

# Youkang (Harry) Xiao (he/him/his)

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## EDUCATION

### Brandeis University

Waltham, MA

Bachelor of Arts in **Psychology**, Bachelor of Arts in **Economics** (double major)

Jan 2022 - May 2025

Minor in **Women's, Gender, and Sexuality Studies**

Participated in **Brandeis in Copenhagen Study Abroad Program**

Jul 2022 - Aug 2022

- **GPA: 3.956/4.0 | Psychology Major GPA: 4.0/4.0**
- **Awards & Honors:**
  - **Phi Beta Kappa**
  - 2024-2025 Provost's Undergraduate Research Fund (\$250)
  - 2022-2023 William Randolph Hearst Foundation (\$6000)
  - Dean's List (awarded every semester)
  - Psi Chi (International Honor Society in Psychology)
  - International Student Welcome Committee Representative (\$225)
  - Council for Global Health Scholars Fellowship
  - Top 5 Finalists at 2024 UBS Pitch Competition (Topic: Healthcare)
- **Research Focus:** identity, multicultural contexts, resilience, social-emotional development, media, interventions

## PUBLICATIONS & MANUSCRIPTS

- **Xiao, H.** (2024, October). "The True Cost of Standardized Testing". *Association for Supervision and Curriculum Development, Educational Leader*. Available at <https://ascd.org/blogs/the-true-cost-of-standardized-testing>.
- **Xiao, H., Wang, I., & Zhao, N.** (accepted 06/14/24). An Analysis of the Educational Economics Dynamics of Chinese Immigrant Community in San Francisco in the Late 19th Century. *The 2024 International Symposium on Digital Economy and International Trade*, ISDEIT 358.

## CONFERENCE PRESENTATIONS

- **Xiao, H.** (2024, August 8). "Beyond the Scores": Mental Health and Academic Engagement in Standardized Testing for Students of Color. Poster presentation at 2024 SciFest XIII, Division of Science, Waltham, MA.
- **Xiao, H.** (2023, May 4). "Racism on Social Media": A Case Study Analysis of Tik Tok Cultures in the U.S. Poster presentation at 2023 Brandeis University Undergraduate Research Symposium, Waltham, MA.

## RESEARCH EXPERIENCE

### Student-Centered Religious Learning and Literacy (SCRoLL) Lab | Jack, Joseph and Morton

Waltham, MA

Mandel Center for Studies in Jewish Education, Brandeis University

Paid Research Assistant | PI: Ziva R. Hassenfeld, Ph.D.

Aug 2024 - Present

Research Methods and Tools: Translation, Thematic Coding, Interviews, Naturalistic Observation, Atlas.ti

- **"The Science of Reading: Tanakh (Hebrew Bible)":** investigated curricular interventions, specifically on interpretative conversations, to engage Jewish day school students in reading, enhance their engagement with Biblical Hebrew, and design assessment tools to measure their comprehension of biblical texts.
  - Transcribed **15** class recordings conducted at Jewish day schools.
  - Coded qualitative data on curricular interventions on **Atlas.ti** analyzing biblical Hebrew, focusing on language distinctions, form-content meaning, translator empowerment, and student discourse.
  - Conducted **30** naturalistic observation and **16** semi-structured interviewing sessions at **2** Jewish day schools to monitor elementary school students' comprehension of Biblical Hebrew and acquisition of biblical texts.
- **"Translating Self" (Independent Project):** investigated how interpretative question functions as a culturally responsive pedagogy that fosters identity development in a second-grade Jewish day school classroom. Specifically, this study examines a) in what ways do students express or negotiate their cultural or religious identities through interpretative engagement with biblical Hebrew texts, and b) how does the interpretative questioning support culturally responsive teaching practices in a heritage language classroom.
  - Coded qualitative data on curricular interventions on **Excel** analyzing interpretative questions and cultural identity categories.
  - Conducted **thematic analysis** to identify patterns of identity expression and contexts that prompted cultural reflections.

**“Beyond the Scores” | *Independent Projects, Brandeis University***

**Waltham, MA**

Researcher | Advisor: Tanishia Lavette Williams, Ph.D.

