PSY 390 Research Opportunity

Faculty member or graduate student

Chelsea Song, Ph.D., Assistant Professor, I-O Psychology

Description of research area

Our research projects aim to develop fair and effective personnel selection (hiring) systems.

Ongoing projects focus on:

- Enhancing diversity in the workplace (reduce adverse impact) via recruitment and selection

- Fairness and validity of machine learning applications in recruitment and selection

- Personality, vocational interests, work values and how they influence performance and satisfaction towards work

These topics aim to answer questions such as what predicts workplace outcome (e.g., personality, vocational interests), how to measure them (e.g., psychometrics), and how to make decisions (e.g., diversity in hiring, multiple-objective optimization).

Description of undergraduate participation

Our undergraduate research assistants will take part in a variety of hands-on research experiences and training, which include:

- Literature review
- Data management
- Data analysis
- Writing and presentation of research projects
- Learning about recent research trends and discussion of research ideas in a weekly research meeting

Research assistants in my lab will have the opportunity to learn R and RStudio (programming language/statistical software) to conduct data analysis with real-world workplace data. Skill in R (and RStudio) is seen as prominent in graduate school application and by I-O psychology positions in data-driven companies (e.g., Google, Facebook).

Research setting

- Our research work could be carried out remotely.

Number of assistants needed

2 - 4

Contact information

Please email Dr. Song at qcsong@purdue.edu with the subject line "PSY390 Research Opportunity" to apply or learn more.

To apply, include the following materials in your email:
- Curriculum vitae or resume
- Most recent unofficial transcript
- A brief description of your research interests and career goals (250 words or less)
- Number of hours you would like to work

Additional comments

Application material will be accepted on a rolling basis throughout the semester. Positions are open across semesters, unless otherwise noted.

Requirements and preferences:

- GPA preferred above 3.3
- Major in Psychology, Statistics, Computer Science or other related fields
- Although not a requirement, preference is given to students who have taken PSY 272: Introduction to I-O Psychology, research methods, and other statistics courses