



Yan Yi Lance Du

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EDUCATION

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN, CHAMPAIGN, ILLINOIS, USA

Ph.D. Student, Industrial/Organizational Psychology

2021–2026 (expected)

Minor in Quantitative Psychology

Advisor: Emeritus Prof. Fritz Drasgow

M.S. in Industrial and Organizational Psychology

2023

SINGAPORE UNIVERSITY OF SOCIAL SCIENCES

BSc (Hons) Psychology, First-Class Honours

2019

RESEARCH INTERESTS

Individual Differences

Gender and Cultural Differences

Diversity, Equity, and Inclusion

Artificial Intelligence/Machine Learning

Employee Well-being

PEER REVIEWED PUBLICATIONS

Du, Y. Y. L., Jain, D., Cho, Y., Hou, X., Guntuku, S. C., Ungar, L. H., & Tay, L. (2024). Exploring a Language-based Interest Assessment: Predicting Vocational Interests on Social Media Using Natural Language Processing (In-press). *Journal of Career Assessment*.

Du, Y. Y. L., Wee, S., & Rounds, J. (2024). Gender differences in vocational interests across 57 countries: A test of the Interest-Gender-Equality Paradox (In-press). *Social Psychological and Personality Science*.

Du, Y. Y. L., Jain, D., Guntuku, S. C., Hou, X., Ungar, L. H., & Tay, L. (2023). “That’s interesting!”: Using Facebook language to predict vocational interests. *Academy of Management Proceedings*.

**Best Paper Award - Academy of Management Research Methods Division

Du, Y. Y. L., & Templer, K. J. (2022). The happy subclinical psychopath: The protective role of boldness in successful psychopathy. *Journal of Happiness Studies*, 23, 1143–1168.

MANUSCRIPTS UNDER REVIEW

Du, Y. Y. L. & Gelfand, M. J., Drasgow, F. Sexual orientation and vocational interests: The moderating effects of

cultural tightness. Invited for Revise and Resubmit. Target journal: *Journal of Counseling Psychology*

MANUSCRIPTS IN PREPARATION

Du, Y. Y. L. (2024). Perceptions of Workplace Re-entry Injustice and Turnover Intentions in U.S. Federal Employees: Moderating Roles of Age, Gender, and Race. [Poster]. *Personnel Review*.

ACADEMIC CONFERENCE PRESENTATIONS

Du, Y. Y. L. & Gelfand, M. J., Drasgow, F. (2024). Sexual Orientation and Career Interests: The Moderating Role of LGB Acceptance & Cultural Tightness. *Paper presented at the 84th Annual Meeting of the Academy of Management*, Chicago, IL, United States. (DEI Division)

Du, Y. Y. L. (2024). “Re-entry Shock”: Perceptions of Workplace Re-entry Injustice and Turnover Intentions. [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.

Du, Y. Y. L., Drasgow, F., & Rounds, J (2024). Gender Differences in the Network Structure of Basic Interests. [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.

Foster, J. F., Bovenschen, M., Delgado, K., **Du, Y. Y. L.**, Harms, P., Mayfield, D., Stone, T, Butera, H. (2024). New innovations and advancements in personality assessment (Round 3) [Ignite]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.

Du, Y. Y. L. (2024). Perceived Workplace Re-entry Injustice and Post-Pandemic Turnover Intentions in U.S. Federal Employees. Paper presented at the *Digitalization of Life and Work Conference*, Purdue University, IN, United States.

Du, Y. Y. L., Jain, D., Guntuku, S. C., Hou, X., Ungar, L. H., & Tay, L. (2023). That’s interesting!?: The language of vocational interests on social media. *Paper presented at the 83rd Annual Meeting of the Academy of Management*, Boston, MA, United States.

Du, Y. Y. L. & Rounds, J. (2023). Visualizing Interests–Personality Relationships With Network Analysis [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Boston, MA, United States.

