

## **Bo Zhang**

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bozhang3@illinois.edu

### **Education**

#### **University of Illinois at Urbana-Champaign, IL**

Ph.D. in Industrial and Organizational Psychology 08/2020

*Minor in Quantitative Psychology*

M.S. in Applied Statistics 05/2020

M.S. in Industrial and Organizational Psychology 12/2018

#### **Beijing Normal University, Beijing**

M.S. in Psychological Measurement 07/2015

B.S. in Psychology 07/2012

### **Academic Position**

- Assistant Professor, School of Labor and Employment Relations, University of Illinois Urbana Champaign (06/2022-Present)
- Assistant Professor, Department of Psychology, University of Illinois Urbana Champaign (06/2022-Present)
- Assistant Professor, Department of Psychological and Brain Sciences, Texas A&M University (09/2020-05/2022)

### **Awards and Honors**

SIOP Top 10 Poster, Society for Industrial and Organizational Psychology, 2021

James Johnson Student Paper Award, The International Personnel Assessment Council, 2020

Jeffrey Tanaka Memorial Award, University of Illinois at Urbana-Champaign, 2020

Meredith P. Crawford Fellowship, Human Resources Research Organization, 2019

Best Student Paper (Research Methods Division), Academy of Management, 2019

Psychology Alumni Board Travel Award, University of Illinois at Urbana-Champaign, 2018

Graduate Student Travel Award, University of Illinois at Urbana-Champaign, 2016 - 2018

Graduate with Distinction, Beijing Municipal Commission of Education, 2015

Graduate with Distinction, Beijing Normal University, 2015

National Scholarship, Ministry of Education and Ministry of Finance, 2014

Tong Ding Scholarship, Tong Ding Group, 2014

Bei Sen Scholarship, Bei Sen Assessment Co. Ltd., 2014

Graduate with Distinction, Beijing Normal University, 2012

National Encouragement Scholarship, Ministry of Education, 2009/2010

## **Journal Articles**

- *Graduate student authors by the time of writing are underscored.*
  - *Equal contribution is indicated by “#”.*
22. Luo, J., **Zhang, B.**, Cao, M., & Roberts, B.W. (in press). A meta-analytical review of the relation between personality and stress. *Personality and Social Psychology Review*.
  21. Luo, J., **Zhang, B.**, Willroth, E. C., Mroczek, D. K., & Roberts, B. W. (2022). The roles of general and domain-specific perceived stress in healthy aging. *The Journals of Gerontology: Series B*, 77(3), 536-549.
  20. Luo, J., **Zhang, B.**, Estabrook, R., Schalet, B.D., Graham, E.K., Driver, C.C., Turiano, N.A., Spirio III, A., & Mroczek, D.K. (2022). Personality and health: Disentangling their between-person and within-person relationship in three longitudinal studies. *Journal of Personality and Social Psychology*, 122(3),493-522.
  19. Li, M., Sun, T., & **Zhang, B.** (2022). autoFC: An R package for automatic item pairing in forced-choice test construction. *Applied Psychological Measurement*, 46(1),70–72.
  18. Sun, T., **Zhang, B.**, Cao, M., & Drasgow, F. (2022). Faking detection improved: Adopting a Likert item response process tree model. *Organizational Research Methods*, 25(3), 490-512.
  17. Ayoub, M., **Zhang, B.**, Göllner, R., Atherton, O. E., Trautwein, U., & Roberts, B. W. (2021). Longitudinal Associations Between Parenting and Child Big Five Personality Traits. *Collabra: Psychology*, 7(1), 29766.
  16. **Zhang, B.**, Luo, J., Sun, T., Cao, M., & Drasgow, F. (2021). Small but nontrivial: A comparison of six strategies to handle cross-loadings in bifactor predictive models. *Multivariate Behavior Research*. Advanced online publication.
  15. Tu, N<sup>#</sup>., **Zhang, B<sup>#</sup>.**, Angrave, L.C., Sun, T. (2021). *bmggum*: An R package for Bayesian estimation of Multidimensional Generalized Graded Unfolding Model with covariates. *Applied Psychological Measurement*, 45(7-8) 553–555.
  14. **Zhang, B.**, Li, Y., Li, J., Luo, J., Ye, Y., Yin, L., Chen, Z., Soto, C.J, & John, O.P. (2021). The Big Five Inventory-2 in China: A comprehensive psychometric evaluation in four diverse samples. *Assessment*. Advanced online publication.
  13. Luo, J., **Zhang, B.**, & Roberts, B.W. (2021). Sensitization or inoculation: Investigating the effects of early adversity on personality traits and stress experiences in adulthood. *PLoS ONE*, 16(4): e0248822.

