

## Han Hao

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### EDUCATIONAL BACKGROUND

**Ph.D. in Applied Cognitive Psychology** Expected 07/2022

Claremont Graduate University, *Claremont, CA*

**M.A. in Positive Organizational Psychology and Evaluation** 05/2017

Claremont Graduate University, *Claremont, CA*

**B.Sc. in Psychology**, 05/2013

Zhejiang University, *Hangzhou, China*

### RESEARCH EXPERIENCE

**Research Assistant at the CALIBER Research Lab, Claremont Graduate University,**  
**06/2017 – Present**

**Advisor:** Dr. Andrew Conway

**M.A. Researcher in Positive Organizational Psychology Program, 09/2015 – 05/2017**

**Advisor:** Dr. Becky Reichard

**Project 1.** Organizational Evaluation and Case Study of Claremont Colleges Library

**Project 2.** “IT works”, A Business Challenge Project of Positive Organizational  
Psychology

**Student Research Training Program, Zhejiang University, China, 10/2012 - 05/2013**

**Advisor:** Dr. Qiong Zhang

**Project:** Preschoolers' Comprehension of Laughter Sounds as Social Signals

**Student Research Training Program, Zhejiang University, China, 07/2011 - 05/2012**

**Advisor:** Dr. Qiong Zhang

**Project:** Children's Oral and Gesticulating Expression towards Causal Chain Events

### TEACHING EXPERIENCE

**Teaching Assistant, Claremont Graduate University**

PSYCH 315 E Multilevel Modeling, 2020..... Instructor: Dr. Seong-Hyeon Kim

PSYCH 315 F Factor Analysis, 2019..... Instructor: Dr. Andrew Conway

PSYCH 315 H Structural Equation Modeling, 2019..... Instructor: Dr. Andrew Conway

PSYCH 315 F Factor Analysis, 2017..... Instructor: Dr. Andrew Conway

PSYCH 315 H Structural Equation Modeling, 2017 ..... Instructor: Dr. Andrew Conway

PSYCH 308 A Intermediate Statistics, 2016..... Instructor: Dr. Kathy Pezdek  
 PSYCH 308 B ANOVA, 2016..... Instructor: Dr. Andrew Conway  
 PSYCH 308 C Applied Regression, 2016..... Instructor: Dr. Andrew Conway  
 PSYCH 308 D Categorical Data Analysis, 2016..... Instructor: Dr. Andrew Conway

## PROFESSIONAL EXPERIENCE

### Research and Statistics Consultant, The Findings Group

2019 - 2021

**Supervisor:** Tom McKlin

- Performed data analysis and visualization for program evaluation and research projects.

### Data Analysis Intern, The Real-Time Eating Activity and Children's Health Lab, University of Southern California, 2016

**Supervisor:** Lissette Ramirez, Karen Ra

- Cleaned longitudinal data pertaining to accelerate meter records and cortisol level in saliva.
- Performed survey data entry and cleaning.

## PUBLICATIONS/ MANUSCRIPTS

**Hao, H., & Conway, A. R.** (2021). The impact of auditory distraction on reading comprehension: An individual differences investigation. *Memory & Cognition*, 1-12.

Conway, A. R., Kovacs, K., **Hao, H.**, Rosales, K. P., & Snijder, J. P. (2021). Individual differences in attention and intelligence: A united cognitive/psychometric approach. *Journal of Intelligence*, 9(3), 34.

Ni, L., McKlin, T., **Hao, H.**, Baskin, J., Bohrer, J., & Martin, A. (2021, March). Assessing Professional Identity of Computer Science Teachers: Design and Validation of the CS Teacher Identity Survey. In *Proceedings of the 52nd ACM Technical Symposium on Computer Science Education* (pp. 1332-1332).

Ni, L., McKlin, T., **Hao, H.**, Baskin, J., Bohrer, J., & Tian, Y. (2021, August). Understanding Professional Identity of Computer Science Teachers: Design of the Computer Science Teacher Identity Survey. In *Proceedings of the 17th ACM Conference on International Computing Education Research* (pp. 281-293).

