

# Tianjun Sun

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## EDUCATION

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### University of Illinois at Urbana-Champaign

Ph.D. in Industrial and Organizational Psychology  
*Minor in Quantitative Psychology*

Expected: May 2020

M.S. in Applied Statistics

May 2019

M.S. in Industrial and Organizational Psychology

December 2017

B.S. in Psychology and Statistics (*Cum Laude, with Highest Distinctions*)

May 2015

## RESEARCH INTERESTS

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- Personality and individual differences
- Psychometric theories and modeling
- Issues in test development and application
- Personnel selection and assessment
- Cross-cultural aspects in Psychology

## REFEREED PUBLICATIONS

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Sun, T., Zhang, B., Phan, J. W. M., Drasgow, F., & Roberts, B. W. (2019). "Meh!": Examining Midpoint Endorsement Habitude (MEH) in survey research. *Academy of Management Proceedings*.

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

Zhang, B., Sun, T., Drasgow, F., Chernyshenko, O. S., Nye, C. D., Stark, S., & White, L. A. (2019). Though forced, still valid: Psychometric similarities between forced choice format and single statement format. *Organizational Research Methods*.

## CHAPTERS AND TECHNICAL REPORTS

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Sun, T., Zhang, B., Rounds, J. (in press). Reliability, Precision, and Errors of Measurement. In *O\*NET Interest Profiler Professional and Technical Manual*. National Center for O\*NET Development, Raleigh, NC.

Zhang, B., Sun, T., Rounds, J. (in press). Interest Profiler Link to O\*NET Occupations. In *O\*NET Interest Profiler Professional and Technical Manual*. National Center for O\*NET Development, Raleigh, NC.

## MANUSCRIPTS UNDER REVISION AND REVIEW

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Sun, T., Zhang, B., Cao, M., & Drasgow, F. (2<sup>nd</sup> revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. *Organizational Research Methods*.

Sun, T., Fraley, R. C., & Drasgow, F. (2<sup>nd</sup> revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. *Assessment*.

Sun, T., & Drasgow, F. (revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. *Journal of Cross-Cultural Psychology*.

Zhang, B., Sun, T., Cao, M., Roberts, B., & Drasgow, F. (2<sup>nd</sup> revise & resubmit). TITLE REMOVED FOR BLIND REVIEW. *Organizational Research Methods*.

Sun, T., Schilpzand, P., & Liu, Y. (under review). TITLE REMOVED FOR BLIND REVIEW. *Journal of Organizational Behavior*.

**SELECTED WORKS IN PROGRESS**

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- Sun, T.**, Zhang, B., Phan, J. W. M., Roberts, B., & Drasgow, F. (in progress). Examining midpoint endorsement in survey research. [Editing Stage] Target: *Journal of Social and Personality Psychology*.
- Sun, T.**, Zhang, B., Cao, M., & Drasgow, F. (in progress). Reducing response distortions in interest measures with forced choice. [Editing Stage] Target: *Personnel Psychology*.
- Sun, T.** & Drasgow, F. (in progress). Feasibility of converting passage-based paper-and-pencil tests to adaptive multi-stage tests. [Editing Stage] Target: *Educational and Psychological Measurement*.
- Guan, L., **Sun, T.**, Carter, N. T., Conway, J. S., Boyce, A. S., & Mead, A. D. (in progress) Muppscore: An R program for Expected A Posteriori scoring of multidimensional pairwise preference items. [Editing Stage] Target: *Applied Psychological Measurement*.
- Kern, J., Zhang, S., **Sun, T.**, Zhang, B., Hanna, A., Amrhein, R., & Lee, A. (in progress). Innovating personality assessment: New approaches to computerized adaptive tests. [Editing Stage] Target: *Educational and Psychological Measurement*.
- Sun, T.**, Song, Q. C., Wee, J. M. C., Amrhein, R., Lee, A., & Rounds, J. (in progress). Contextualizing interest items. [Writing Stage] Target: *Journal of Applied Psychology*.
- Zhang, B., **Sun, T.**, Anderson, C. J., & Angrave, L. (in progress). Modeling faking on self-reported measures with Bayesian item response trees. [Writing Stage] Target: *Organizational Research Methods*.
- Sun, T.**, Zhang, B., Roberts, B., & Drasgow, F. (in progress). A measurement focused approach on examining the general factor of personality. [Data Analyzed] Target: *Journal of Personality*.