12. Mou, Y<sup>#</sup>, **Zhang, B<sup>#</sup>**, Piazza, M., & Hyde, D.C. (2021). Comparing set-to-number and number-to-set measures of cardinal number knowledge in preschool children using latent variable modeling. *Early Childhood Research Quarterly*, 54(1), 125-135.
11. **Zhang, B.**, Sun, T., Cao, M., & Drasgow, F. (2021). Using bifactor models to examine the predictive validity of hierarchical constructs: Pros, cons, and solutions. *Organizational Research Methods*, 24(3), 530-571.
10. **Zhang, B.**, Cao, M., Tay, L., Luo, J., & Drasgow, F. (2020). Examining the item response process to personality measures in high-stakes situations: Issues of measurement validity and predictive validity. *Personnel Psychology*, 73(2), 305-332.
9. **Zhang, B.**, Sun, T., Drasgow, F., Chernyshenko, O.S., Nye, C., Stark, S., & White, L.A. (2020). Though forced, still valid: Psychometric equivalence of forced choice and single statement measures. *Organizational Research Methods*, 22(3), 569-590.
8. Nye, C., Joo, S., **Zhang, B.**, & Stark, S. (2020). Advancing and evaluating IRT model data fit indices in organizational research. *Organizational Research Methods*, 22(3), 457-486.
7. Cho, S., Carpenter, N.C., & **Zhang, B.** (2020). Investigating construct redundancy among four change-oriented workplace behaviors. *International Journal of Selection and Assessment*, 28(3), 337-350.
6. Zhu, Z., Li, J., **Zhang, B.**, & Zhang, X. (2017). The effect of positive affect and extrinsic motivation on ego depletion: The same results but different mechanisms. *International Journal of Psychology*, 52(6), 445-452.
5. Li, Y., Li, J., Chan, D.K.S., **Zhang, B.** (2016). When love meets money: Priming the possession of money influences mating strategies. *Frontiers in Psychology*, 7, 1664-1078.
4. **Zhang, B.**, Li, Y., Li, J., Li, Y., & Zhang, H. (2015). The revision and validation of the Academic Motivation Scale in China. *Journal of Psychoeducational Assessment*, 34(1), 15-27.
3. Li, J., **Zhang, B.**, Du, H., Zhu, Z., & Li, Y. (2015). Metacognitive planning: Development and validation of an on-line measure. *Psychological Assessment*, 27(1), 260-271.
2. Zeng, X., Li, M., **Zhang, B.**, & Liu, X. (2015). Revision of the Philadelphia Mindfulness Scale for measuring awareness and equanimity in Goenka's Vipassana meditation with Chinese buddhists. *Journal of Religion and Health*, 54(2), 623-637.
1. **Zhang, B.**, Li, J., Xu, C., & Li, Y. (2014). The developmental differences of problem solving between gifted and normative children aged from 11 to 14 years old. *Acta Psychologica Sinica*, 46(12), 1823-1834.

