

# Leo Alexander III

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## Academic Positions

### **Assistant Professor, School of Labor and Employment Relations (LER)**

University of Illinois, Urbana-Champaign  
August 2022 to present

### **Assistant Professor, Department of Psychology (joint appointment)**

University of Illinois, Urbana-Champaign  
August 2022 to present

## Education

### **Ph.D., Industrial and Organizational Psychology**

December 2022  
Rice University

### **M.A., Psychology**

December 2021  
Rice University

### **B.A., Psychology**

Summa Cum Laude, December 2015  
California State University, Sacramento

## Awards and Honors

### **Provost's Prize**

Rice University, *Houston, TX*, 2017 - 2020

### **Psi Chi Regional Research Award**

WPA 96th Annual Convention, *Long Beach, CA*, April 2016

### **Barbara Tabachnick Award for Outstanding Application of Quantitative Methods**

(2<sup>nd</sup> Author) WPA 96th Annual Convention, *Long Beach, CA*, April 2016

### **Provost's Award for Research Excellence**

Sacramento State Student Research Symposium, *Sacramento, CA*, March 2015

## Journal Publications

### **Refereed Publications**

Wu, F., Mulfinger, E., **Alexander, L., III**, Sinclair, A., McCloy, R. A., & Oswald, F. L. (2021). Individual differences at play: An investigation into measuring Big Five personality facets with game-based assessments. *International Journal of Selection and Assessment*. Advance online publication. <https://doi.org/10.1111/ijsa.12360>

**Alexander, L., III**, Mulfinger, E., & Oswald, F. L. (2020). Using big data and machine learning in personality measurement: Opportunities and challenges. *European Journal of Personality*. 34(5), 632–648. <https://doi.org/10.1002/per.2305>

### **Open-Science Software**

**Alexander, L., III**, Mulfinger, E., & Oswald, F. L. (2019). *Investing in people online* (Version 2.0) [Software], Rice University, Houston, Texas. Available from <https://orgtools.shinyapps.io/IIP3/>

**Alexander, L., III**, & Oswald, F. L. (2019). *Free Adverse Impact Resource (FAIR)* [Software], Rice University, Houston, Texas. Available from <https://orgtools.shinyapps.io/FAIR/>

### **Other Publications**

**Alexander, L., III**. (2015). The reliability and validity of the Concept Shifting Test and the Letter Digit Substitution Test as measures of executive function. *California State University, Sacramento McNair Scholars Journal*, 16, 21-42 (not refereed).

### **Manuscripts in Preparation**

Song, Q. C., Tang, C., **Alexander, L., III**, Hickman, L., and Kim, Y. Multi-objective optimization for personnel selection: A guide, tutorial, and user-friendly tool. *Revise and Resubmit at Personnel Psychology*.

Tang, C., Hickman, L., Song, Q. C., **Alexander, L., III**. When are item nuances useful for prediction? Comparing the prediction accuracy of item-level, scale-level, and ensemble machine learning models. *Revise and Resubmit at Journal of Applied Psychology*.

**Alexander, L., III**, Song, Q. C., Hickman, L., & Shin, H. The double-edged sword of sourcing algorithms: Risks, benefits, and a simulation of their effects on diversity and validity. *Submitted at Journal of Business and Psychology*.

**Alexander, L., III**, & Oswald, F. L. (In preparation). The Free Adverse Impact Resource (FAIR): A tutorial.

Mulfinger, E., **Alexander, L., III**, & Oswald, F. L. (In preparation). A meta-analytic examination of personality and impression management. *Target Journal: Journal of Occupational and Organizational Psychology*.

Mulfinger, E., Wu, F., **Alexander, L., III**, & Oswald, F. L. (In preparation). AI technologies in talent management systems: It glitters but is it gold? *Target Journal: International Journal of Selection and Assessment*.

## Conference Presentations

### Symposia

**Alexander, L., III**, Braun, M. T., Oswald, F. L., & Converse, P. D. (2020, June). *Dominance analysis: An open-source, interactive, web-based R Shiny tool*. In O. R. Shewach and M. C. Reeder (Co-Chairs), Weight no more: Strategies for estimating and communicating relative weights. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology.

**Alexander, L., III**, Mulfinger, E., Oswald, F. L., Cascio, W. F., Boudreau, J. W., Fink, A. A., & Alexander, A. (2020, June). *Investing in people online: An R Shiny textbook companion software*. In L. Alexander III and Q. C. Song (Co-Chairs), Interactive tools: Web-based applications in organizational research and practice. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology.

