**Chu Chu (She/Her)**

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**EDUCATION**

University of Illinois at Urbana-Champaign May 2024 (expected)

Ph.D. Candidate (ABD) in I/O Psychology with Minor in Quantitative Psychology

* Dissertation title: Development of an AI-powered Career Guidance Chatbot Prototype
* Dissertation committee members: James Rounds (Chair), Fred Oswald, R. Chris Fraley, Bo Zhang, Kevin Hoff, Tianjun Sun
* Anticipated date of dissertation defense: May 2024

University of Illinois at Urbana-Champaign

M.S. in I/O Psychology May 2021

B.S. in Statistics and I/O Psychology (awarded with High Distinction) December 2017

**RESEARCH INTERESTS**

* Artificial Intelligence Tools
	+ Natural language processing and machine learning methods
	+ Developing equitable career guidance chatbot for workers across career stages
	+ Compare AI-based assessment tools and traditional survey instruments
* Person-Job (P-J) Fit
	+ Integrate public occupation data for P-J fit assessment on diverse work preferences
	+ Assess P-J fit across multiple trait domains (e.g., interests, values, goals)
	+ Compare the predictive power of various P-J fit metrics for work and life outcomes
* Trait Development and Change
	+ Estimate trait stability and change across the lifespan (e.g., interests, personality)
	+ Longitudinal statistical methods (e.g., LGCM, RI-CLPM)
	+ Compare the relative importance of various traits’ development for work outcomes

**GRANTS, HONORS & AWARDS**

Meredith P. Crawford Fellowship, Human Resource Research Organization 2023

 *Amount: $12,000*

SIOP Small Grant, Society of Industrial and Organizational Psychologists 2023

 *Amount: $10,000. Topic: Development and Validation of an AI Career Guidance Chatbot*

 *PI: Chu, Chu. Co-PI: Tianjun, Sun; Bo, Zhang*

Robert P. Larsen Grant for Research in Career Development 2022

 *Amount: $1500. Topic: Designing an AI-Powered Career Guidance Chatbot Prototype*

Hulin Fellowship in I/O Psychology, University of Illinois 2018–2019, Spring 2023

 *Amount: ~$30,000 in total. Full tuition wavier and monthly stipend for each semester*

Graduate College Conference Presentation/Travel Award Spring 2022

*Amount: $200*

List of Teachers Ranked as Excellent at UIUC Spring 2021

 *Organizational Psychology (PSYC 455; Teaching evaluation: 4.5/5)*

**PUBLICATIONS**

**Journal Articles**

**Chu, C.,** Russell, M., Hoff, K.A., Phan, W. M. J., & Rounds, J. (2022*).* What do interest inventories measure? The convergence and content validity of four RIASEC inventories. *Journal of Career Assessment*, *30*(4), 776-801*.* (Impact factor: 3.2)

Hoff, K. A., Einarsdóttir, S., **Chu, C**., Briley, D. A., & Rounds, J. (2021). Personality changes predict early career outcomes: Discovery and replication in 12-year longitudinal studies. *Psychological Science*, *32*(1), 64-79. (Impact factor: 10.172)

Hoff, K. A., **Chu, C**., Einarsdóttir, S., Briley, D. A., Hanna, A., & Rounds, J. (2021) Adolescent vocational interests predict early career success: Two 12-year longitudinal studies. *Applied Psychology: An International Review. 71*(1), 49-75. (Impact factor: 7.2)

Palid, O., Cashdollar, S., Deangelo, S., **Chu, C.,** Bates, M. (2023) Inclusion in practice: A systematic review of diversity-focused STEM programming in the United States*. International Journal of STEM Education. 10*:2.(Impact factor: 5.789)

**Articles Under Review**

Sutu, A., Hoff, K. A., **Chu, C.,** Einarsdóttir, S., Rounds, J., & Damian, R. (1st R&R). Life goal development and occupational outcomes: A 12-year, multi-sample longitudinal study. *Journal of Personality and Social Psychology.* (Impact factor: 7.6)

**Manuscripts in Progress**

Hoff, K. A., **Chu, C.,** Wu, F., Van Egdom, D., Hanna, A., Damian, R., Einarsdóttir, S., Oswald, F., Rounds, J. (*preparing for submission*) Topic: Relative importance of individual differences in predicting early career success. *Target journal: Journal of Personality and Social Psychology.*