Navarro, E., Rosales, K., **Hao, H.**, & Conway, A. R. (2021). *An Examination of Domain-Specificity Differences in Complex Span Tasks through Item Response Theory*. Manuscript under review.

Wanzer, D. L., **Hao, H.**, McKlin, T. (2021). *Response or recall bias? Choosing between the traditional and retrospective pretest using measurement invariance techniques*.

Manuscript under review.

Conway, A. R., Kovacs, K., **Hao, H.**, Goring, S. A., & Schmank, C. (2020). The Struggle Is Real: Challenges and Solutions in Theory Building. *Psychological Inquiry*, 31(4), 302-309.

Conway, A. R., & **Hao, H.** (2020). The Role of Non-Cognitive Factors in the SAT Remains Unclear: A Commentary on Hannon (2019). *Journal of Intelligence*, 8(2), 15.

Conway, A. R., Kovacs, K., **Hao, H.**, & Snijder, J. (2019). *General Intelligence Explained (Away)*. Unpublished manuscript.

## CONFERENCE PRESENTATIONS

**Hao, H.**, Rosales, K. P., Snijder, J., Kovacs, K., Kane, M. J., & Conway, A. R. A. (2021 November). *The Generality of Working Memory and Reasoning: Rethinking the Relationship*. Poster session of Psychonomic Society Annual Meeting, Virtual Conference.

**Hao, H.**, Rosales, K. P., Snijder, J., Kovacs, K., Kane, M. J., & Conway, A. R. A. (2021 September). *Rethinking the Relationship of Working Memory and Intelligence: A Perspective Based on Process Overlap Theory*. Poster session of International Society for Intelligence Research Annual Conference, Virtual Conference.

**Hao, H.**, Navarro, E., Rosales, K. P., & Conway, A. R. A. (2020 November). *Measurement of Working Memory Capacity: An Item Response Theory Examination of Complex Span Tasks*. Poster session of Psychonomic Society Annual Meeting, Austin, TX.

**Hao, H.** & Conway, A. R. A. (2019, November). *The Impact of Auditory Distraction on Reading Comprehension: An Individual Differences Investigation*. Poster session presented at the Psychonomic Society Annual Meeting, Montreal, Canada.

Kovacs, K., Conway, A. R. A., Snijder, J., & **Hao, H.** (2018, November). *General Intelligence Explained (Away)*. Poster session presented at Psychonomic Society Annual Meeting, New Orleans, LA.

## PROJECTS IN PROGRESS

Hao, H., Navarro, E., Rosales, K., & Conway, A.R. *Domain Specificity Varies across Different Complex Span Tasks: A Multidimensional Item Response Model of Complex Span Tasks*. Manuscript planning.

Hao, H., Rosales, K., Conway, A.R., Kovacs, K., & Kane, M. J. *What are Complex Span Tasks Measuring? A Network Analysis of Fluid Reasoning, Working Memory, and Short-term Memory*. Manuscript in preparation.

Hao, H., & Conway, A.R. *How and Why Could "General Intelligence" not General: A Two-tier Item Response Latent Network of Intelligence*. Manuscript in preparation.

Hao, H. *Deep Learning Working Memory and Fluid Intelligence: An investigation of dimensionality of associations via Canonical Correlation Analysis and Autoencoders*. Manuscript in preparation.

## **AWARDS & SCHOLARSHIPS**

**CGU Fellowships (2016, 2017, & 2018)** in Division of Behavioral & Organizational Sciences  
**Outstanding Research Awards** of the 15<sup>th</sup> (2012) & 14<sup>th</sup> (2011) Student Research Training Program

## **PROFESSIONAL SKILLS**

### **Statistical Skills:**

General/Generalized regression Modeling, Multilevel Modeling, Exploratory and Confirmatory Factor Analysis, Structural Equation Modeling, Item Response Theory, Psychometric Network Analysis, Data Simulation, Artificial Neural Network.

### **Software Skills:**

R, SPSS, AMOS, Mplus, C, Python, Markdown, HTML.