

Bo Zhang

603 E. Daniel Street, M/C 716, Champaign, IL 61820

+1-408-412-2098 | bozhang3@illinois.edu

Education

University of Illinois at Urbana-Champaign, IL

PhD in Industrial and Organizational Psychology

Expected May, 2020

Minor in Quantitative Psychology

M.S. in Industrial and Organizational Psychology

December, 2018

Beijing Normal University, Beijing

M.S. in Psychology (Concentration: Psychological Measurement)

July, 2015

B.A. in English

July, 2012

B.S. in Psychology (cum laude)

July, 2012

Research Interests

Personnel selection (e.g., faking, forced choice, selection effectiveness)

Research methods (e.g., IRT, SEM, multilevel models, longitudinal data analysis, meta-analysis)

Measurement of individual differences (e.g., personality, intelligence, motivation)

Stress (e.g., measurement, relationship with personality and health outcomes)

Journal Articles

Zhang, B., Cao, M., Tay, L., Luo, J., & Drasgow, F. (in press). Examining the item response process to personality measures in high-stakes situations: Issues of measurement validity and predictive validity. *Personnel Psychology*. Advanced online publication.

Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O.S., Nye, C., Stark, S., & White, L.A (in press). Though forced, still valid: Psychometric equivalence of forced choice and single statement measures. *Organizational Research Methods*. Advanced online publication.

Nye, C., Joo, S., **Zhang, B.**, & Stark, S. (in press). Advancing and evaluating IRT model data fit indices in organizational research. *Organizational Research Methods*. Advanced online publication.

Zhu, Z., Li, J., **Zhang, B.**, & Zhang, X. (2017). The effect of positive affect and extrinsic motivation on ego depletion: The same results but different mechanisms. *International Journal of Psychology*, 52(6), 445-452.

Li, Y., Li, J., Chan, D.K.S., **Zhang, B.** (2016). When love meets money: Priming the possession of money influences mating strategies. *Frontiers in Psychology*, 7, 1664-1078.

Zhang, B., Li, Y.M., Li, J., Li, Y., & Zhang, H. (2015). The revision and validation of Academic Motivation Scale in China. *Journal of Psychoeducational Assessment*, 34(1), 15-27.

- Li, J., **Zhang, B.**, Du, H., Zhu, Z., & Li, Y. (2015). Metacognitive planning: Development and validation of an on-line measure. *Psychological Assessment*, 27(1), 260-271.
- Zeng, X., Li, M., **Zhang, B.**, & Liu, X. (2015). Revision of the Philadelphia Mindfulness Scale for measuring awareness and equanimity in Goenka's Vipassana meditation with Chinese buddhists. *Journal of Religion and Health*, 54(2), 623-637.
- Zhang, B.**, Li, J., Xu, C., & Li, Y. (2014). The developmental differences of problem solving between gifted and normative children aged from 11 to 14 years old. *Acta Psychologica Sinica*, 46(12), 1823-1834.

Manuscript Under Review or Revision

Manuscript titles are paraphrased for blind review

- Zhang, B.**, Sun, T., Cao, M., & Drasgow, F. (2nd r&r). Use bifactor model to study the predictive validity of hierarchical constructs. *Organizational Research Methods*.
- Sun, T., **Zhang, B.**, Drasgow, F., & Cao, M. (1st r&r). Use item response tree models to detect fakers on personality tests. *Organizational Research Methods*.
- Mou, Y., **Zhang, B.**, & Hyde, D.C. (1st r&r; co-first author). Investigate the relationship between two measures of number knowledge using bifactor models. *Early Childhood Research Quarterly*.
- Mu, W., **Zhang, B.**, & Berenbaum, H. (1st r&r). Understand the commonality between shame and guilt from a bifactor perspective. *Emotion*.
- Cho, S., Carpenter, N.C., & **Zhang, B.** (1st r&r). Investigate construct redundancy among four change-oriented workplace behaviors. *International Journal of Selection and Assessment*.
- Luo, J., **Zhang, B.**, & Roberts, B.W. (under review). Explore the longitudinal relationship between personality, stress, and early adversity. *European Journal of Personality*.
- Luo, J., **Zhang, B.**, & Roberts, B.W. (under review). Examine the structure and predictive validity of stress from a bifactor perspective. *Journal of Personality and Social Psychology*.