Mulfinger, E., **Alexander, L., III**, & Oswald, F. L. (2020, June). *Introducing an R Shiny tool to unlock the power of the O\*NET*. In L. Alexander III and Q. C. Song (Co-Chairs), Interactive tools: Web-based applications in organizational research and practice. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology.

Mulfinger, E., **Alexander, L., III**, & Oswald, F. L. (2020, June). *Using the O\*NET content model to predict interest requirements of jobs*. In C. D. Nye and J. C. Bradburn (Co-Chairs), The rise of the machines: How machine learning is changing organizations and research. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology.

Purl, J. D., Sinclair, A., McCloy, R. A., Koch, A. J., Alaybek, B., Dalal, R. S., Oswald, F. L., Mulfinger, E., Zuo, C., & **Alexander, L., III**. (2019, April). *Game-like personality assessment: Using personality research to design games*. In S. Marin and M. B. Armstrong (Co-Chairs), Leveling on game thinking: Research trends in gamification and game-based assessments. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

**Alexander, L., III**, & Oswald, F. L. (2018, April). FAIR: An interactive adverse impact tool using R Shiny. In D. A. Newman (Chair), What's new in adverse impact? Exploring theory, techniques, test types, and tools. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Alexander, L., III**. (2015, March - September). The reliability and validity of the Concept Shifting Test and the Letter Digit Substitution Test. Symposia presented at the 40th Annual CSU, SSRIC Social Science Student Symposium, Sacramento, CA, the 2015 McNair Heartland Conference, Kansas City, MO, the 21st Annual University at Buffalo Undergraduate Research Conference, Buffalo, NY, and the 2015 McNair Research Symposium at California State University, Sacramento, CA.

### Posters

Tang, C., Hickman, L., Song, Q. C., & **Alexander, L., III**. (2021, April). *Comparing item-level and scale-level predictive models: A simulation*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology.

Wu, F., Mulfinger, E., **Alexander, L., III**, Sinclair, A., McCloy, R. A., & Oswald, F. L. (2021, April). *Validation of individual differences in game-based assessment profiles*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology.

Wilczewski, H., Mulfinger, E., **Alexander, L., III**, Oswald, F. L., & Kortum, P. (2021, April). *How does usability affect the workplace? Personality as a predictor*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology.

Mulfinger, E., Wu, F., **Alexander, L., III**, & Oswald, F. L. (2020, February). *AI technologies in talent management systems: It glitters but is it gold?* Poster presented at Work in the 21<sup>st</sup> Century: Automation, Workers, and Society, Houston, TX

Mulfinger, E., **Alexander, L., III**, & Oswald, F. L. (2019, October). *Understanding the world of work: Machine learning approaches to clustering the O\*NET database*. Poster presented at the 1<sup>st</sup> Annual APA Conference on Technology, Mind, & Society, Washington, D.C.

**Alexander, L., III**, Sandoval, R. G., & Meyers, L. S., (2017, April). A structural model predicting motivated strategies for learning. Poster presented at the WPA 97<sup>th</sup> Annual Convention, Sacramento, CA.

- Alexander, L., III**, Sandoval, R. G., & Meyers, L. S., (2017, April). A structural model predicting procrastination. Poster presented at the WPA 97<sup>th</sup> Annual Convention, Sacramento, CA.
- Alexander, L., III**, Haghghat, M. D., & Qin, J. J. (2016, April). Assessing the validity and reliability of two executive function measures. Poster presented at the WPA 96<sup>th</sup> Annual Convention, Long Beach, CA.
- Sandoval, R. G., **Alexander, L., III**, Christianson, N., Chandler, L., Kay, B., Sanchez Jr., J., Urban, A., McLaughlin, K., & Meyers, L. S. (2016, April). A structural model predicting a holistic perception of self. Poster presented at the WPA 96th Annual Convention, Long Beach, CA.
- Sandoval, R. G., **Alexander, L., III**, Sanchez Jr., J., McLaughlin, K., Christianson, N., Kay, B., Urban, A., Chandler, L., & Meyers, L. S. (2016, April). A structural model predicting grit. Poster presented at the WPA 96th Annual Convention, Long Beach, CA.
- Alexander, L., III**, Haghghat, M. D. & Qin, J. J. (2015). The reliability and validity of the Concept Shifting Test and the Letter Digit Substitution Test. Poster presented at the Sacramento State Student Research Symposium, Sacramento, CA, the Sacramento Valley Psychological Association's First Annual Student Research Conference, Sacramento, CA, and the 2015 McNair Research Symposium at California State University, Sacramento, CA.