

**WEI WANG**

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 Web: [ComputationalPsychology.Org](http://ComputationalPsychology.Org)

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**EDUCATIONAL BACKGROUND**

- Ph.D. University of Illinois, Urbana-Champaign, IL (2013)  
 Industrial-Organizational Psychology  
 Dissertation: “A Bayesian Markov Chain Monte Carlo approach to the generalized graded unfolding model: The future of non-cognitive measurement”  
 Dissertation Chair: Dr. Fritz Drasgow
- M.S. University of Illinois, Urbana-Champaign, IL (2010)  
 Department of Statistics  
 Statistics
- M.A. University of Illinois, Urbana-Champaign, IL (2010)  
 Social & Personality Psychology  
 Thesis: “Top-down and bottom-up influences on action and inhibition”  
 Thesis Chair: Dr. Dolores Albarracin
- Post-Baccalaureate University of Florida, Gainesville, FL (2007)  
 Department of Psychology
- B.S. Beijing Normal University, Beijing, China (2006)  
 School of Psychology

**WORK EXPERIENCE**

- 2013–present University of Central Florida  
 Assistant Professor, Department of Psychology
- 2012–2013 University of Illinois, Urbana-Champaign  
 Instructor; independently taught Industrial-Organizational Psychology
- 2011–2012 College Board  
 Graduate Research in Psychometrics

**RESEARCH INTERESTS**

- Big Data and computational approaches to psychological and managerial research (Twitter, Facebook, human resources management, organizational behavior, well-being, stress, etc.)

- Social network analysis (whole and ego networks, autoregression/spatial-lag model, ERGM and SIENA longitudinal network analyses)
- Organizational behavior/human resource management, turnover, personnel assessment and selection, noncognitive ability and its measurement and validation (emotional intelligence, personality, job attitudes/employee engagement, item response theory)
- Research methods and statistics [Bayesian Markov Chain Monte Carlo (MCMC), latent growth curves, multilevel analysis, time series analysis, statistical power]

## RESEARCH GRANTS AND AWARDS

- 2016 ***The Academy of Management, HR Division Best Convention Paper Award***  
Best Paper submitted to the HR Division of AOM, out of 337 submissions  
(see prize plaque attached on the last page).

**Wang, W. (Co-PI, 30% credit).** Qi, G-J. (PI, 40% credit), Luo, J. (Co-PI, 30% credit).

*Medium: Understanding and Editing Visual Sentiments for Violence Detection and Prevention in Children's Video Games*

National Science Foundation (NSF) RI

\$800,000.00 (Pending)

**Wang, W. (Co-PI, 12.5% credit).** Chang, N-B.(PI, 50% credit), Kapucu, N (Co-PI, 12.5% credit), Mayo, T (Co-PI, 12.5% credit), McDaniel, R. (Co-PI, 12.5% credit).

*PREEVENTS: An Integrated Multi-scale Modeling Platform for Prediction and Adaptation to Coastal Flooding Events*

National Science Foundation (NSF) PREEVENTS

\$ 1,588,851.00 (Pending)

**Wang, W. (Co-PI, 24% credit).** Murat, Y. (PI, 28% credit), Damla, T (Co-PI, 24% credit), Naim, K. (Co-PI, 24% credit).

*Synergy: Collaborative Research: Chasing Lone Wolf Attackers: Community Stress Detection Using IoT*

National Science Foundation (NSF) CPS

\$740,000.00 (Pending)

**Wang, W. (Co-PI, 25% credit).** Cho, H. (PI, 25% credit), Gou, J. (Co-PI, 25% credit), Gurupur, V. (Co-PI, 25% credit).

