panel discussion at *the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA*.

**Song, Q. C.** (2021, April). Multi-objective optimization in the workplace 2.0: Applications in selection. Symposium at *the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.

Alexander<sup>2</sup>, L. & **Song, Q. C.** (2020, June). Interactive tools: Web-based applications in organizational research and practice. Symposium at *the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.

**Song, Q. C.** & Wee, S. (2020, June). Multi-objective optimization in the workplace: Addressing adverse impact in selection. Symposium at *the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.

### Presentations

**Song\***, **Q. C.**, Shin<sup>1</sup>, H. J., Tang<sup>2</sup>, C., Hanna, A. & Behrend, T. S., (2022, April). Machine learning enhances the prediction of career choices. In Chris Nye (Chair), The power of vocational interests: Understanding choices, attitudes, and behavior. Symposium presentation at *the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA*.

Tang<sup>\*2</sup>, C., Newman, D. A., **Song, Q. C.** & Wee, S. (2022, April). Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, and empirical Bayes-analysis. In **Q. C. Song** (Co-Chair) & Wee, S. (Co-Chair), Multi-Objective Optimization in the Workplace 3.0: Advancing research on adverse impact in personnel selection. Symposium presentation at *the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA*.

Tang<sup>\*2</sup>, C., Newman, D. A., **Song, Q. C.** & Wee, S. (2021, April). Pareto-optimal tradeoffs for three notions of test fairness: Equality, test equity, performance equity. In **Q. C. Song** (Chair),

- Multi-Objective Optimization in the Workplace 2.0: Applications in Selection. Symposium presentation at *the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.
- De Corte<sup>\*</sup>, W. & **Song, Q. C.** (2021, April). Pareto-optimal (PO) designs for two-stage complex selection/assignment. In **Q. C. Song** (Chair), Multi-Objective Optimization in the Workplace 2.0: Applications in Selection. Symposium presentation at *the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.
- Tang<sup>\*2</sup>, C., Hickman<sup>2</sup>, L., & **Song, Q. C.**, Alexander<sup>2</sup>, L. (2021, April) Comparing item-level and scale-level predictive models: A simulation. Poster presentation at *the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.
- Song<sup>\*</sup>, Q. C.** & Tang, C. (2020, June). Adverse impact reduction for multiple subgroups: A Pareto-optimization approach. In **Q. C. Song** (Co-Chair) and S. Wee (Co-Chair), Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection. Symposium presentation at *the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.
- Tang<sup>\*2</sup>, C., Newman, D. A., & **Song, Q. C.** (2020, June). Addressing diversity-validity trade-offs via orthogonalized criteria weighting. In **Q. C. Song** (Co-Chair) and S. Wee (Co-Chair), Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection. Symposium presentation at *the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference*.
- Tang<sup>\*2</sup>, C., Chen<sup>2</sup>, Y., **Song, Q. C.**, & Newman, D. A. (2019, April). Effects of predictor weighing considering adverse impact and shrinkage: Reply to Sackett et al. (2017). Poster presentation at *the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.*
- Hoff<sup>\*</sup>, K. A., Wee, C. J. M., **Song, Q. C.**, Phan, J., & Rounds, J. (2018, July). Meta-analysis of vocational interests and job satisfaction: Challenging a common belief. Presentation at *the 2018 Academy of Management Meeting, Chicago, IL*.
- Einarsdóttir<sup>\*</sup>, S., Hoff, K. A., **Song, Q. C.**, & Rounds, J. (2018, July). Interests and personality co-development during adolescence and young adulthood in Iceland. In J. Rounds (Chair), Continuity and Change in Interests. Symposium presentation at *the 2018 European Conference on Personality, Zadar, Croatia*.
- Song<sup>\*</sup>, Q. C.**, Wee, S., & Newman, D. A. (2018, April). Enhancing diversity: Pareto-optimal weighting algorithm with regularization. In Thompson, I. (Chair), Machine learning techniques for multiple criteria optimization. Symposium presentation at *the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL*.
- Einarsdóttir<sup>\*</sup>, S., & **Song, Q. C.** (2017, August). Longitudinal development of interests and personality traits in emerging adulthood. In J. Rounds (Chair), Continuity and Change in Interests. Symposium presentation at *125<sup>th</sup> Annual Convention of American Psychological Association, Washington D.C.*
- Song<sup>\*</sup>, Q. C.**, Wee, S., & Newman, D. A. (2017, August). Diversity shrinkage: Cross-validating Pareto-optimal weights to enhance diversity via hiring practices. Invited presentation, recipient of IPAC James C. Johnson Student Paper Award. *The International Personnel*

