Bo Zhang

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Education

University of Illinois at Urbana-Champaign, IL

Ph.D. in Industrial and Organizational Psychology   Expected May, 2020

    Dissertation: *Disentangling Substantive Responses From Faking on Personality Tests: Statistical and Practical Performance of the Bayesian Retrieve-Edit-Select Model* (Prelim passed on August 20, 2019)

    Dissertation committee members: Fritz Drasgow (Chair), Brent W. Roberts, Daniel A. Newman, Carolyn J. Anderson, and Justin L. Kern

Minor in Quantitative Psychology

M.S. in Applied Statistics   Expected May, 2020

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., personality faking, forced-choice, predictive validity of hierarchical constructs)

Personality (e.g., relationships of Big 5 with stress, health outcomes, and CWB)

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

Selected Awards and Honors

Meredith P. Crawford Fellowship, Human Resources Research Organization (HumRRO), 2019

Best Student Paper, Academy of Management, 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, 2015

Graduate with Distinction, Beijing Normal University, 2015

National Scholarship, Ministry of Education and Ministry of Finance, 2014

Tong Ding Scholarship, Tong Ding Group, 2014

Bei Sen Scholarship, Bei Sen Assessment Co. Ltd., 2014

Graduate with Distinction, Beijing Normal University, 2012

National Encouragement Scholarship, Ministry of Education, 2009/2010

Journal Articles

Zhang, B., Cao, M., Tay, L., Luo, J., & Drasgow, F. (2019). 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 (2019). 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. (2019). 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 the 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.

Manuscripts Under Review or Revision

Manuscript titles are paraphrased for blind review

Zhang, B., Sun, T., Cao, M., & Drasgow, F. (**3rd Revise & Resubmit**). Using bifactor model to study the predictive validity of hierarchical constructs. *Organizational Research Methods*.

Sun, T., **Zhang, B**., Drasgow, F., & Cao, M. (**2nd Revise & Resubmit**). Item response tree models to detect fakers on personality tests. *Organizational Research Methods*.

Mu, W., **Zhang, B**., & Berenbaum, H. (**1st Revise & Resubmit**). Understanding the commonality between shame and guilt from a bifactor perspective. *Emotion*.

Cho, S., Carpenter, N.C., & **Zhang, B**. (**2nd Revise & Resubmit**). Investigating construct redundancy among four change-oriented workplace behaviors. *International Journal of Selection and Assessment*.

Mou, Y., **Zhang, B**., & Hyde, D.C. (**2ⁿᵈ Revise & Resubmit**). Investigating the relationship between two measures of number knowledge using bifactor models. _Early Childhood Research Quarterly_.

Luo, J., **Zhang, B**., & Roberts, B.W. (under review). Exploring the longitudinal relationship between personality, stress, and early adversity. _Journal of Personality_.

Luo, J., **Zhang, B**., & Roberts, B.W. (under review). Examining the structure and predictive validity of stress from a bifactor perspective. _Journal of Personality and Social Psychology_.

Selected Works in Progress

Zhang, B., Anderson, C.J., Angrave, L.C., Sun., T., & Drasgow, F. (writing stage). Modeling applicant faking: A Bayesian approach to 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_.

Ayoub, M., **Zhang, B**., Gölner, R., Atherton, O., Trautwein, U., Robins, R., Roberts, B.W. (ready for submission). Longitudinal relations between parenting and child Big Five personality traits. Target: _Journal of Social and Personality Psychology_.

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.

* Winner of Research Methods Division Best Student Paper Award for 2019, Academy of Management

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.

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

Teaching Experiences

Fall 2019	Instructor for PSYC 475: Personnel Psychology (full responsibility for upper-level undergraduate course)
Fall 2015-Spring 2016	Teaching assistant for PSYC 353 (Social Cognition)
Fall 2014	Teaching assistant for Psychological Research Methods
Fall 2013 / 2014	Teaching assistant for Psychological Measurement
Spring 2012 / 2013	Teaching assistant for Introduction to Educational Psychology

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

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Dr. Brent W. Roberts

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