*Design-centered, AI-enabled Graduate Education for Professional Development*

National Science Foundation (NSF) NRT-IGE:

\$326,694.42 (Pending)

- 2015 **Wang, W. (Co-PI, 25% Credit).** Peles, Y. (PI, 25% Credit), Steiner, M. W. (co-PI), Nieuwsma, D., & Dagley, M. (co-PI).  
*IUSE/PFE: RED: A Systems-Level Approach to Departmental Cultural*

*Transformation Around Professional Formation of Engineers*  
National Science Foundation (NSF) IUSE/PFE: RED  
\$2 million (Pending)

**Wang, W. (Co-PI).** Wan, T. H. (PI), Pratley, R. (co-PI), & White-Williams, C. (co-PI).  
*Southeast Transdisciplinary and Evidence-Based Prevention (STEP)*  
*Collaborative Center for Health Disparities Research on Chronic Disease*  
*Prevention*  
National Institute of Health (NIH) U54  
\$10.5 million (Pending)

**Wang, W. (PI).** Kapucu, N. (co-PI), Martin, G. (co-PI). *Twitter Networks for Health Research: Establishing a New Interdisciplinary Field of Computational Social Science.*  
University of Central Florida Foundation, SEED Grant  
\$30,000 (Funded)

2014 **Wang, W. (PI).** *The Social Network Contagion of Collective Hope and Its Neural Process: The Moderation Role of Optimism*  
The Hope Program  
\$150,000 (Rejected)

**Wang, W. (PI).** *Network Diffusion and Contagion: A Revolutionary Approach to Social Science Research.*  
University of Central Florida Foundation, In-House Research Grant  
\$7,500 (Funded)

2013 **Wang, W. (PI).** *Disentangling Social Contagion through Social Network Ties.*  
Summer Research Grant, University of Illinois, Urbana-Champaign.  
\$3,000 (Funded)

2012 **Wang, W. (PI).** *A Markov Chain Monte Carlo Approach to Item Factor Analysis for Mixed Format Tests and Sub-score Estimation.*  
College Board Research Grant.  
\$30,000 (Funded)

2005 Gallup Fellowship Award for 4<sup>th</sup> International Positive Psychology Summit,  
\$1,500 (Funded)

2005 National Second Prize in the 9<sup>th</sup> University Student Research Competition,  
Ministry of Education of China, and China's Association for Science and  
Technology

2005 First Prize in the 3<sup>rd</sup> College Student Research Competition in the Beijing, China

**PUBLICATIONS**

(\*indicates UCF students supervised)

**JOURNAL ARTICLES**

- 1) **Wang, W.**, Newman, D. A., & Dipboye, R. L. (in press). Social network contagion in the job satisfaction-intention-turnover model. *Academy of Management Proceedings*. doi: 10.5465/AMBPP.2016.82
- 2) **Wang, W.**, Lee, P., Joo, S-H., Stark, S., & Loudon, R. (in press). MCMC Z-G: An IRT Computer Program for Forced-Choice Noncognitive Measurement. *Applied Psychological Measurement*.
- 3) **Wang, W.**, Hernandez, I., Newman, D. A., He, J., & Bian, J. (2016). Twitter Analysis: Studying U.S. Weekly Trends in Work Stress and Emotion. *Applied Psychology: An International Review*. doi: 10.1111/apps.12065  
 \*\*Featured in *COSNEWS*: [Big Data in Psychology: Tweets, Work and Stress](#)  
 \*\*Reported in *UCFTODAY*: [Stressed at Work? Your Tweets May Be Giving You Away](#)
- 4) **Wang, W.**, Drasgow, F., & Liu, L. (2016). Classification accuracy of mixed format tests: A bi-factor item response theory approach. *Frontiers in Psychology: Quantitative Psychology and Measurement*. doi: 10.3389/fpsyg.2016.00270
- 5) \*LaPalme, M. L., **Wang, W.**, Joseph, D. L, Saklofske, D., & Yan, G-G. (2015). Measurement equivalence of the Wong and Law Emotional Intelligence Scale across cultures: An item response theory approach. *Personality and Individual Differences*. doi:10.1016/j.paid.2015.10.045  
 \*\*Featured in *COSNEWS*: [Difference of Emotional Intelligence Across Cultures](#)
- 6) **Wang, W.**, & He, J. (2015). Smartphones: A game changer for psychological research. *Journal of Ergonomics*, 5(2). doi: 10.4172/2165-7556.1000e136
- 7) Jebb, A.T., Tay, L., **Wang, W.**, & Huang, Q. (2015). Time series analysis for psychological research: examining and forecasting change. *Frontiers in Psychology: Quantitative Psychology and Measurement*. doi: 10.3389/fpsyg.2015.00727
- 8) **Wang, W.**, de la Torre, J., & Drasgow, F. (2014). MCMC GGUM: A New Computer Program for Estimating Unfolding IRT Models. *Applied Psychological Measurement*. doi: 10.1177/0146621614540514
- 9) **Wang, W.**, Neuman, E. J., & Newman, D. A. (2014). Statistical power of the social network autocorrelation model. *Social Networks*, 38, 88-99. doi:10.1016/j.socnet.2014.03.004
- 10) Egli, J., & **Wang, W.** (2014). Factors that fuel small group growth. *Christian Education Journal*, 11, 134–151.