**GRANTS**

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- Robert P. Larson Grant for Research in Career Development**, University of Illinois at Urbana-Champaign, 2016. Amount: \$1440. Topic: *Development of a Vocational Interest Forced Choice Measure*.
- James Scholar Preble Research Support**, University of Illinois at Urbana-Champaign, 2014. Amount: \$350. Topic: *Forced Choice for Cross-cultural Response Style Bias*.

**AWARDS AND HONORS**

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- Psychology Alumni Board Travel Award**, University of Illinois at Urbana-Champaign, 2018
- Graduate Student Travel Award**, University of Illinois at Urbana-Champaign, 2017
- Charles L. Hulin Fellowship**, University of Illinois at Urbana-Champaign, 2015 – 2016
- Class of 2015 Senior 100 Honorary**, University of Illinois at Urbana-Champaign, 2015
- Edmund J. James Scholar**, University of Illinois at Urbana-Champaign, 2011-2015
- James E. Spoor Award**, University of Illinois at Urbana-Champaign, 2014
- Preble Research Award**, University of Illinois at Urbana-Champaign, 2014
- Conference Travel Award**, University of Illinois at Urbana-Champaign, 2014

**CONFERENCE PRESENTATIONS**

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- Sun, T.**, Zhang, B., Phan, W. M. J., Roberts, B. W., & Drasgow, F. (August, 2019). “Meh!”: Examining Midpoint Endorsement Habitude (MEH) in survey research. In **T. Sun** (Chair), Challenges and Applications of Survey-Based Research. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.
- 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 presented at the 34<sup>th</sup> 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 presented at the 34<sup>th</sup> 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 presented at the 34<sup>th</sup> 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 presented at the 34<sup>th</sup> 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: Equivalence between FC format and single statement scale. In P. Lee (Chair), *Examining the Effectiveness of MFC Personality Assessments from Diverse Perspectives. Symposium presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Zhang, B., **Sun, T.**, & Drasgow, F. (April 2019). Improving the performance of bifactor predictive model: One more item suffices. *Poster presented at the 34<sup>th</sup> 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 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Sun, T.**, Zhang, B., Cao, M., & Drasgow, F. (April 2018). Faking classification accuracy improved: adopting the tree-process model. *Poster presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Zhang, B., **Sun, T.**, Cao, M., & Drasgow, F. (April 2018). Enhancing predictive validity of multidimensional measures: a bifactor perspective. *Poster presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Zhang, B., **Sun, T.**, Drasgow, F., Chernyshenko, O. S., Nye, C., Stark, S., & White, L. A. (April 2018). Reliability of unfolding rating scales and multidimensional forced choice measures. In J. A. DeSimone (Chair), *What Should We Do about Alpha II: Alternatives to Alpha? Symposium presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Sun, T.**, Zhang, B., Stark, S., & Drasgow, F. (April, 2017). Do questionnaire formats and scoring models change the construct measured? In H. Min & M. Zickar (Co-chairs), *Item Response Theory: New Directions for Research and Practice. Symposium presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
- Sun, T.**, & Drasgow, F. (April, 2017). Cross-cultural response style bias is real: Adapting the Tree-Process Model. *Poster presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
- Sun, T.**, Cao, M., & Drasgow, F. (April, 2016). Overcoming cross-cultural response style bias: forcing improved measurement. *Poster presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Anaheim, CA.
- Sun, T.** (April, 2014). Cross-cultural differences in response styles. *Poster presented at the 7<sup>th</sup> Annual Undergraduate Research Symposium of the University of Illinois*, Urbana, IL.