### **Manuscripts Under Review or Revision**

- Zhang, B.**, Luo, J., Chen, Y., Li, J., Roberts, B.W., & Drasgow, F. (4<sup>th</sup> Revise & Resubmit). A cross-cultural study on the negative wording factor in multidimensional scales. *Journal of Applied Psychology*.
- Zhang, B.**, Chalmers, P., & Sun, T. (1<sup>st</sup> Revise & Resubmit). Mixed Dominance-Unfolding Model. *Journal of Applied Psychology*.
- Nie, W., Hernandez, I., Tay, L., **Zhang, B.**, & Cao, M. (2<sup>nd</sup> Revise & Resubmit). Examining the robustness of personality faking detection in imbalanced samples. *Journal of Applied Psychology*.
- Luo, J., **Zhang, B.**, & Mroczek, D.K. (proposal accepted). The effects of socioeconomic status on personality development in adulthood and aging. *Journal of Personality*.
- Mou, Y., **Zhang, B.**, & Hyde, D.C. (2<sup>nd</sup> Revise & Resubmit). Directionality in the interrelations between approximate number, verbal number, and mathematics in preschool-aged children. *Child Development*.
- Sun, T., Guo, F., Min, H., & **Zhang, B.** (1<sup>st</sup> Revise & Resubmit). Balance performance and diversity using machine learning algorithms. *Personnel Psychology*.
- Zhu, Z., Kuykendall, L., Baines, J., & **Zhang, B.** (1<sup>st</sup> Revise & Resubmit). Clarifying the construct of supervisor support for recovery and its impacts on employee recovery. *Journal of Applied Psychology*.
- Fan, J., Sun, T., Liu, J., Zhao, T., Glorioso, M., Chen, Z., **Zhang, B.**, & Hack, E. (1<sup>st</sup> Revise & Resubmit). Examining psychometric properties of chatbot-inferred personality scores. *Journal of Applied Psychology*.
- Zhang, B.**, Li, J., & Luo, J. (under review). The pros and cons graded forced-choice measures. *Journal of Applied Psychology*.
- Luo, J., **Zhang, B.**, Graham, E.K., Mroczek, D.K. (under review). Examining the moderating role of age on the personality-health link from life-course development and aging perspectives. *Journal of Personality and Social Psychology*.
- Tu, N<sup>#</sup>., **Zhang, B<sup>#</sup>.**, Angrave, L.C., Sun, T. (under review). Bayesian estimation of Multidimensional Generalized Graded Unfolding Model with covariates. *Collabra: Psychology*.
- Li, Z., **Zhang, B.**, Cao, M., Tay, L. (under review). Unfolding Item Response Tree (UIRTree) model. *Multivariate Behavioral Research*.
- Zhang, B.**, Luo, J., Zhang, S., & Sun, T. (under review). Oblique bifactor models. *Multivariate Behavior Research*.

## Conference Presentations

- Liu, J., Zhao, T., Sun, T., **Zhang, B.**, & Fan, J. (2022). Latent structure equivalence and prediction comparisons between traditionally assessed and machine-inferred personality scores. In T. Sun (Chair), *Machine Learning Utility: Examination and Improvement for Selection*. Symposium to be presented at the *37th Annual Conference of the Society for Industrial and Organizational Psychology*, Seattle, WA.
- Li, L., Sun, T., **Zhang, B.**, & Drasgow, F. (2022). Assessing the sample size impact on the MUPP model-data fit. In L. S. Kumar & S. Stark (Co-chairs), *Advances in forced-choice testing using Item Response Theory*. Symposium to be presented at the *37th Annual Conference of the Society for Industrial and Organizational Psychology*, Seattle, WA.
- Li, M., Sun, T., & **Zhang, B.** (2022). Automatic item pairing in forced-choice test construction. In L. S. Kumar & S. Stark (Co-chairs), *Advances in forced-choice testing using Item Response Theory*. Symposium to be presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Chen, Y., **Zhang, B.**, Sun, T., & Drasgow, F. (2022). Bias-correction contest: Anchoring vignette vs. forced choice. In L. S. Kumar & S. Stark (Co-chairs), *Advances in forced-choice testing using Item Response Theory*. Symposium to be presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Chen, Y., Sun, T., **Zhang, B.**, & Drasgow, F. (2022). The good, bad, and ugly: A study of the domain specificity of anchoring vignette. Poster to be presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Neuman, M., **Zhang, B.**, Chen, Y., & Li, J. (2022). Cross-cultural test of the validity of personality facets using a bifactor model. Poster to be presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Zhang, B.**, & Li, J. (2022). A comparison of respondents' reactions to graded FC and Likert formats. In Gallagher, C. & Yankov, G. P. (Co-chairs), *New Methods to Improve Reactions to FC Personality Tests*. Symposium to be presented at the *37th Annual Conference of the Society for Industrial and Organizational Psychology*, Seattle, WA.
- Zhu, Z., Baines, J., Kuykendall, L., & **Zhang, B.** (2021, August). What leaders do matters: Supervisor support for recovery and employee recovery. Paper accepted for presentation at the 2021 annual meeting of the Academy of Management, Virtual.
- Li, L., Sun, T., **Zhang, B.**, & Drasgow, F. (April 2021). Examining the fakability of a new forced-choice measure of the Dark Triad. Poster presented at *the 36th Annual Conference of the Society for Industrial and Organizational Psychology*, Virtual.
- Paper rated as one of the SIOP Top Ten Posters for 2021**