Selected Work in Progress

- Zhang, B.**, Anderson, C.J., Angrave, L.C., Sun., T., & Drasgow, F. (writing stage). Modeling applicant faking: A Bayesian primer on the Retrieve-Edit-Select Model. Target journal: *Journal of Applied Psychology*.
- Zhang, B.**, Roberts, B.W., Chen, Y., & Drasgow, F. (writing stage). Unmasking the universality of the Five-Factor structure of personality by modelling a negative wording factor: Evidence from BFI-2. Target journal: *Journal of Personality and Social Psychology*.
- Zhang, B.**, Luo, J., Sun, T., & Drasgow, F. (writing stage). Using bifactor models to examine the predictive validity of hierarchical constructs: Augmented Bayesian structural equation modeling wins. Target journal: *Organizational Research Methods*.
- Zhang, B.**, Li, A., & Drasgow, F. (in progress). Distinguishing between dominance responding and ideal point responding: Development of a new mixture item response theory (IRT) model. Target journal:

Organizational Research Methods.

Luo, J., **Zhang, B.**, & Roberts, B.W. (writing stage). Examining the relations between personality traits and stress: A meta-analytic review. Target journal: *Psychological Bulletin*.

Sun, T., **Zhang, B.**, Phan, J. W. M., Roberts, B.W., & Drasgow, F. (writing stage). Examining midpoint endorsement in survey research. Target: *Journal of Social and Personality Psychology*.

Sun, T., **Zhang, B.**, Cao, M., & Drasgow, F. (writing stage). Reducing response distortions in interest measures with forced choice. Target: *Personnel Psychology*.

Conference Presentations

Sun, T., **Zhang, B.**, Phan, W. M. J., Drasgow, F., Brent, R. (August 2019). *Meh! Examining Midpoint Endorsement Habitude (MEH) in survey research*. Paper presented at the *Academy of Management Annual Meeting*, Boston, MA.

*Paper won the 2019 Sage Publications/Research Methods Division Best Student Paper Award

Zhang, B., Sun, T., Cao, M., & Drasgow, F. (April 2019). Improving the performance of bifactor predictive models: One more indicator suffices. Poster presented at *The 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.

Zhang, B*., Sun, T., Drasgow, F., Chernyshenko, O.S., Nye, C., Stark, S., & White, L.A. (April 2019). Though forced, still valid: Psychometric equivalence of forced choice and single statement measures. Symposium paper presented at *The 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.

Sun, T., **Zhang, B.**, & Drasgow, F. (April, 2019). Much ado about everything: Consequences of measurement model misspecification. In T. Sun & F. Drasgow (Co-chairs), *Item Response Theory II: New Developments in Research and Applications*. Symposium paper presented at *The 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.

Sun, T., **Zhang, B.**, Liu, Y., Sun, Y., & Oh, K-J. (April, 2019). Spilling the tea: Motives and consequences of workplace gossip. In T. Sun & Y. Liu (Co-chairs), *Letting You in on a Secret: New Perspectives of Workplace Gossip*. Symposium paper presented at *The 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.

Sun, T., **Zhang, B.**, Hanna, A., Kern, J., Zhang, S., Amrhein, R., & Lee, A. (April, 2019). Innovating personality assessment: New approaches to computerized adaptive tests. In S. Morris (Chair), *Advances in Computer Adaptive Testing*. *Symposium Paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.

Chen, Y., Sun, T., **Zhang, B.**, Roberts, B. W., & Drasgow, F. (April 2019). Anchoring vignette application on cross-cultural personality assessment. In D. S. Ones & B. K. Mercado (Co-chairs), *Cross-Cultural and Criterion-Related Validity of New Generation Personality Measures*. *Symposium paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.