*Assessment Council 2017 Annual Conference, Birmingham, AL.*

- Song\***, Q. C., Tay, L., & Liu, Y. (2017, April). Assessing the sample size requirements for accurately estimating dichotomous and polytomous item response theory model item parameters. In G. J. Gray (Chair), *Continuing to Broaden the Scope of IRT in Organizational Research*. Symposium presentation at *the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.*
- Song\***, Q. C., Newman, D. A., & Wee, S. (2017, April). Approximation of diversity shrinkage from Pareto weights for diversity-performance tradeoffs. In S. B. Morris (Chair), *Optimizing Validity/Diversity Tradeoffs in Employee Selection*. Symposium presentation at *the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.*
- Song\***, Q. C., & Rounds, J. (2017, April). The predictive power of values for work outcomes. Poster presentation at *the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.*
- Wee\*, S., Newman, D. A., **Song, Q. C.**, & Heffner, T. (2017, April). Sex and vocational interest congruence predicting job performance. In C. D. Nye & A. Ion (Co-chairs), *New Advances in Research on the Validity of Vocational Interests*. Symposium presentation at *the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.*
- Einarsdóttir\*, S., & **Song, Q. C.** (2017, March). Longitudinal development of interests and personality traits in emerging adulthood. In J. Rounds (Chair), *Continuity and Change in Interests*. Symposium presentation at *2017 International Convention of Psychological Science, Vienna, Austria.*
- Song\***, Q. C., Wee, S., & Newman, D. A. (2016, April). Cross-validating Pareto-optimal weights for reducing adverse impact. In P. J. Hanges & J. Y. Park (Co-chairs), *New Insights into Adverse Impact: Origination, Motivation, and Scale Weighting*. Symposium presented at the *31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.*
- Song\***, Q. C., Wee, C. J. M., Earl, K., & Rounds, J. (2016, April). Revisiting interest congruence and job satisfaction: Fourth time's the charm. In C. D. Nye (Chair), *Advancing the Validity of Vocational Interests in the Workplace*. Symposium presented at the *31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.*
- Cao\*, M., Phan, J., **Song, Q.**, Cho, S., & Drasgow, F. (2015, April). Do job applicants fake on vocational interest measures? Poster presented at the *30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.* Featured on *SIOP.org*, September 30, 2015.
- Cao\*, M., **Song, Q.**, Drasgow, F., & Rounds, J. (2014, May). Testing cross-cultural measurement equivalence of an ideal-point-based vocational interest scale. In G. Sawhney & K. P. Cigularov (Co-chairs), *Measurement Equivalence of Personality Measures Across Different Methods and Cultures*. Symposium presented at the *29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.*
- Cai\*, J., Hu, P., Wei, Q., Rong, T., & **Song, Q.** (2013, August). The restoration of modern urban environment. Poster presented at the *2013 Annual Convention of American Psychological Association, Honolulu, U.S.A.*

**Song\*, Q., & Hu, P.** (2012, December). Career choice in emerging adulthood. Presentation at the *15th Chinese National Convention of Psychology, Guangdong, China.*

**Song\*, Q., & Hu, P.** (2012, July). The development of career compromise during university stage. Oral presentation at *2012 International Congress of Psychology, Cape Town, South Africa.*

## INVITED TALKS

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**Song, Q. C.** (2022, April). Machine learning enhances the prediction of career choices. *2022 Midwest Psychological Association Annual Meeting.* Chicago, IL.

**Song, Q. C.** (2022, February). Pareto-optimization in personnel selection: Addressing adverse impact and enhancing diversity in the workplace. *Industrial-Organizational Psychology Learning Series, George Mason University.* Virtual Presentation.

**Song, Q. C.** (2021, June). Technology and measurement in Asia. *Technology and Measurement around the Globe Symposium.* Virtual Presentation.

**Song, Q. C.** (2021, April). Pareto-optimization in personnel selection: Addressing adverse impact and enhancing diversity in the workplace. *Industrial and Organizational Psychology Colloquium, Virginia Institute of Technology.* Virtual Presentation.

**Song, Q. C.** (2020, November). Cross-validation. CARMA Topic Interest Group (TIG): Advanced Regression Methods. *Consortium for the Advancement for Research Methods and Analysis.* Virtual Presentation.

**Song, Q. C.** (2020, October). Vocational interests and person-environment fit in the workplace. *Industrial and Organizational Psychology Colloquium, Rice University.* Virtual Presentation.

**Song, Q. C.** (2020, February). Vocational interests and person-environment fit in the workplace. *Social Psychology Colloquium, Purdue University.* West Lafayette, IN.

**Song, Q. C.** (2019, November). Multi-objective optimization in personnel selection: Addressing validity-diversity trade-off and further potentials of the technique. *Industrial-Organizational Psychology Brownbag, Bowling Green University.* Bowling Green, OH.