Jun 2024 - Present

Research Methods and Tools: Exploratory Sequential Mixed-Methods, Questionnaires, Interviews, SPSS, R

- **2.0 “Identity, Resilience, and Standardized Testing”:** Investigated how socioeconomic status (SES) shapes minoritized college students’ access to standardized test preparation and examined how resilience and ethnic-racial identity mediate the negative effects of SES on psychological distress and academic engagement.
  - Wrote an IRB-approved protocol.
  - Implemented **5** validated psychological and educational instruments to a sample of 200 college students, gathering high-quality quantitative data for statistical analysis.
  - Conduct semi-structured interviews targeting **50** college students.
  - Applied **R** to deploy regression analysis and structural equation modeling.
- **1.0 “Mental Health and Academic Engagement in Standardized Testing”:** Examined the influence of standardized testing on mental health and academic engagement of students of color in high schools and universities and explored the fairness of standardized testing.
  - Wrote a protocol and obtained external IRB approval.
  - Administered **2** standardized website questionnaires targeting **150** students to collect quantitative data.
  - Conducted semi-structured interviews targeting **50** students.
  - Applied **SPSS** and **R** to interpret data on students’ experiences with standardized testing.

**“Color of Achievement” | *Brandeis Educational Justice Initiative (BEJI), Racial Justice, Education, and the Carceral State, Education Program & Legal Studies, Brandeis University***

**Waltham, MA**

Paid Research Assistant | PI: Tanishia Lavette Williams, Ph.D.

May 2024 - Aug 2024

Research Methods and Tools: Literature Review, Excel, Python, R

- Interpreted the academic achievement gap resulting from the disparities of race instructional framework, curriculum, and standardized assessments of Boston and New York City’s public schools specialized in the U.S. History standardized tests.
  - Performed data scraping, sorting, and cleaning using **Excel** to compare framework, textbook images, and curriculum used in Boston and New York City’s public high schools.
  - Created **3** logic statements for cross-referencing races and genders quantitative data using **Python**.
  - Programmed **2** scripts and checked for discrepancies corresponding to gender and race variables using **R**.

**Social Interaction and Motivation (SIM) Lab | *Department of Psychology, Brandeis University***

**Waltham, MA**

Research Assistant | PI: Jennifer Gutsell, Ph.D.

Apr 2024 - Present

Research Methods and Tools: Experimental Tasks, Psychological Questionnaires, PsychoPy, Excel VBA, SPSS, EEG

- **“Delayed Synchrony”:** analyzed time-based changes of mu suppression in the premotor cortex’s mirror neuron processes, examining empathy and social sensitivity in youth viewing emotional clips of out-group individuals.
  - Led **EEG** experiments on **15** participants to collect neural process data on mu suppression indices.
  - Designed **2** surveys on **PsychoPy** to collect data on participants’ responses to dehumanization.
  - Coded manuals for visual stimulation using **SPSS**.
- **“Actors Acting Authentically (AAA)”:** identified the relationship between youth actors’ emotional engagement with their roles and their general empathetic tendencies when engaged in emotional plots.
  - Drafted **2** experimental protocols and gained external IRB approval.
  - Conducted **9** sessions of video-ethnography data edited on **Adobe Premiere** and experimental survey tasks with recruited actors using **PsychoPy**.
  - Performed data cleaning through **Excel VBA** to understand how empathy affects acting performances.
- **“Empathy: Machine-readable Publications for Analysis, Teaching, Hypothesizing, and Synthesis (EMPATHS)”:** advanced empathy research by creating a publicly assessable database through systematic reviews, clarifying definitions, and assessments to support accessible and actionable empathy interventions.
  - Evaluated **2** Interpersonal Reactivity Indices and mu suppression manipulation techniques for inclusion in the empathy research repository through extensive **literature reviews** on the latest measures and methods.

**“Chinese Immigrants in San Francisco” | *International Business School, Brandeis University***

**Waltham, MA**

Research Assistant | PI: Geoff Clarke, Ph.D.

Jan 2024 - May 2024

Research Methods and Tools: Literature Reviews, Analytic Hierarchy Process, Excel, R, Tableau

- Investigated the Chinese immigrants’ markets in the 1800s, specializing in education, labor, and merchants, to obtain insights into the educational and economic dynamics of 19th-century Chinese immigrants in San Francisco.
  - Translated and extracted different goods and services prices from **26** newspapers from **1874-75**.

- Conducted the **analytic hierarchy process (AHP)** using **Excel** to thoroughly review the education, economic, and living conditions of Chinese immigrants in the 19th century.
- Utilized **R** to analyze indices associated with education levels, occupational status, housing, trade, labor, and import and export conditions.
- Created graphs and visualized quantitative data illustrating the price variations and indices on **Tableau**.

