

# CHEN TANG

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University of Illinois at Urbana-Champaign

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## Education

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### **School of Labor and Employment Relations, University of Illinois at Urbana-Champaign**

- Ph.D. in Human Resources, 2022 (*expected*)

### **School of Psychology and Cognitive Science, East China Normal University**

- M.Ed. in Applied Psychology, *June 2012*
- B.S. in Psychology, *June 2009*

## Research Interests

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- **Human resource and organizational behavior**
  - Personnel selection
  - Diversity in hiring
  - Individual career development and change
  - Behavioral ethics
- **Organizational research methods**
  - Predictive modeling
  - Cross-validation
  - Natural language processing
  - Data visualization

# Manuscripts Under Review

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**Tang, C.**, Chen, Y., & Wei, W. (R&R). [Details omitted for blind reviewing]. *Journal of Business Ethics*.

Song, Q. C., Newman, D. A., Wee, S., & **Tang, C.** (R&R). [Details omitted for blind reviewing]. *Journal of Applied Psychology*.

\*Lee, S. H., \***Tang, C.**, Wei, W., & Chen, Y. (under review). [Details omitted for blind reviewing]. *Journal of Organizational Behavior*. (\* Equal contribution)

Newman, D. A., **Tang, C.**, Song, Q. C., & Wee, S. (under review). [Details omitted for blind reviewing]. *International Journal of Testing*.

# Ongoing Projects

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**Tang, C.** & Culpepper, S. A. (model implementation). Gaussian Copula for Non-normal Multilevel Data.

**Tang, C.**, Hickman, L., Song, Q. C., & Alexander III, L. (writing in progress). Comparing Item-Level and Scale-Level Predictive Models: A Simulation.

**Tang, C.**, Shin, H. J., & Song, Q. C. (writing in progress). Combining Machine Learning Models to Improve Prediction Accuracy: The Use of Ensemble Learning in Personnel Selection.

**Tang, C.**, & Zhang, B. (writing in progress). Predictive Faking Detection using Item-level Personality Measurement Data.

**Tang, C.**, Chen, Y., Song, Q. C., & Newman, D. A. (writing in progress). Valuing Diversity in Hiring when Choosing a Predictor Weighting Method: An Extension of Sackett et al. (2017).

Song, Q. C., & **Tang, C.** (data analysis). Adverse impact reduction for multiple subgroups: A Pareto-optimization approach.

Lee, SH., & **Tang, C.** (data collection). A dual-path model of job search behaviors.

# Publications

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Song, Q. C., **Tang, C.**, & Wee, S. (2021). Making sense of model generalizability: A tutorial on cross-validation in R and Shiny. *Advances in Methods and Practices in Psychological Science*. 4(1): 1-17.

Yang, Y., **Tang, C.**, Qu, X., Wang, C., & Denson, T. F. (2018). Group facial width-to-height ratio predicts intergroup negotiation outcomes. *Frontiers in Psychology*, 9. <https://doi.org/10.3389/fpsyg.2018.00214>

## Book Chapters/Sections

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Song, Q. C., Liu, M. Q., **Tang, C.**, & Long, L. (2020). Applying principles of big data to the workplace and talent analytics. *Big Data Methods for Psychological Research: New Horizons and Challenges*. Washington D. C., APA books.

**Tang, C.**, & Yang, Y. (2017). Goals. In Zeigler-Hill, V., & Shackelford, T. K. (Eds.) *Encyclopedia of Personality and Individual Difference*. Springer.

## Conference Presentations

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Lee, SH., **Tang, C.**, Wei, W., & Chen, Y. (August 2021). *The Roles of Compassion and Resilience on Employee Thriving, Well-being, and Interpersonal Deviance*. [Paper] 81st Annual Meeting of the Academy of Management. (Online conference)

**Tang, C.**, Hickman, L., Song, Q. C., & Alexander III, L. (April 2021). *Comparing Item-Level and Scale-Level Predictive Models: A Simulation*. [Poster]. 36th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA. (Online conference)

**Tang, C.**, Newman, D. A., Song, Q. C., & Wee., S. (April 2021). Pareto-Optimal Tradeoffs for Three Notions of Test Fairness. In Song, Q. C. (Chair), *Multi-Objective Optimization in the Workplace 2.0: Applications in Selection* [Symposium paper]. 36th Annual Convention of the Society for Industrial and Organizational Psychology, New Orleans, LA. (Online conference)

**Tang, C.**, Chen, Y., Wei, W. (August 2020). *External Work Locus of Control and Unethical Pro-Organizational Behavior: A Dual-Path Model* [Paper]. 80th Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada.

**Tang, C.**, Newman, D. A., & Song, Q. C. (April 2020). Addressing diversity-Validity trade-offs via Pareto weights with orthogonalized criteria. In Song, Q. C. & Wee. S. (Co-chairs), *Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection* [Symposium paper]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online conference)

Song, Q. C., & **Tang, C.** (April 2020). Adverse impact reduction for multiple subgroups: A Pareto-optimization approach. In Song, Q. C. & Wee. S. (Co-chairs), *Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection* [Symposium paper]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online conference)

**Tang, C.**, Shin, H. J., Barve, A., & Song, Q., C. (April 2020). *Using ensemble machine learning to improve assessment in personnel selection* [Poster]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online conference)

Sang-Hoon, L., **Tang, C.**, & Liang, Y. J. (April 2020). *Won't stop searching: detachment, self-improvement, and job search outcomes* [Poster]. 35th Annual Convention of the Society for Industrial and Organizational Psychology, Austin, TX. (Online conference)

**Tang, C.**, Chen, Y., Song, Q. C., & Newman, D. A. (April, 2019). *Predictor weighting with adverse impact and shrinkage: Reply to Sackett et al. (2017)* [Poster]. 34th Annual Convention of the Society for Industrial and Organizational Psychology, Washington, DC.

## Academic Experience

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Research Assistant, School of Labor and Employment Relations, University of Illinois at Urbana-Champaign, 2017-Present

Research Assistant, School of Entrepreneurship and Management, ShanghaiTech University, 2015-2017

## Teaching Experience

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Teaching Assistant, LER 593, School of Labor and Employment Relations, UIUC, Fall 2020 (Evaluation: [Teachers Ranked as Excellent, Fall 2020](#))

Teaching Assistant, Negotiation, ShanghaiTech SEM, Spring 2016, Spring 2017

Teaching Assistant, Executive MBA Midterm Module, China Europe International Business School, Spring 2017