Heimpel, N. F., Hoff, K. A., Liu, Z., **Chu, C.,** Oswald, F., Rounds, J. (*preparing for submission*) Topic: Linking work values to occupational information. *Target journal: Journal of Vocational Behavior.*

**Chu, C.,** Hoff, K. A., Liu, Z., Heimpel, N. Greco, A., Rounds, J. (*preparing for submission*).The comprehensive assessment of basic interests—O\*NET (CABIN-NET): A hierarchical RIASEC interest measure with 20 basic interests. *Target journal: Journal of Vocational Behavior.*

Liu, Z., Hoff, K., **Chu, C**., Oswald, F., & Rounds, J. (*preparing for submission*) Personality, interests, and life goals: Their relative importance for early career outcomes*. Target journal: Journal of Applied Psychology.* (Impact factor: 11.802)

**Book Chapters and Technical Reports**

**Chu, C.** (2021). Validity Chapter. *O\*NET® Interest Profiler Manual.* Department of Labor National O\*NET Resource Center. Available at: <https://www.onetcenter.org/dl_files/IP_Manual.pdf>

Rounds, J., Hoff, K. A., **Chu, C**., Lewis, P., &. Lewis, C. (2018, August). *O\*NET® Interest Profiler Short Form Paper-and-Pencil Version: Evaluation of Self-Scoring and Psychometric Characteristics*. U.S. Department of Labor National O\*NET Resource Center. Available at: <https://www.onetcenter.org/dl_files/IPSF_PP.pdf>

**Media Impact and Outreach**

Here’s How Personality Changes in Young Adulthood Can Lead to Greater Career Satisfaction. Research Digest: British Psychological Society, Dec. 2020. [Link](https://www.bps.org.uk/research-digest/heres-how-personality-changes-young-adulthood-can-lead-greater-career-satisfaction).

Personalities Change. Why Shouldn’t Career Expectations? The Observer: Association for Psychological Science (APS). May/June 2021. [Link](https://www.psychologicalscience.org/observer/personality-careers).

**TEACHING EXPERIENCES AT THE UNIVERSITY OF ILLINOIS**

**PSYC 455: Organizational Psychology** – **Instructor (Online)** **Spring 2021**

*Upper-level Psychology Course (100 students) Rating: 4.5/5 (ranked as Excellent)*

*Example Topics: Job Performance, Leadership Styles, Negotiation, Justice*

**PSYC 201: Intro to Social Psychology** – **Instructor Fall 2019 - Spring 2020**

*Entry-level Psychology Course (100 students) Rating: 4.4/5*

*Example Topics: Attitudes, Prejudice, Leadership and Power*

**PSYC 468: Psychology and Law** – **Teaching Assistant (Online) Fall 2020 – Fall 2021**

*Upper-level Psychology Course (50 students)*

*Example Topics: Affirmative Action, Sex Discrimination, Discriminatory Intent*

**Statistical Software Workshops – Instructor Spring 2022 – Fall 2022**

 *Open to All Students, Faculty, and Staff at the University*

 *Software Coverage: R, Python, SAS, STATA, Qualtrics*

**APPLIED RESEARCH EXPERIENCES**

**Eskalera Inc. December 2021 – Current**

*Content & Measurement Researcher | Contractor*

* Conducted research for building a digital platform on workplace DEI educational programs
* Developed measurement indices on employee well-being, engagement, and inclusion attitudes
* Led deep data analysis efforts on client data to produce DEI-related organizational insights
* Produced reports that summarize empirical evidence on a diverse range of workplace research
* Evaluated prevalent measurements of employee behavior change for diverse constructs

**Center for Innovation in Teaching and Learning January 2022 – Current**

*Data Analytics Consultant*

* Provided real-time consultation on statistical analysis, data preparation, and survey research
* Advised researchers weekly on projects, including manuscript R&R and dissertation analysis
* Led workshops on statistical software for university-wide faculty, staff, and students
* Conducted quality control analysis on multiple college-level survey projects

**Discovery Partners Institute (DPI) May– December 2021**

*Graduate Researcher | Illinois Workforce and Education Research Collaborative (IWERC)*

* Analyzed past literature on Diversity, Equity, and Inclusion (DEI) programs in higher education
* Led data analyses on linking components of DEI programs and their effectiveness
* Investigated effective strategies for recruiting underrepresented minorities into higher education
* Authored an annotated bibliography on 33 pieces of literature on Train-the-Trainer programs
* Produced actionable recommendations for DPI to increase diversity in its Tech Talent Lab
* Designed and administered the internal ecosystem survey across DPI functionalities