- 11) **Wang, W.**, Tay, L., & Drasgow, F. (2013). Detecting differential item functioning of polytomous items for an ideal point response process. *Applied Psychological Measurement*, *37*, 316–335. doi: 10.1177/0146621613476156
- 12) Tadmor, C. T., Hong, Y-Y, Chao, M., Wiruchnipawan, F., & **Wang, W.** (2012). Multicultural experiences reduce intergroup bias through epistemic unfreezing. *Journal of Personality and Social Psychology*. *103*, 750–772. doi: 10.1037/a0029719.
- 13) Hepler, J., **Wang, W.**, & Albarracin, D. (2012). Motivating exercise: The interactive effect of general action goals and past behavior on physical activity. *Motivation and Emotion*, *36*, 365–370. doi: 10.1007/s11031-011-9267-0.
- 14) Albarracin, J., **Wang, W.**, & Albarracin, D. (2012). Are Confident Partisans Disloyal? The Role of Defensive Confidence in Party Defection. *Journal of Applied Social Psychology*. *42*(7), 1576–1598. doi: 10.1111/j.1559-1816.2012.00896.x.
- 15) Albarracin, D., **Wang, W.**, & Leeper, J. (2009). Immediate increase in food intake following exercise messages. *Obesity*, *17*, 1451–1452. doi:10.1038/oby.2009.16
- 16) **Wang, W.**, & Liu, L. (2006). Optimistic bias toward AID/HIV among Chinese university students. *Psychological Development and Education (China)*, *22*, 47-51.

#### BOOK CHAPTERS

- 17) Huber, M. M., Mafi, S. L., **Wang, W.** (in press). Building collective positive mindsets with the what-we-are-best-at group intervention. In R. Koonce (Eds.), *Developing Leaders for Positive Organizing*. Emerald Group Publishing.
- 18) Li, W. D., Ilies, R., & **Wang, W.** (in press). Behavioral genetics and leadership research. In Schyns, B., Hall, R., & Neves, P. (Eds.), *Handbook of Methods in Leadership Research*. Edward Elgar Publishing.
- 19) Newman, D.A. & **Wang, W.** (in press). Social network cross-level effects: A formal model of network contagion and climate emergence. In S. Humphrey & J. LeBreton (Eds.), *The Handbook for Multilevel Theory, Measurement, and Analysis*. American Psychological Association.
- 20) Albarracin, J., **Wang, W.**, & Albarracin, D. (2012). Do confident people behave differently?: the role of defensive confidence on the political behaviors of party defection, attention to politics, and participation. In Aldrich, J., & McGraw, K. M. (Eds.), *The American National Election Studies Book of Ideas*. University of Princeton Press.
- 21) Albarracin, D., **Wang, W.**, Li, H., & Noguchi, K. (2008). Structure of attitudes: Judgments, memory, and implications for change. In W. Crano, & R. Prislin, (Eds.), *Attitudes and persuasion. Frontiers of Social Psychology* (pp. 19-39). Psychology Press.

#### TECHNICAL REPORTS & MANUALS

- 22) **Wang, W.**, Lee, P., Joo, S-H., Stark, S., & Louden, R. (2016). MCMC Z-G IRT Model Computer Program User's Guide (Mac OS® Version 1.1). University of Central Florida: Orlando, FL. MCMC Z-G IRT Model Computer Program User's Guide (Mac OS® Version 1.1)
- 23) **Wang, W.**, Lee, P., Joo, S-H., Stark, S., & Louden, R. (2016). MCMC Z-G IRT Model Computer Program User's Guide (Windows® Version 1.1). University of Central Florida: Orlando, FL.
- 24) **Wang, W.**, de la Torre, J., Drasgow, F., \*Meade, T., & \*Louden, R. (2014). MCMC GGUM v1.2 User's Guide. University of Central Florida: Orlando, FL.
- 25) **Wang, W.**, & Drasgow, F. (2012). A Markov Chain Monte Carlo Approach to Item Factor Analysis, For Mixed Format Tests and Subscore Estimation. Report to College Board.

