Bo Zhang

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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.A. in English	07/2012
B.S. in Psychology	06/2012

Academic Position

Assistant Professor of Psychology, Texas A&M University (2020-Present)

Awards and Honors

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

Mou, Y., **Zhang, B**., Piazza, M., & Hyde, D.C. (2020). Comparing set-to-number and number-to-set measures of cardinal number knowledge in preschool children using latent variable modeling. *Early Childhood Research Quarterly*. Advanced online publication.

Zhang, B., Sun, T., Cao, M., & Drasgow, F. (2020). Using bifactor models to examine the predictive validity of hierarchical constructs: Pros, cons, and solutions. *Organizational Research Methods*. Advanced online publication.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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

Manuscript titles are paraphrased for blind review

Sun, T., **Zhang, B**., Drasgow, F., & Cao, M. (2nd Revise & Resubmit). Using item response tree models to detect fakers on personality tests. *Organizational Research Methods*.

Zhang, B., Luo, J., Sun, T., Cao, M., & Drasgow, F. (under review). How to handle cross-loadings in bifactor predictive modelling?. *Multivariate Behavior Research*.

Zhang, B., Li, Y., Li, J., Luo, J., Ye, Y., Yin, L., Chen, Z., Soto, C., & Oliver, J. (under review). The Big Five Inventory-2 in China. *Assessment.*

Zhang, B., Luo, J., Chen, Y., Roberts, B.W., & Drasgow, F. (under review). A cross-cultural study on the negative wording factor in multidimensional scales. *Journal of Applied Psychology*.

Ayoub, M., **Zhang, B**., Gölner, R., Atherton, O., Trautwein, U., & Roberts, B.W. (under review). Longitudinal relations between parenting and child Big Five personality traits. *Journal of Social and Personality Psychology*.

Luo, J., **Zhang, B**., Estabrook, R., Schalet, B.D., Graham, E.K., Turiano, N.A., Spirio III, A., & Mroczek, D.K. (under review). Disentangling the between-person and within-person relationships between personality and health. *Journal of Personality and Social Psychology*.

Luo, J., **Zhang, B**., Cao, M., & Roberts, B.W. (under review). Examining the relations between personality traits and stress: A meta-analytic review. *Psychological Bulletin*.

Luo, J., **Zhang, B**., & Roberts, B.W. (1st Revise & Resubmit). Exploring the longitudinal relationship between personality, stress, and early adversity. *PLOS ONE.*

Conference Presentations

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, Academy of Management

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 34th 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 33rd 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 33rd 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 33rd 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 32nd Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, Florida.

Zhang, B., Li, J, & Drasgow, F. (April 2016). Sokoban: A new measure of Complex Problem Solving. Poster presented at *the 31st 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 9th Conference of the International Test Commission*, San Sebastian, Spain.

Grants

Sun, T., & **Zhang, B**. (2016-2017). Overcoming biased vocational interest interpretations: Forcing improved measurement. *Robert P. Larsen Grant at University of Illinois at Urbana- Champaign*. ($1,440)

Teaching Experiences

Instructor for PSYC 475: Personnel Psychology (Fall 2019)

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

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)

Professional Services

Ad-hoc journal reviewer:
- *Applied Psychology: An International Review*
- *Behavioral Research Methods*
- *Journal of Personality and Social Psychology*
- *Journal of Vocational Behavior*
- *Multivariate Behavior Research*