

CV

Chen Tang

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## EDUCATION

### School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

- Ph.D. in Human Resources and Industrial Relations, *May 2023 (expected)*

### School of Psychology and Cognitive Science, East China Normal University

- M.Ed. in Applied Psychology, *June 2012*
- B.S. in Psychology, *June 2009*

## ACADEMIC EXPERIENCE

Research Assistant, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, 2017-Present

Research Assistant, School of Entrepreneurship and Management, ShanghaiTech University, 2015-2017

## TEACHING EXPERIENCE

Instructor, PSYC 245 (Introduction to Industrial-Organizational Psychology), Department of Psychology, UIUC, Spring 2022 (Evaluation: 4.42/5.00)

Teaching Assistant, LER 593 (Statistics for graduate students in human resources), School of Labor and Employment Relations, UIUC, Fall 2020 (Evaluation: 4.54/5.00, named to University of Illinois List of Teachers Ranked as Excellent)

Teaching Assistant, Negotiation, School of Entrepreneurship and Management, ShanghaiTech University, Spring 2016 and Spring 2017

Teaching Assistant, Executive MBA Midterm Module, China Europe International Business School, Spring 2017

## HONORS AND AWARDS

- International Personnel Assessment Council James C. Johnson Student Paper Award (June 2022)
- Tim Judge Fellowship, School of Labor and Employment Relations, UIUC (May 2022)
- University of Illinois List of [Teachers Ranked as Excellent \(Fall 2020\)](#)

## REFEREED JOURNAL PUBLICATIONS

Song, Q. C., Shin, H. J., **Tang, C.**, Hanna, A., & Behrend, T. S. (2022). Investigating machine learning's capacity to enhance the prediction of career choices. *Personnel Psychology*, 1-25. <https://doi.org/10.1111/peps.12529>

Newman, D. A., **Tang, C.**, Song, Q. C., & Wee, S. (accepted). Dropping the GRE, keeping the GRE, or using GRE-optional admissions? Considering test fairness and Pareto-optimal tradeoffs. *International Journal of Testing*. <https://doi.org/10.1080/15305058.2021.2019750>

Song, Q. C., **Tang, C.**, & Wee, S. (2021). Making sense of model generalizability: A tutorial on cross-validation in R and Shiny. *Advances in Methods and Practices in Psychological Science*. 4(1): 1-17. <https://doi.org/10.1177/2515245920947067>

Yang, Y., **Tang, C.**, Qu, X., Wang, C., & Denson, T. F. (2018). Group facial width-to-height ratio predicts intergroup negotiation outcomes. *Frontiers in Psychology*, 9. <https://doi.org/10.3389/fpsyg.2018.00214>

## MANUSCRIPTS INVITED FOR REVISE AND RESUBMIT

**Tang, C.**, Hickman, L., Song, Q. C., & Alexander III, L. (1st R&R). [Details omitted for blind reviewing]. *Journal of Applied Psychology*.

Song, Q. C., **Tang, C.**, Newman, D. A., & Wee, S. (2nd R&R). [Details omitted for blind reviewing]. *Journal of Applied Psychology*.

Song, Q. C., **Tang, C.**, & Wee, S. (**1st R&R**). [Details omitted for blind reviewing]. *Journal of Applied Psychology*.

**Tang, C.**, Chen, Y., Wei, W., & Newman, D. A. (**2nd R&R, revision submitted**). [Details omitted for blind reviewing]. *Journal of Business Ethics*.

Song, Q. C., **Tang, C.**, Alexander III, L., Hickman, L., & Kim, Y. (**2nd R&R**). [Details omitted for blind reviewing]. *Personnel Psychology*.

## MANUSCRIPTS IN PREPARATION

**Tang, C.**, Newman, D. A., Song, Q. C., & Wee, S. (to be submitted). Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, Bayes-analysis, and ensemble machine learning.

**Tang, C.**, Zhang, B., Lin, Z., Anglim, J., & Li, J. (to be submitted). Faking detection using item-level machine learning.

**Tang, C.**, Shin, H. J., & Song, Q. C. (writing in progress). Combining machine learning models to improve prediction accuracy: The use of ensemble learning in organizational research and practice.

**Tang, C.**, Song, Q. C., & Hickman, L. (writing in progress). Detecting and avoiding common data leakage issues when using machine learning in organizational research.