### **PRESENTATIONS & TALKS**

#### **INVITED TALKS & WORKSHOPS**

- 26) **Wang, W.** (October 2016). Computational Psychology to Organizational Psychology: The Cases of Twitter and Social Network Analysis. Department of Psychology I/O Brownbag Series. University of South Florida: Tampa, FL.
- 27) **Wang, W.** (October 2016). Computational Psychology and Big Data. Department of Statistics Lecture Series on Big Data. University of Central Florida: Orlando, FL.
- 28) **Wang, W.** (June 2016). The Applications of Big Data in Psychological Research. Beijing Normal University: Beijing, China.
- 29) **Wang, W.** (June 2016). The Applications of Big Data in Managerial Research. Hunan University: Changsha, China.
- 30) **Wang, W.** (June 2016). Big Data as a New Approach to Social Science. Shanghai Normal University: Shanghai, China.
- 31) **Wang, W.** (June 2016). Big Data and Modern Psychology Research. Jiangxi Normal University: Nanchang, China.
- 32) **Wang, W.** (February 2016). Network Autocorrelation Model and Turnover Contagion. School of Public Administration and Center for Public and Nonprofit Management. University of Central Florida: Orlando, FL.
- 33) Huber, M., & **Wang, W.** (September, 2014). DAS Happiness Survey. Ohio Department of Administrative Services (DAS): Columbus, Ohio.
- 34) **Wang, W.** (May, 2014). Item Response Theory and Applications in Community Studies. One-day workshop given to 2014 Summer Research Institute, College of Health and Public Affairs. University of Central Florida: Orlando, FL.

- 35) **Wang, W.** (May 2013). *Advancing I/O Research through Innovative Methods: Analysis and Measurement*. University of Central Florida: Orlando, FL.

#### CONFERENCE PRESENTATIONS

(\*indicates UCF students supervised)

