

Joe Hoang

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Who I am	I am a researcher and behavioural scientist that tackle problems using a mixed-methods approach. I use R and Python to conduct quantitative (e.g., factor analysis) and qualitative analyses (e.g., semi-structured interviews). My work has been published and presented at peer-reviewed journals and conferences.	
Projects	Sample Projects (3 of 10) 1. Incivility in higher education: I looked at the psychological mechanisms that influence incivility. I designed surveys (delivered via Qualtrics) for undergraduate management students to complete as well as conducting semi-structured interviews on focus groups. I analyzed all data using R (correlations, regressions, structural equation modeling). Supervised a team of five and helped students develop their research skills. 2. Political Ideology Scale: I am creating a new scale to measure political ideology. I conducted semi-structured interviews in order to help generate items for the scale. I performed exploratory and confirmatory factor analysis. Dissertation work. 3. Problem-solving activities and student learning: I designed both online and offline problem-based learning activities for business classes. I examined how that impacted students' writing and performance. I used python, R (RI-CLPM) and language analyzing software to analyze these changes. Collaborated in a team of three.	
Education	<i>Doctor of Philosophy</i> , University of Toronto, Toronto, expected 2024 <i>Master of Arts</i> , University of Toronto, Toronto, 2020 <i>Honours Bachelor of Science</i> , University of Toronto, Toronto, 2018	
Experience	<i>Teaching Assistant</i> University of Toronto, Toronto Designed courses and exercises for management students using websites such as Canvas and IDecisionGames. We discovered that these deliverables enabled students to develop their leadership and negotiation skills.	2016-Present
	<i>Lab Manager</i> Rotman School of Management (Mind and Body Lab), Toronto Communicated and worked with University administration, professors, and students. I led two research projects as well as managed a large lab (that consisted of multiple teams; 30+ undergraduate and graduate students).	2018-2019
Publications	Chapter examining the role of gender diversity of the board of directors Kerr, E., Hoang, J. Radhakrishnan, P. 2021 A Research Compendium of Diversity and Inclusion Indices. Edward Elgar: Northampton, MA.	
Conference Presentations	Sample Conference Presentation (2 of 8) 1. Leadership Development in East-Asian and South-Asian Business Majors. SIOP (2022) 2. One simply cannot violate too many stereotypes: How gender and leader stereotypes predict leadership success of South and East Asian men and women. APS (2022)	
Skills	<i>Programming:</i> R, Python, MySQL; <i>Software and Tools:</i> SPSS, JASP, Qualtrics, Data Visualization (e.g., ggplot2), Data Handling (e.g., tidyverse), Microsoft Office; <i>Research Design:</i> Experimentation, Correlational, Interviews	