- Zhang, B.**, Sun, T., Anderson, C. J., Angrave, L. C., & Drasgow, F. (April 2021). Disentangling substantive responses from faking: Statistical and practical performance of the Bayesian Retrieve-Edit-Select model. In T. Sun & F. Drasgow (Co-chairs), *Item Response Theory III: New Updates in Research and Applications. Symposium accepted to the 36th Annual Conference of the Society for Industrial and Organizational Psychology*, Virtual.
- Sun, T., **Zhang, B.**, Cao, M., & Drasgow, F. (April 2021). Likert response tree models to detect faking in selection tests. In G. P. Yankov (Chair), *Understanding and detecting applicant faking on personality tests. Symposium presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology*, Virtual.
- Sun, T., **Zhang, B.**, Cao, M., & Drasgow, F. (April 2020). Detecting faking in personality tests with the tree process model. In G. P. Yankov (Chair), *Novel approaches for detecting and preventing applicant faking. Symposium accepted to the 35th Annual Conference of the Society for Industrial and Organizational Psychology*, Virtual.
- Zhang, B.**, Luo, J., Sun, T., & Drasgow, F. (April 2020). Using bifactor models to examine the predictive validity of hierarchical constructs. *Poster accepted to the 35th Annual Conference of the Society for Industrial and Organizational Psychology*, Virtual.
- Sun, T., **Zhang, B.**, Phan, W. M. J., Drasgow, F., Brent, R. (August 2019). *Meh! Examining Midpoint Endorsement Habitude (MEH) in survey research*. Paper presented at the *Academy of Management Annual Meeting*, Boston, MA.
- \* Winner of Research Methods Division Best Student Paper Award for 2019**
- Zhang, B.**, Sun, T., Cao, M., & Drasgow, F. (April 2019). Improving the performance of bifactor predictive models: One more indicator suffices. Poster presented at *the 34th 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: Psychometric equivalence of forced choice and single statement measures. Symposium paper presented at *the 34th Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.
- 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 paper presented at *the 34th 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 paper presented at *the 34th 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 Paper presented at the 34th 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 paper presented at the 34th 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 34rd Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Zhu, Z., & **Zhang, B.** (April 2019). Examining mechanisms in sleep-counterproductive work behavior relation. Poster presented at *the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Washington, DC.
- Zhang, B.**, Sun, T., Cao, M., & Drasgow, F. (April 2018). Enhancing the predictive validity of multidimensional constructs: A bifactor perspective. Poster presented at *the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.
- 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, Illinois.
- Zhang, B.**, Sun, T., Drasgow, F., Chernyshenko, O., Nye, C., Stark, S., & White, L. (April 2018). Reliability evaluation of unfolding rating scales and multidimensional forced choice measures. Symposium presented at *the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.