Foster, J. F., Connelly, B. S., Delgado, K., **Du, Y. Y. L.**, Guitierrez, S., Harms, P., Mayfield, D., Stone, T., Lewis, J., Rounds, J., Pringle, V., Dunlop, P., & Carlson, E. (2023). New innovations and advancements in personality assessment (Round 2) [Ignite]. *Society for Industrial and Organizational Psychology Annual Conference*, Boston, MA, United States.

Du, Y. Y. L. & Templer, K. J. (2022). Relations of HEXACO personality traits and goal orientation to job performance. [Poster]. *Society for Industrial and Organizational Psychology Annual Conference*, Seattle, WA, United States.

Foster, J. F., Connelly, B. S., Delgado, K., Chu, C., Priest, L. I., **Du, Y. Y. L.**, Lahti, K., Ong, X., Stone, T. H., Wiedenroth, A., McAbee, S. T., Fang, R., Greco, A., Hoff, K., Kidder, Q., Moore, C., Peters, J., & Templer, K. J. (2022). New innovations and advancements in personality assessment [Ignite]. *Society for Industrial and Organizational Psychology Annual Conference*, Seattle, WA, United States.

Du, Y. Y. L., Templer, K. J., & Schweiger, M. (2021 July). Employee Psychopathy: Effects on Job Performance and Well-being. Presented at *32nd International Congress of Psychology* (2021, July). (Virtual), Prague, Czech Republic.

Du, Y. Y. L., & Templer, K. J. (2020 August). Psychopathy facets and their effects on job satisfaction and well-being: Boldness as a moderator. Presented at *80th Academy of Management Meeting (Virtual)*, Vancouver,

B. C., Canada.

SELECTED PROFESSIONAL AND SERVICE ACTIVITIES

Session Moderator (Invited) – “Using Social Media and Text Data in Management Research”, Academy of Management Annual Meeting, Boston, MA, 2023.

Conference Reviewer

SIOB 2024 –
AOM OB Division 2024 –

TEACHING EXPERIENCE

Certificate in Master Course for Online Teaching, CITL, UIUC

Graduate Teaching Assistant, PSYC245 Introduction to I/O psychology (> 100 students) Fall 2021 – Spring 2023

Lead Writing Mentor, Department of Psychology, Writing Center Summer 2023 –

AWARDS & HONORS

Nancy Hirshberg Memorial Award, UIUC Department of Psychology, 2024

Academy of Management Best Paper Award, Research Methods Division, 2023

Summer Fellowship Award, University of Illinois Department of Psychology, 2022

William and Katherine Estes Travel Award Nominee, International Society for Data Science and Analytics, 2022

Taylor and Francis Gold Award, Singapore University of Social Sciences, 2018

Cengage Learning Asia Book Prize, Singapore University of Social Sciences, 2018

Dean’s List, School of Humanities and Behavioral Sciences, Singapore University of Social Sciences, 2016-2018

Scholarship, Singapore University of Social Sciences, 2015

APPLIED/ WORK EXPERIENCE

Department of Psychology, University of Illinois

United States

Fall 2021 – Current

- Graduate Teaching Assistant
- Psychology department Pre-doctoral Fellow
- Lead Author for various research publications and conference papers

Ministry of Home Affairs, Home Team Center for Leadership

Singapore

Senior Executive - Leadership Measurement and Analysis

April 2020 – July 2021

- Program manager for director-level civil servant leadership development programs, in partnership with INSEAD
- Project manager for procurement of INSEAD Business school executive development programs
- Conducted post-program impact studies using survey and focus group methods to assess leadership effectiveness

Singapore University of Social Sciences

Singapore

Research Associate

March 2019 – March 2020

- Developed academic modules mapped to job competencies in the Singapore SkillsFuture Framework
- Analyzed assessment data for candidates for Recognition of Prior Learning (RPL)
- Organized workshops to train RPL assessors for Singapore University of Social Sciences

PROFESSIONAL AFFILIATIONS

Academy of Management, *Student Member*

Association of Psychological Sciences, *Graduate Student Affiliate*

Society for Industrial and Organizational Psychology, *Graduate Student Affiliate*

American Association for the Advancement of Science, *Student Member*

LANGUAGE PROFICIENCY

English – Fluent

Chinese/Mandarin – Fluent