- 36) **Wang, W.**, Newman, D. A. (August 2016). *Social Network Contagion in the Job Satisfaction-Intention-Turnover Model*. The 76<sup>th</sup> Annual Meeting of the Academy of Management. Anaheim, CA.  
 \*\*Awarded the Best Convention Paper for the Academy of Management HR Division, 2016
- 37) **Wang, W. (Chair)** & Boyd, R. (Co-Chair). (2016). *Making Big Data Smart: Challenges in Measurement, Analysis, and Validity*. The 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- 38) **Wang, W.**, Hernandez, I., Newman, D. A., He, J. & Bian, J. (2016). *Twitter Analysis: U.S. Weekly Trends in Work Stress and Emotion*. The 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- 39) \*Kluth, T. A., **Wang, W.**, Sydell, E. J. & Mracek, D. L. (2016). *Predicting Job Performance from Text Responses: A Big Data Approach*. The 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- 40) \*Young, H., \*Glerum, D., **Wang, W.**, & Joseph, D. (2016). *Positive and Proactive: Relative Importance of Personality for Predicting Engagement*. The 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- 41) \*LaPalme, M., **Wang, W.**, & Tay, L. (2016). *Within-person Evidence and Boundaries of Ideal Responding*. The 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- 42) **Wang, W.**, \*Zeman, B., Paulson, D., & \*Shah, M. (2015). *Organizational well-being and retirement health: the moderation effect of optimism*. The 4<sup>th</sup> World Congress on Positive Psychology. Lake Buena Vista, FL.
- 43) **Wang, W.**, \*Zeman, B., Bian, J., & He, J. (2015). *Happiness on Twitter: Are emotions contagious across geographic boundaries?* The 4<sup>th</sup> World Congress on Positive Psychology. Lake Buena Vista, FL.
- 44) Huber, M., & **Wang, W.** (2015). *Meaning at Work: Expertise, Happiness, Job-Satisfaction and Retention for Employees in the Accounting Profession*. The 4<sup>th</sup> World Congress on Positive Psychology. Lake Buena Vista, FL.
- 45) **Wang, W. (Chair)**, & Carter, T. N. (Co-Chair). (2015). *Latest Advances in Ideal-Point IRT Models for Non-cognitive Measurement: Theories and Methods*. The 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- 46) Williamson, L. R. (Co-chair), \*LaPalme, L. M. (Co-chair), Carter, T. N. (Chair), & **Wang, W.** (Co-Chair). (2015). *Adventures in Unfolding Measurement Modeling: Applications to Important Work-Related Constructs*. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 47) **Wang, W.**, de la Torre, J., & Drasgow, F. (2015). *Estimation Recovery under Bifactor Ideal-Point Data through MCM Method*. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 48) \*Young, H., \*Glerum, D., **Wang, W.**, & Joseph, D. (2015). *Who is the Most Engaged at Work? A Meta-Analytic Review*. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 49) **Wang, W.**, \*Kluth, T., Newman, D. A., & Neuman, E. (2015). *Impact of Randomly Missing Data on Social Network Autocorrelation Models*. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 50) \*LaPalme, M., & **Wang, W.** (2015). *DIF Detection for Emotional Intelligence Using MCMC GGUM*. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 51) \*Glerum, D. R. & **Wang, W.** (2015). *Engaged "to a point": Comparing Dominance and Ideal-Point IRT Models*. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 52) **Wang, W.**, Drasgow, F., & de la Torre, J. (2014). *Improving Differential Item Functioning (DIF) Detection in Personality Measurement*. The 29th Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- 53) **Wang, W.**, Neuman, E. J., & Newman, D.A. (2014). *Unpacking the Power of Detecting Social Network Effects*. The 29th Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- 54) **Wang, W.**, \*Tindall, M. J., Smith-Jentsch, K. A., & \*Wiese, C. W. (2014). *Beyond Cognitive Ability: Personality and Situational Judgment in Exercises*. The 29th Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- 55) Tay, L., **Wang, W.**, & Huang, Q. (2014). *An Introduction to ARIMA Time Series Analysis*. The 29th Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- 56) Smith-Jentsch, K.A., \*Wiese, C. W., \*Tindall, M. J., & **Wang, W.**, (2014). *Exercise-Specific Task Experience and the Construct Validity of AC Ratings*. The 29th Annual Conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- 57) **Wang, W.**, & Newman, A. D. (April 2013). *Measuring Employee Engagement: Toward Consensus in Constructs and Instruments*. The 28<sup>th</sup> Annual Conference of the Society of



Industrial & Organizational Psychology, Houston, TX.

- 58) **Wang, W.**, Jin, J., Drasgow, F., & de la Torre, J. (April 2013). *Revisiting the Viability of Crowdsourcing: An Ideal-Point Model Approach*. The 28<sup>th</sup> Annual Conference of the Society of Industrial & Organizational Psychology, Houston, TX.
- 59) Rasul, I., **Wang, W.**, & Shabbir, M. S. (October 2012). *Trust as a mediator for the effect of organizational justice: What do the multifoci and cultural approaches tell us?* The 55<sup>th</sup> Annual Meeting of the Midwest Academy of Management. Itasca, IL.
- 60) **Wang, W.**, Neuman, E. J. & Newman, A. D. (August 2012). *Power analysis of the social network autocorrelation model*. The 2012 Annual Meeting of the Academy of Management, Boston, MA.
- 61) **Wang, W.**, Drasgow, F. & Liu, L. (July 2012). *A Bi-Factor Approach to Within-item Multidimensionality Analysis and Subscore Estimation*. The 77<sup>th</sup> Annual Meeting of the Psychometric Society, Lincoln, NE.
- 62) **Wang, W.**, & Rupp, D. E. (June 2012). *Justice Beliefs and Need for Justice as an Explanation for East-West Differences in Organizational Justice Perceptions*. The 5<sup>th</sup> Biennial Conference of International Association for Chinese Management Research, Hong Kong.
- 63) **Wang, W.**, Gill, M. S., & Rasul, I. A. (May 2012). *Religiosity and Organizational Justice Perception: the Moral Cosmology and Modernism Theory Approaches*. The 24<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, IL.
- 64) **Wang, W.**, Rupp, D. E. & Gill, M. S. (May 2012). *Justice Need Strength and Contingency Beliefs Interact in Predicting Need for Justice*. The 24<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, IL.
- 65) **Wang, W.**, Tay, L. & Drasgow, F. (April 2011). *Assessing differential item functioning in polytomous items with Generalized Graded Unfolding Model (GGUM)*. The 26<sup>th</sup> Annual Conference of the Society of Industrial & Organizational Psychology, Chicago, IL.
- 66) **Wang, W.**, Senay, I., & Albarracin, D. (January 2010). *Facilitation of action vs. inaction during simultaneous pursuit of multiple action vs. inaction goals in a complex Go/No-Go task*. The 11<sup>th</sup> Annual Conference of the Society of Personality and Social Psychology, Las Vegas, NV.
- 67) **Wang, W.**, & Albarracin, D. (March 2009). *General action priming: exercise messages increase immediate food intake*. 2009 Science of Behavior Change Symposium, Champaign, IL.
- 68) **Wang, W.**, Li, H., & Albarracin, D. (January 2007). *Cultural variations in the effects of action/inaction goals: A comparison between Eastern vs. Western cultures*. The 8<sup>th</sup> Annual Conference of the Society of Personality and Social Psychology, Memphis, TN.