- Chen, Y., **Zhang, B.**, Sun, T., & Drasgow, F. (April 2019). Negative wording effect through the lens of local structural equation modeling. *Poster presented at the 34rd Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Zhu, Z., & **Zhang, B.** (April 2019). Examining mechanisms in sleep-counterproductive work behavior relation. Poster presented at *The 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Zhang, B.**, Sun, T., Cao, M., & Drasgow, F. (April 2018). Enhancing the predictive validity of multidimensional constructs: A bifactor perspective. Poster presented at *The 33rd Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.
- Sun, T., **Zhang, B.**, Cao, M., & Drasgow, F. (April 2018). Faking classification accuracy improved: Adopting the tree-process model. Poster presented at *The 33rd Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.
- Zhang, B.**, Sun, T., Drasgow, F., Chernyshenko, O., Nye, C., Stark, S., & White, L. (April 2018). Reliability evaluation of unfolding rating scales and multidimensional forced choice measures. Symposium presented at *The 33rd Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.
- Zhang, B.**, Cao, M., & Drasgow, F. (April 2017). Classification accuracy and predictive validity of eight profile similarity measures. Poster presented at *The 32nd Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, Florida.
- Zhang, B.**, Li, J., & Drasgow, F. (April 2016). Sokoban: A new measure of Complex Problem Solving. Poster presented at *The 31st Annual Conference of the Society for Industrial and Organizational Psychology*, Anaheim, California.
- Zhang, B.**, Li, J., & Zhang, H.C. (July 2014). The revision and validation of Academic Motivation Scale in China. Poster presented at *The 9th Conference of the International Test Commission*, San Sebastian, Spain.

Grants

Robert P. Larsen Grant, University of Illinois at Urbana- Champaign, 2016

- . Amount: \$1440 (With Tianjun Sun). Topic: Overcoming Biased Vocational Interest Interpretations: Forcing Improved Measurement.

Research Experience

Research Assistant

- | | |
|-------------------|---|
| 2011.03 — 2011.06 | Development of an Adaptive Assessment System for Registered Psychiatrists |
| 2012.09 — 2013.10 | Research on the Chinese Standardization of the SON-R 6-40 |
| 2013.09 — 2013.10 | Revision of <i>Modern Psychological and Educational Statistics</i> |

- 2016.08 — present Drasgow Consulting Group: Collet empirical data and conduct various psychometric analyses for Tailored Adaptive Personality Assessment System
- 2018.01 — 2018.07 Organization for Economic Co-operation and Development: Develop and validate a comprehensive measure of social-emotional skills for 10 and 15 years-old children

Technical Skills

Statistical Techniques: Multivariate analysis; Longitudinal data analysis; Generalized linear models; Multilevel modeling; Item response theory; Structural equation modeling; Exploratory/Bayesian SEM.

Software and Programming: R, SAS, SPSS, MPlus, Amos, STAN, JAGS

Selected Awards and Honors

- Best Student Paper, Academy of Management, Boston, 2019
- Psychology Alumni Board Travel Award, University of Illinois at Urbana-Champaign, 2018
- Graduate Student Travel Award, University of Illinois at Urbana-Champaign, 2016/2017/2018
- Graduate with Distinction, Beijing Municipal Commission of Education, Beijing, 2015
- Graduate with Distinction, Beijing Normal University, Beijing, 2015
- National Scholarship, Ministry of Education and Ministry of Finance, China, 2014
- Tong Ding Scholarship, Tong Ding Group, Beijing, 2014
- Bei Sen Scholarship, Bei Sen Assessment Co. Ltd., Beijing, 2014
- Graduate with Distinction, Beijing Normal University, Beijing, 2012
- National Encouragement Scholarship, Ministry of Education, China, 2009/2010

Teaching Experiences

- 2012/2013 Teaching assistant of Educational Psychology
- 2013/2014 Teaching assistant of Psychological and Educational Test
- 2014 Teaching assistant of Psychological Research Methods
- 2015/2016 Teaching assistant of Social Cognition

Professional Services and Affiliations

- Reviewer**, Annual Conference of the Society for Industrial and Organizational Psychology
- Reviewer**, Annual Conference of the Academy of Management
- Member**, Society for Industrial and Organizational Psychology
- Member**, Academy of Management

References

Dr. Fritz Drasgow

Dean and Professor

School of Labor and Employment Relations and Department of Psychology

University of Illinois at Urbana-Champaign

Tel: (217) 333-1480

Email: fdrasgow@illinois.edu

Dr. Brent W. Roberts

Professor

Department of Psychology, University of Illinois at Urbana-Champaign

Tel: (217) 333-2644

Email: bwrobrts@illinois.edu

Dr. Daniel A. Newman

Professor

Department of Psychology and School of Labor and Employment Relations

University of Illinois at Urbana-Champaign

Tel: (732) 513-5450

Email: d5n@illinois.edu

Updated on 08/16/2019