**Song, Q. C.** (2019, November). Multi-objective optimization in personnel selection: Addressing validity-diversity trade-off and further potentials of the technique. *Industrial-Organizational Psychology Brownbag, Purdue University.* West Lafayette, IN.

**Song, Q. C.** (2019, September). Introduction to exploratory factor analysis in R. CARMA OverView SeRies: Introduction to R for Organizational Research. *Consortium for the Advancement for Research Methods and Analysis.* Virtual Presentation.

**Song, Q. C.** (2019, September). Multi-objective optimization in the workplace. *Advanced Methods at Purdue, Purdue University.* West Lafayette, IN.

**Song, Q. C.** (2018, September). Diversity shrinkage of Pareto-optimal solutions in hiring practice: Simulation, shrinkage formula, and a regularization technique. *Mathematical Computational and Cognitive Science Colloquium, Purdue University.* West Lafayette, IN.

**Song, Q. C.** (2017, August). Diversity shrinkage: Cross-validating Pareto-optimal weights to enhance diversity via hiring practices. *Invited presentation, recipient of IPAC James C. Johnson Student Paper Award. The International Personnel Assessment Council 2017 Annual*

Conference. Birmingham, AL.

## **PUBLISHED COMPUTER PROGRAMS AND WEB APPLICATIONS**

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**CrossValTutorial** (R Shiny app) <https://qchelseasong.shinyapps.io/CrossValTutorial/>

- The web application provides an example of cross-validation using regression. The application accompanies Song, Tang, & Wee (2021) to help users to understand model generalizability and methods to assess it. Specifically, the application helps to visualize (a) model overfit, (b) how model generalizability is influenced by three factors: model complexity, sample size, and effect size, and (c) cross-validation methods:  $k$ -fold cross-validation and Monte-Carlo cross-validation.

**ParetoR** (R package) <https://github.com/Diversity-ParetoOptimal/ParetoR>

- R program that provides a set of Pareto-optimal predictor weights to simultaneously optimize both diversity and criterion validity in a personnel selection scenario.

**Pareto-Optimal Trade-Off Solutions** (R Shiny app) <https://qchelseasong.shinyapps.io/ParetoR/>

- Web application to help make selection decisions in hiring and admissions. It provides a set of Pareto-optimal predictor weights that simultaneously optimize both diversity and criterion validity (i.e., job performance).

**MetaInd** (R package) <https://github.com/qcsong/MetaInd>

- R program that provides meta-analytic estimates using Hunter and Schmidt (2014) method with independent correction for each individual effect size.

## **MEDIA COVERAGE**

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“Job Interests Predict Life Goals Better Than Personality, According To A New Psychology Study” Forbes, March 26, 2020 <https://www.forbes.com/sites/traversmark/2020/03/26/job-interests-predict-life-goals-better-than-personality-according-to-a-new-psychology-study/#21b7b2291b32>

“Feigning Interest: Will Job Applicants Fake What They Love to Get a Job?” *SIOP.org*, September 30, 2015

## **GRANTS**

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2021 – 2023	National Institute of Health <i>Post-acute interventions for the treatment of anorexia nervosa</i> PI: Kelsie Forbush	<u>Role: Co-I</u>	\$340,000
2019 – 2022	Department of Defense <i>Development of a military-specific transdiagnostic eating-disorder survey and screening tool in a nationally representative sample of veterans</i> PI: Kelsie Forbush	<u>Role: Co-I</u>	\$1,721,698
2013 – 2014	Robert P. Larson Grant, University of Illinois <i>Development of a vocational interests computer adaptive test</i> PI: Q. Chelsea Song	<u>Role: PI</u>	\$1,500

## **AWARDS AND HONORS**

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- 2018 SIOP Graduate Student Scholarship, Society for Industrial and Organization Psychology (given “to recognize achievement of a graduate student”)
- 2017 Meredith P. Crawford Fellowship in I-O Psychology, Human Resource Research Organization (HumRRO) [\$12,000] (one award granted per year, given “to a graduate student demonstrating exceptional research skills”)
- 2017 James C. Johnson Student Paper Award, The International Personnel Assessment Council (one award granted per year, to “recognize the contributions of students in the field of personnel assessment”)
- 2017 Diversity Research Award, University of Illinois at Urbana-Champaign (one award granted per year, “for outstanding original research that contributes to diversity science”)
- 2017 Charles L. Hulin Fellowship, University of Illinois at Urbana-Champaign (one award granted per year, awarded to a graduate student in I-O Psychology)
- 2015 Social-Personality-Organizational Summer Research Fellowship, University of Illinois at Urbana-Champaign
- 2014 Social-Personality-Organizational Summer Research Fellowship, University of Illinois at Urbana-Champaign
- 2012 Student Leadership Scholarship, Renmin University of China
- 2011 Student Leadership Scholarship, Renmin University of China
- 2011 Outstanding Volunteers Scholarship, Renmin University of China