- 69) **Wang, W.**, Zhou, N., & Zhou, J. (September 2005). *Optimistic judgment towards positive and negative events among Chinese*. The 4<sup>th</sup> International Positive Psychology Summit. Washington D.C.

### **SAMPLE MEDIA COVERAGE**

**The New York Times** – “Exercise: Fitness Ads May Raise the Appetite,” March 5, 2009. Retrieved from <http://www.nytimes.com/2009/03/10/health/10exer.html>

**The College of Sciences News** – “Difference of Emotional Intelligence across Cultures,” January 19, 2016. Retrieved from <http://news.cos.ucf.edu/appraising-others-emotions>

**UCFToday** – “Stressed at Work? Your Tweets May Be Giving You Away”, May 23, 2013. Retrieved from <http://today.ucf.edu/stressed-at-work-your-tweets-may-be-giving-you-away>

### **TEACHING EXPERIENCE**

#### **Instructor**

- 2016     Course: Advanced Research Methods III: Covariance Structure and Factor Modeling (Structural Equation Modeling) (PSY7315—Fall 2016)  
 Level: Ph.D.  
 Department of Psychology, University of Central Florida  
 Taught in classroom (5 students)
- Course: Industrial and Organizational Psychology (INP3004—Fall 2016)  
 Level: Undergraduate  
 Department of Psychology, University of Central Florida  
 Taught online through distributive learning webcourse (125 students)
- Course: Industrial and Organizational Psychology (INP3004—Summer 2016)  
 Level: Undergraduate  
 Department of Psychology, University of Central Florida  
 Taught online through distributive learning webcourse (67 students)
- Course: Psychometric Theory and Practice (PSY7315—Spring 2016)  
 Level: Ph.D.  
 Department of Psychology, University of Central Florida  
 Taught in classroom (9 students)
- Course: Psychological Measurement (PSY3302—Spring 2016)  
 Level: Undergraduate  
 Department of Psychology, University of Central Florida  
 Taught online through distributive learning webcourse (75 students)
- 2015     Course: Industrial Psychology: Personnel Assessment and Selection (INP7214—Fall 2016)

Level: Ph.D.

Department of Psychology, University of Central Florida  
Taught in classroom (6 students)

Course: Advanced Research Method I (PSY7217C—Fall 2015)

Level: Ph.D.

Department of Psychology, University of Central Florida  
Taught in classroom (18 students)

Course: Social Psychology (PSY3004C—Summer 2015)

Level: Undergraduate

Department of Psychology, University of Central Florida  
Taught both in classroom and online through distributive learning webcourse (74 students)

Course: Seminar in Industrial/Organizational Psychology (INP6933—Spring 2015)

Level: Ph.D.