Culpepper, S. A. & **Tang, C.** (model implementation). Rank likelihood for non-normal data in Bayesian multilevel models.

**Tang, C.**, Chen, Y., Song, Q. C., & Newman, D. A. (writing in progress). Valuing diversity in hiring when choosing a predictor weighting method: An extension of Sackett et al. (2017).

\*Lee, S. H., \***Tang, C.**, Wei, W., & Chen, Y. (writing in progress). [Details omitted for blind reviewing]. (\* *Equal contribution*)

Lee, S.H., & **Tang, C.** (data collection). Won't stop searching: Detachment, self-improvement, and job search outcomes.

## BOOK CHAPTERS/SECTIONS

Song, Q. C., Liu, M. Q., **Tang, C.**, & Long, L. (2020). Applying principles of big data to the workplace and talent analytics. *Big Data Methods for Psychological Research: New Horizons and Challenges*. Washington D. C., APA books.

**Tang, C.**, & Yang, Y. (2017). Goals. In Zeigler-Hill, V., & Shackelford, T. K. (Eds.) *Encyclopedia of Personality and Individual Difference*. Springer.

## CONFERENCE PRESENTATIONS

Tang, C., Newman, D. A., Song, Q. C. & Wee, S. (July 2022). *Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, Bayes-analysis, and ensemble machine learning* [Invited presentation; Winner of the James C. Johnson Student Paper Award]. The 2022 Annual Conference of the International Personnel Assessment Council, San Diego, CA.

Tang, C., Newman, D. A., Song, Q. C. & Wee, S. (April 2022). Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, and empirical Bayes-analysis. In Song, Q. C., & Wee, S. (Co-Chairs), *Multi-Objective Optimization in the Workplace 3.0: Advancing research on adverse impact in personnel selection* [Symposium paper]. 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Song, Q. C., Shin, H. J., Tang, C., Hanna, A. & Behrend, T. S., (April 2022). Machine learning enhances the prediction of career choices. In Chris Nye (Chair), *The power of vocational interests: Understanding choices, attitudes, and behavior* [Symposium paper]. 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Tang, C. (June 2021). *Common data leakage issues when using machine learning in organizational research* [Talk]. Technology and Measurement Around the Globe. (Purdue University, West Lafayette, IN. Online Conference)

Lee, S.H., Tang, C., Wei, W., & Chen, Y. (August 2021). *The Roles of Compassion and Resilience on Employee Thriving, Well-being, and Interpersonal Deviance* [Paper]. 81st Annual Meeting of the Academy of Management. (Online Conference)

Tang, C., Hickman, L., Song, Q. C., & Alexander III, L. (April 2021). *Comparing Item-Level and Scale-Level Predictive Models: A Simulation* [Poster]. 36th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA. (Online Conference)

Tang, C., Newman, D. A., Song, Q. C., & Wee, S. (April 2021). Pareto-Optimal Tradeoffs for Three Notions of Test Fairness. In Song, Q. C. (Chair), *Multi-Objective Optimization in the Workplace 2.0: Applications in Selection* [Symposium paper]. 36th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA. (Online Conference)

- Tang, C., Chen, Y., Wei, W. (August 2020). *External work locus of control and unethical pro-organizational behavior: A dual-path model* [Paper]. 80th Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada. (Online Conference)
- Tang, C., Newman, D. A., & Song, Q. C. (April 2020). Addressing diversity-validity tradeoffs via Pareto weights with orthogonalized criteria. In Song, Q. C. & Wee, S. (Co-chairs), *Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection* [Symposium paper]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online Conference)
- Song, Q. C., & Tang, C. (April 2020). Adverse impact reduction for multiple subgroups: A Pareto-optimization approach. In Song, Q. C. & Wee, S. (Co-chairs), *Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection* [Symposium paper]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online Conference)
- Tang, C., Shin, H. J., Barve, A., & Song, Q., C. (April 2020). *Using ensemble machine learning to improve assessment in personnel selection* [Poster]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online Conference)
- Lee, S. H., Tang, C., & Liang, Y. J. (April 2020). *Won't stop searching: Detachment, self-improvement, and job search outcomes* [Poster]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online Conference)
- Tang, C., Chen, Y., Song, Q. C., & Newman, D. A. (April 2019). *Predictor weighting with adverse impact and shrinkage: Reply to Sackett et al. (2017)* [Poster]. 34th Annual Convention of the Society for Industrial and Organizational Psychology, Washington, DC.