**WHIMC Project (National Science Foundation-Funded) Summer 2020, 2021**

*Data analytic consultant | What-If Hypothetical Implementations in Minecraft*

* Developed a STEM interest inventory that connects to enjoyment in Minecraft activities
* Assessed the interconnection between teenager gamers’ interest in STEM and Minecraft
* Assisted with research in designing Minecraft as an informal learning tool for STEM
* Coached junior researcher in survey development, research pre-registration, and data analysis

**Human Resource Research Organization** **May 2018 – December 2018**

*Data Analyst and Technical Writer | Contractor*

* Analyzed student and inmate interest data for validating the O\*NET Interest Profiler P&P
* Produced the official technical report for the O\*NET Interest Profiler P&P
* Wrote the validity chapter in the published O\*NET Interest Profiler Manual

**SELECTED CONFERENCE PRESENTATIONS**

**Chu, C.** (2023, April). Building the interestbot: A career guidance chatbot prototype. In H. Min (Chair), *Applying Deep Learning Techniques to Answer Organizational Questions* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, Massachusetts.

**Chu, C.** (2023, March). Development and validation of an artificial intelligence career guidance chatbot. In C. D. Nye (Chair), *The future of interest assessment: Advances in measurement approaches*[Symposium]. International Convention of Psychological Science, Brussels.

**Chu, C.,** Hoff, K. A., Liu, Z., Heimpel, N. Greco, A., Rounds, J. (2023, March). Connecting basic interest to the current O\*NET database. In K. Hoff (Chair), *Integrating individual differences: Advances in personality and interest research* [Symposium]. International Convention of Psychological Science, Brussels.

Hoff, K. A., **Chu, C.,** Wu, F., Van Egdom, D., Hanna, A., Damian, R., Einarsdóttir, S., Oswald, F., Rounds, J.(2023, March). Personality, interests, and life goals: Their relative importance for early career success. In S. Gundula (Chair), *Causes and consequences of interest development across the lifespan* [Symposium]. International Convention of Psychological Science, Brussels.

**Chu, C.,** Hoff, K. A., Phan, W. M. J., Russell, M. T., & Rounds, J. (2022, April). What do RIASEC inventories measure? Investigating convergence and content validity. In C. D. Nye (Chair), *Are you interested? New developments in interest assessment* [Symposium]. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

**Chu, C.,** Greco, A., Liu, Z., Hoff, K. A., Heimpel, N., Oswald, F., Rounds, J. (2022, April). The basic interest profiler: Scale development. In J. L. Foster (Chair), *New innovations and advancements in personality assessment* [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Hoff, K. A., Liu, Z., **Chu, C.,** Rounds, J., & Oswald, F. (2022, April). Building better career assessment using O\*NET: Integrating interests, values, skills, knowledge, and personality. In K. A. Hoff (Chair), *Whole-person career assessment: Integrating fit using interests, values, skills, knowledge, and personality* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Hoff, K. A., Einarsdóttir, S., **Chu, C.** Briley, D. A., & Rounds, J. (2019, March) Long-term changes in personality and interests as predictors of career success: Discovery and replication in 12-year longitudinal studies. In B. Wille (Chair), *Vocational interests at work: New directions* [Symposium]. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Washington, D.C.

**Chu, C.,** & Phan W. M. J. (2018, April) *Bridging direct and indirect measures of vocational fit* [Poster]*.* Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Lee, A., Newman, D., & **Chu, C.** (2018, April) *The L Factor* [Poster]*.* Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

**Chu, C.**, Phan W. M. J., & Rounds, J. (2018, June) *Idealized-actual Job Discrepancy: A Moderating Factor in Predicting Affective Job Outcomes* [Poster]. Society of Vocational Psychology Biennial Conference, Scottdale, AZ.

**SKILLS**

**Technology:**

R, Python, Mplus, SPSS, Qualtrics, SYSTAT

**Statistical:**

Structural Equation Modeling, Longitudinal Analysis, Multimethod Measurement, Hierarchical Linear Modeling, Item Response Theory, Statistical Learning, Multivariate Analysis, Natural Language Processing

**Language:**

Mandarin (native), English (professional), Japanese (intermediate)