**Cohen Center for Modern Jewish Studies (CMJS) | Brandeis University**

**Waltham, MA**

*Paid Research Assistant | PI: Leonard Saxe, Ph.D.*

Aug 2023 - May 2024

*Research Methods and Tools: Structured Interviews, Surveys, Accurint, CATI, Excel*

- **“Birthright Israel”**: reviewed the short- and long-term impact of the Birthright trip on Jewish young adults' social-emotional development and cultural identity evolvment, using community-engaged surveys and a 20-year longitudinal study, tracking participants from early adolescence into their 40s.
  - Conducted over **360** phone interviews with Jewish teen participants about their experience and engagement with the Birthright Israel trips using **Accurint** and **Computer-Assisted Telephone Interviewing (CATI)**.
  - Designed **3** surveys and contacted over **500** Jewish families to collect feedback after the trips.
  - Collected qualitative data on verbal and survey responses, achieving a **55.05%** response rate, adding **2,221** new responses to the project.
  - Analyzed **7** waves of data (2009-2020) after stratified random sampling and conducted data cleaning and visualization using **Excel**.
  - Wrote over **30,000** words of memos for the publication of Hecht, S., Wright, G., Volodarsky, S., & Saxe, L. (2024). *Evaluating the Program Impact of Birthright Israel Onward: Findings from the Summer 2023 Cohort*.

**“Racism on Social Media” | Independent Project, Undergraduate Research and Creative Collaborations (URCC), William Randolph Hearst Foundation, Brandeis University**

**Waltham, MA**

*Researcher (1 of 10) | Advisor: Dorothy Kim, Ph.D.*

Dec 2022 - Jul 2023

*Research Methods and Tools: Mixed-Methods, Semi-structured Interviews, Python, Framework Matrix, Excel*

- Analyzed racist content on TikTok, examining video content, user comments, and the platform's algorithm; explored the coping strategies employed by racial and gender minority students in response to cyber-attacks.
  - Investigated **1,000** TikTok videos posted in 2022 to uncover online harassment content, specifically among LGBTQ+ teenagers and youth of color in colleges.
  - Developed a **Python** model to identify positive and negative comments, distinguishing prevalent types of racist content, including slurs, microaggressions, and hate speech.
  - Interviewed **50** students of color and LGBTQ+ youth on their TikTok experiences and perceptions of the platform's algorithms, highlighting the intersections of social identities and coping mechanisms.
  - Created framework matrices and visualized quantitative data using **Excel**.

**“Race Before Race” | Social Media Fellowship, Department of English, Brandeis University**

**Waltham, MA**

*Paid Research Assistant | PI: Dorothy Kim, Ph.D.*

Oct 2022 - Jul 2023

*Research Methods and Tools: Literature Review, Zotero, REDCap, Scalar*

- Organized the “RaceB4Race” conferences at Arizona State University's Center for Medieval and Renaissance Studies, fostering public engagement in premodern critical race studies; equipped scholars with strategies to safely conduct antiracist work in digital spaces in the face of rising online harassment.
  - Completed **literature reviews** of *TikTok Cultures in the United States* by Boffone (2022) and *Race and Digital Media: An Introduction* by Lopez (2022) to provide reading assignments to participating fellows.
  - Transcribed **6** conferences and **10** workshops and kept track of participation for **15** fellows on **REDCap**.
  - Conducted a bibliographic search on surviving online violence, specifically for BIPOC and LGBTQ+ justice, to support future social media campaigns using **Zotero**.
  - Designated a website for workshops and scholarly resources on **Scalar**.

## CLINICAL EXPERIENCE

**Applied ABC, home-based applied behavior analysis (ABA) therapy for children and young adults**

**Cambridge, MA**

*Registered Behavior Technician (ABA Therapist)*

Jun 2024 – Aug 2024

- Delivered **40** sessions of individualized in-home verbal and behavioral interventions for a 6-year-old with autism spectrum disorder (ASD) who struggles with non-verbalization and developmental delays, using ABA and discrete trial teaching techniques, and effectively managed maladaptive behaviors under BCBA supervision.
- Documented and interpreted behavioral observations to foster a clear understanding and enhance collaboration on the client's communication and behavior across domains with the family.

**Undergraduation.com, EDTech startup**

**Boston, MA**

### *College Application Counselor*

May 2024 – Jan 2025

- Served as a mentor for **5** high school students transitioning to college through one-on-one counseling sessions.
- Helped finalize all aspects of college application processes, including college lists, essays, and interviews.