**Zhang, B.**, Cao, M., & Drasgow, F. (April 2017). Classification accuracy and predictive validity of eight profile similarity measures. Poster presented at *the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.

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.

**Zhang, B.**, Li, J., & Drasgow, F. (April 2016). Sokoban: A new measure of Complex Problem Solving. Poster presented at *the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Anaheim, California.

**Zhang, B.**, Li, J., & Zhang, H.C. (July 2014). The revision and validation of Academic Motivation Scale in China. Poster presented at *the 9<sup>th</sup> Conference of the International Test Commission*, San Sebastian, Spain.

## **Grants**

### **Funded**

*Leveraging human-building interaction for occupant comfort and productivity*, (01/2021-10/2022). Texas A&M Triads for Transformation (T3). Status: Funded. Amount: \$ 30,000. PI: Youngjib Ham, Co-PI: Winfred Arthur, **Bo Zhang**.

*Overcoming biased vocational interest interpretations: Forcing improved measurement*, (2016 – 2017). Robert P. Larsen Grant for Research in Career Development, University of Illinois at Urbana Champaign. Status: Funded. Amount: \$ 1,440. Co-PI: Tianjun Sun, **Bo Zhang**.

### **Rejected**

*Improving personality assessment via graded forced-choice scales*, (2021-2022). Society for Industrial and Organizational Psychology (SIOP) Small Grant Project, rejected. Amount: \$ 10,000. PI: **Bo Zhang**.

*Improving personality assessment via graded forced-choice scales*, (2021-2024). Arts & Humanities Fellows Program. Status: Rejected. Amount: \$ 15,000. PI: **Bo Zhang**.

## **Invited Talk**

“*Opportunities and challenges for personality assessment in higher education*”. The 7<sup>th</sup> Forum on Empirical Studies of Educational Evaluation and Assessment. China, October 31, 2021.

“*I know you are faking: A new method to detect and correct for faking*”. Department of Psychology, Bowling Green State University. U.S., March 5, 2021.



## **Teaching Experiences**

### ***University of Illinois Urbana-Champaign***

Instructor for PSYC 475: Personnel Psychology (Fall 2019, 2022)

Teaching assistant for PSYC 353: Social Cognition (Fall 2015 and Spring 2016)

### ***Texas A&M University***

Instructor for PSYC 689-604: Applied SEM (Spring 2022)

Instructor for PSYC 689-601: Psychometric Theory & Methods (Fall 2021)

Instructor for PSYC 689-602: Using R for Psychological Research (Spring 2021)

### ***Beijing Normal University***

Teaching assistant for Psychological Research Methods (Fall 2014)

Teaching assistant for Psychological Measurement (Fall 2014/14)

Teaching assistant for Introduction to Educational Psychology (Spring 2012/2013)

## **Student Mentorship**

### ***Doctoral Students***

Jinsoo Choi

### ***Dissertation Committee Membership at Texas A & M University***

Elizabeth D. Jenkins, PhD (expected 2022)

Tiffany Truong, PhD (expected 2022)

Patricia Flanagan, MA (expected 2022)

## **Professional Services**

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

LER 588 Committee, 2022-present

*Psychological and Brain Sciences Department, Texas A & M University*

Undergraduate Studies Committee, 2020-2022

## **Journal Reviewing**

### **Editorial board**

- *Applied Psychology: An International Review*
- *Journal of Business and Psychology*

### **Ad-hoc journal reviewer:**

- *Assessment*
- *Applied Psychology: An International Review*
- *Applied Psychological Measurement*
- *Behavioral Research Methods*

- *Human Performance*
- *Journal of Applied Psychology*
- *Journal of Personality and Social Psychology*
- *Journal of Vocational Behavior*
- *Journal of Intelligence*
- *International Journal of Testing*
- *Multivariate Behavior Research*
- *Organizational Research Methods*
- *Psychological Bulletin*