Department of Psychology, University of Central Florida

Course: Psychological Measurement (PSY3302—Spring 2015)

Level: Undergraduate

Department of Psychology, University of Central Florida  
Taught online through distributive learning webcourse (66 students)

2014 Course: Psychological Measurement (PSY3302—Fall 2014)

Level: Undergraduate

Department of Psychology, University of Central Florida  
Taught online through distributive learning webcourse (70 students)

Course: Psychometric Theory and Practice (PSY7315—Fall 2014)

Level: Ph.D.

Department of Psychology, University of Central Florida

Course: Psychological Measurement (PSY3302—Summer 2014)

Level: Undergraduate

Department of Psychology, University of Central Florida  
Taught online through distributive learning webcourse (14 students)

Course: Advanced Research Methods (PSY4215—Spring 2014)

Level: Undergraduate

Department of Psychology, University of Central Florida  
Teaching evaluations: 3.44/4.00 (11 students)

Course: Psychometric Theory and Practice (PSY7315—Spring 2014)

Level: Ph.D.

Department of Psychology, University of Central Florida  
Teaching evaluations: 3.19/4.00 (10 students)

2013 Course: Industrial and Organizational Psychology (PSY245—Spring 2013)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign  
Teaching evaluations: 4.6/5.0 (134 students)

2012 Course: Industrial and Organizational Psychology (PSY245—Fall 2012)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign  
Teaching evaluations: 4.3/5.0 (97 students)

### **Teaching Assistant**

2012 Course: Management and Organizational Behavior (BAD310—Summer 2012)  
Level: Undergraduate  
Department of Business Administration, College of Business, University of Illinois at Urbana-Champaign

2011 Course: Introductory Psychology (PSY224—Spring 2011)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign

2010 Course: Introductory Psychology (PSY224—Fall 2010)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign

Course: Cognitive Psychology (PSY224—Spring 2010)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign

Course: Industrial and Organizational Psychology (PSY245—Spring 2010)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign

2009 Course: Industrial and Organizational Psychology (PSY245—Fall 2009)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign

Course: Learning and Memory (PSY248—Fall 2009)  
Level: Undergraduate  
Department of Psychology, University of Illinois at Urbana-Champaign

### **Current Doctoral Students Supervised**

- Kluth, Tanner, 2<sup>nd</sup> year student, supervised from August 2014

- Young, Henry, 2<sup>nd</sup> year student, supervised from August 2014
- Zemen, Betsir, 2<sup>nd</sup> year student, supervised from August 2014
- Austin Carter , 1<sup>st</sup> year student, supervised from August 2015
- Xin Peng, 1<sup>st</sup> year student, supervised from August 2015
- LaPalme, Matthew, 3<sup>rd</sup> year students, supervised from August 2013 to August 2015

### **Dissertation Committee**

- Mihm, David (Industrial/Organizational Psychology). Committee co-chair.
- Sholar, Brandon (Industrial/Organizational Psychology). Committee member.
- Tindall, Mitch (Industrial/Organizational Psychology). Committee member.
- Gregory, Megan (Industrial/Organizational Psychology). Committee member.
- Li, Huihui (Department of Electrical Engineering and Computer Science). Committee member.

### **Master Thesis Committee**

- Hermsdorfer, Andrea. Committee member
- LaPalme, Matthew. Committee chair. Thesis: More is not always better: unpacking the cognitive process underlying introspective psychological measurement.

### **Undergraduate Honor Thesis Committee**

- Roberts, Jessica. Committee chair
- Campbell, Maria. Committee chair
- DeCant, Talia. Committee chair
- Rodriguez, Genesis. Committee chair
- Reyes, Denise. Thesis: Predicting shared leadership through personality. Committee member.

### **AD-HOC REVIEWER**

- *Applied Psychological Measurement*
- *Journal of Anxiety Disorders*
- *Society for Industrial and Organizational Psychology, Annual Conference*
- *Academy of Management, Annual Meeting*
- *International Meeting of the Psychometric Society*

### **PROFESSIONAL AFFILIATION**

- Society for Personality and Social Psychology—since 2006
- Society for Industrial-Organizational Psychology—since 2010
- Academy of Management—since 2011
- International Association for Chinese Management Research—since 2011
- Association for Psychological Science—since 2012

- The Psychometric Society—since 2012
- American Psychological Association—since 2014

