Faculty member or graduate student
   Faculty: Louis Tay
   Graduate Student: Louis Hickman

Description of research area
We conduct research to help organizations understand:
- Issues related to personality measurement in workplace personnel selection
- How to assess psychological constructs from naturalistic data (e.g., video, audio, & language use)

Description of undergraduate participation
Our lab experience is designed to help students prepare for graduate school and work in the fields of I-O, management, human resources, and data science.

Multiple positions are available for students and may include multiple responsibilities, including data collection, assessing interviewees in mock video interviews, and helping with other research tasks. Additionally, we are seeking students with interest in machine learning and/or text mining/natural language processing to help with analyzing data in either R or Python.

Research setting
- Data collection (i.e., running participants through research study in the lab)
- Providing personality ratings for research participant in mock job interviews (on a computer)
- Rate other characteristics of mock video interview participants
- Develop text mining and machine learning algorithms to predict psychological characteristics (on a computer)
- Review study materials and provide feedback

Number of assistants needed
2-4

Contact information
Please contact Louis Hickman at lchickma@purdue.edu if you have any questions or would like more information.

Additional comments
- Minimum GPA required: 3.5
- Major in Psychology, Computer Science, Management, or related fields
- Although not a requirement, preference is given to students who have taken research methods and PSY 272: Introduction to I-O Psychology
- For the position providing personality ratings, preference is given to students with a background or interest in personality