### **Lemberg Children's Center, PreK and preschool daycare**

**Waltham, MA**

#### *Teaching Assistant*

Apr 2024 - Present

- Taught under the supervision of Head Teachers for **30** children from 2 months to 6 years old, supporting their social-emotional, physical, cognitive, and language development.
- Served over **500** hours in a classroom setting.

## **TEACHING/MENTORING EXPERIENCE**

### **Federal TRIO Student Support Services Program (SSSP) | Brandeis University**

**Waltham, MA**

#### *SSSP Peer Tutor*

Aug 2024 - Present

- Tutored **3** matched tutees from first-generation and low-income backgrounds on upper-level psychology courses, including *Research Methods and Laboratory*, *Statistics*, *Biological Bases of Motivation*, *Adolescence and Transition to Maturity*, and *Social Psychology*.
- Provided one-on-one individualized study plans for tutees to help them achieve their academic goals.

### **Department of Academic Services | Brandeis University**

**Waltham, MA**

#### *Brandeis Undergraduate Group Study (BUGS) Tutor*

Aug 2023 - Present

- Tutored over **100** students taking *Micro- and Macroeconomics*, *The Global Economy*, and *Economics Principle and Globalization*, supporting class materials reviews and assignments by planning individualized strategies.
- Received positive reviews from over **97%** of peers and professors, with recommendations from **93%** of students.

### **Undergraduate Research and Creative Collaborations (URCC) | Brandeis University**

**Waltham, MA**

#### *Undergraduate Peer Research Mentor*

Aug 2023 - May 2024

- Led bi-weekly meetings with **5** undergraduate mentee groups (**50** students in total) about research opportunities and startups, successfully engaging over **300** undergraduate mentees and over **20** first-year students.
- Coordinated workshops and facilitated funding events, including URCC Summer 2023 and Spring 2024 Research Symposium, raising a **\$5,000** stipend for Provost's Undergraduate Research Fund for summer 2024.

## **VOLUNTEER EXPERIENCE**

### **Valedictorian Project, a mentorship program for urban high school students**

**Boston, MA**

#### *Peer Mentor*

Jun 2024 – Oct 2024

- Provided weekly meetings to a matched mentee with academic and social-emotional advice as they enter college.

### **2Life Communities, senior housing center**

**Brighton, MA**

#### *Joyful Connections Volunteer*

Apr 2024 – Sep 2024

- Assisted with arts, crafts, and exercises for **10** senior residents experiencing memory loss.

### **Newton Free Library**

**Newton, MA**

#### *English Tutor*

Apr 2024 – Sep 2024

- Designed and conducted **6** one-on-one English language lessons for a 16-year-old Brazilian immigrant.

### **Mood Psychology Counseling Group, Brandeis Chapter**

**Waltham, MA**

#### *Events Coordinator*

Aug 2023 – Aug 2024

- Supported **4** mental health awareness events on campus.
- Provided **5** one-on-one counseling sessions to international students.

## **CERTIFICATIONS**

### **Tutor Essentials – CRLA-aligned Tutor Training Course**

Sep 2024

#### *Essential Courses – Thinkific | Certificate ID: cjfxmxiuxb*

### **Registered Behavior Technician (RBT) 40-Hour Training**

Jul 2024

#### *Autism Partnership Foundation | BACB ID: BACB1160280*

### **Research in Elementary and Secondary Schools**

Jun 2024

#### *CITI Program | Credential ID: 63656934*

### **Research Involving Gender and Sexuality Diversity**

Jun 2024

#### *CITI Program | Credential ID: 63656988*

### **Research Involving Children**

Jun 2024

*CITI Program* | Credential ID: 63656947

**Training for New ELL Tutors**

May 2024

*English Language Learning and Literacy (ELL) Program at Newton Free Library*

**Responsible Conduct of Research**

Sep 2023

*CITI Program* | Credential ID: 58527495

**Social and Behavioral Research**

Jul 2023

*CITI Program* | Credential ID: 57106474

**ADDITIONAL INFORMATION**

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- **Languages:** Cantonese (native), Mandarin (native), English (TOEFL 2023: 111), Korean (fluent)
- **Skills:** EEG, SPSS, R, Python, Atlas.ti, PsychoPy, Tableau, Excel, REDCap, Adobe Premiere
- **Activities:** Model United Nation Club (50th National Collegiate Security Conference Delegate in Washington D.C.), Chinese Students and Scholars Association (Marketing E-Board), Triskelion (LGBTQ+ Club)