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**PROFESSIONAL EXPERIENCE**


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- Amazon.com Services, Inc.** Seattle, WA  
*Research Scientist Intern, Talent Assessment* May 2019 – August 2019
- Leveraged assessment data and used machine learning to create an optimal scoring model targeting multiple criteria
  - Identified key assessment components and improved test efficiency for various functions within the organization
  - Facilitated content development and validation for several personnel and selection assessments
- JD.com, Inc.** Champaign-Urbana, IL  
*Personnel Assessment Consultant* December 2018 – May 2019
- Designed tailored scales for assessing various skills and traits to for hiring and promotion
  - Analyzed selection and performance data to identify problems in current evaluation system
  - Assisted on development for company-wide 360-degree feedback and performance review
- University of Illinois Leadership Center** Champaign-Urbana, IL  
*Statistical Consultant* January 2019 – May 2019
- Analyzed data on multi-institutional leadership studies and solved problems on leadership measurement
  - Examined patterns on campus leadership and commitment development over past 10 years
  - Made recommendations for future leadership assessment procedures and instruments
- Human Resources Research Organization (HumRRO)** Champaign-Urbana, IL  
*Research Consultant* October 2018 – March 2019
- Analyzed data on various forms of interest profiler to examine their psychometric properties
  - Linked existing forms of interest profilers to O\*NET occupations
  - Participated in writing technical reports and book chapters for the O\*NET Interest Profiler
- The Organization for Economic Co-operation and Development (OECD)** Champaign-Urbana, IL  
*Research Assistant* February 2018 – August 2018
- Designed scales for socioemotional skills to be administered on teenagers around the globe
  - Analyzed item trials data to evaluate scale performance and global applicability
  - Assisted on the initial phase of the large project effort
- American College Testing (ACT) Inc.** Champaign-Urbana, IL  
*Research Assistant* January 2017 – February 2018
- Investigated latent structure of mixed format tests
  - Analyzed dimensionality of passage and item based tests
  - Designed and applied methods of multistage adaptive testing
- Anheuser Busch InBev** Champaign, IL  
*People Analytics Intern* October 2014 – August 2016
- Researched and designed a set of personnel excellence assessment instruments as performance indicators
  - Analyzed internal metrics, trends and causes to develop solutions that balance risks and management
  - Performed statistical analysis to support people operations decisions, predict outcomes and assess practicability

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**TEACHING EXPERIENCE**


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- Online Course Developer & Instructor**, Intro to Industrial and Organizational Psychology, Fall 2018 – Summer 2019
- Instructor**, Intro to Industrial and Organizational Psychology, *Excellence rating: 4.8/5.0 (25 students)* Summer 2018
- \*Recognized among *Teachers Ranked as Excellent*
- Teaching Assistant**, Intro to Industrial and Organizational Psychology (*155 students*) Spring 2018
- Teaching Assistant**, Social Cognition (*150 students*) Fall 2016
- Instructor**, Freshman Seminar, *Excellence rating: 4.4/5.0 (24 students)* Fall 2013
- Discussion Leader**, Social Issues Group Dialogues, *Excellence rating: 4.3/5.0 (20 students)* Fall 2012

## SKILLS

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**Language:** Mandarin Chinese, English

**IRT Software:** GGUM2004, GGUM MCMC, flexMIRT, BILOG, MULTILOG, PARSCALE, TESTFACT, IRTPRO, Winsteps, MCMC GGUM, MCMC ZG

**Statistical and Programming Tools:** R, Python, Mplus, SPSS, SAS, Mathematica, SQL, VBA, LaTeX

**Certification:** SAS Advanced Programmer, SAS Base Programmer, NREMT-B, PADI AOW, USPA A

## SERVICES

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**Ad Hoc Reviewer**, Society for Industrial and Organizational Psychology Annual Meeting 2019 - present

**Ad Hoc Reviewer**, Academy of Management Annual Meeting 2019 - present

## SELECTED COURSEWORK

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- Organizational Psychology
- Personnel Psychology
- Foundations of Organizational Behavior
- Measurement and Test Development
- Item Response Theory
- Computerized Adaptive Testing
- Multivariate Statistics
- Categorical Data Analysis
- Hierarchical Linear Modeling
- Covariance Structure and Factor Modeling (SEM)
- Advanced Structural Equation Modeling
- Multilevel Modeling and Network Analysis
- Social Research Methods
- Bayesian Research Methods
- Bayesian Statistical Inference and Modeling
- Data Science Foundations
- Advanced Data Science
- Statistical Learning
- Mathematical Statistics
- Methods of Applied Statistics
- Statistical Data Management
- Advanced Data Analysis
- Applied Regression and Design
- Survival Analysis
- Real Analysis

## PROFESSIONAL AFFILIATION

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

**Academy of Management**, *Student Member*

**American Psychological Association**, *Graduate Affiliate*

**American Statistical Association**, *Student Member*