## **TEACHING EXPERIENCE**

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### **Assistant Professor, Purdue University**

- PSY680 *Survey of Industrial Psychology* Fall 2021 – present
- Ph.D.-level advanced statistics seminar, 5 students
- PSY610 *Multivariate Analysis in the Behavioral Sciences* Fall 2018 – present
- Ph.D.-level advanced statistics seminar, 20 students
- PSY473 *Personnel Selection and Performance Appraisal* Spring 2020 – present
- Undergraduate-level course, 30 students
- PSY272 *Introduction to Industrial-Organizational Psychology* Spring 2019
- Undergraduate-level course, 150 students

### **Instructor, University of Illinois at Urbana-Champaign**

- PSY245 *Introduction to Industrial/Organizational Psychology* Fall & Spring 2017
- Undergraduate-level course, 150 students

### **Teaching Assistant, University of Illinois at Urbana-Champaign**

- PSY350 *Social Psychology Methods Lab* Spring 2014 – 2015
- Undergraduate-level methods course, 50 students

- Undergraduate-level methods course, 50 students

## **STUDENT MENTORING**

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### **Doctoral Dissertation Committee**

Rachel Saef (2019; Chair: Dr. Sang Eun Woo)

The Role of Personality in Construing and Reacting to Work Situations

Nicole (Nikki) Strah (2021; Co-Chair: Dr. Deborah Rupp, Q. Chelsea Song)

Gender and Fairness Perception Formulation: Consideration of Rule Importance and Temporal Ordering

Louis Hickman (2021; Chair: Dr. Louis Tay)

Algorithmic Cognitive Ability Prediction in Video Interviews

Vera Du (in progress; Chair; Dr. Donald Lynam)

Momentary Assessment of the Relation between Narcissistic Traits, Interpersonal Behaviors, and Aggression

Stephen McBride (in progress; Chair: Dr. Levon Esters)

Perceptions of Black Professionals in Agricultural Careers toward Current Recruitment and Retention Practices

### **Master's Thesis Committee**

Sharon Lee (2020; Chair: Dr. Franki Kung)

A Needs Framework for Refugee Integration in the Workplace

Meaghan M. Tracy (in progress; Chair: Dr. Q. Chelsea Song)

Who is Suited for Remote Work? Understanding the Effect of Work Context on the Personality-Job Satisfaction Relation

Samantha Dashineau (in progress; Chair: Dr. Susan South)

Socioeconomic Status and Marital Satisfaction: A Meta-Analysis

Caroline Balling (in progress; Chair: Dr. Douglas Samuel)

Title: TBD

## **JOURNAL AND GRANT REVIEWS**

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### **Editorial Board**

Journal of Applied Psychology

Organizational Research Methods

### **Ad-Hoc Reviewer**

Personnel Psychology

Journal of Vocational Behavior

Advances in Methods and Practices in Psychological Science

Journal of Research in Personality

## **LEADERSHIP AND SERVICE**

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### **Purdue University**

Diversity, Equity, Inclusion Committee, Dept. of Psychological Sciences    Fall 2021 – present  
Computational Cognitive Science Search Committee, Dept. of Psych. Sciences    Fall 2021  
Ernest J. McCormick Lecture Organizer, Dept. of Psychological Sciences    Spring 2021  
Diversity Council, College of Health and Human Sciences    Fall, 2018 – Spring, 2020  
I-O Psychology Job Search Committee, Dept. of Psychological Sciences    Fall 2019  
PSY100 Introduction to career in I-O psychology and career experience share    Fall, 2018

## **OTHER PROFESSIONAL EXPERIENCES**

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### **Google Inc.**

Ph.D. Intern, Hiring Innovation (People Operations)    *May, 2017 – August, 2017*

- Built roadmap and initiated development of new assessment tool for hiring for various job roles in the organization.
- Data analysis to identify effective predictors (individual differences) for hiring purposes.
- Developed guideline for evaluation of assessment-related business needs.

### **Google Inc.**

Ph.D. Intern, Hiring Innovation (People Operations)    *May, 2016 – August, 2016*

- Provided consultation on statistics and experimental design related to hiring practice.
- Evaluated and optimized hiring practices through experimental studies and psychometric research.
- Taught advanced psychometric topics through series of knowledge sharing sessions.

## **PROFESSIONAL AFFILIATIONS**

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Society for Industrial and Organizational Psychology

Academy of Management

Association for Psychological Science

Last updated: 03/09/2022