Chen Tang

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Education

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

- PhD Student, 2017-Present

School of Psychology and Cognitive Science, East China Normal University

- M.Ed., Applied Psychology, 2009-2012

- B.S., Psychology, 2005-2009

Research Interests

- Personnel selection, diversity in HR
- Organizational research methods
- People analytics, predictive modeling, data visualization
- Individual career development/change, unemployment

Ongoing Projects

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

Tang, C., & Zhang. B. (writing in progress). Faking is in the details: Improving faking detection accuracy using personality items.

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 Scakett et al. (2017).

Tang, C., Shin, H. J., & Song, Q. C. (submitted). [Details omitted for blind reviewing].

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

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

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*.

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

Conference Presentations

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. (Conference canceled)

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.

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.

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. (Conference canceled)

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. (Conference canceled)

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 presented at the 34th Annual Convention of the Society for Industrial and Organizational Psychology, Washington, DC.

Academic Experience

School of Labor and Employment Relations, University of Illinois at Urbana–Champaign

- Research Assistant, 2017-Present

School of Entrepreneurship and Management, ShanghaiTech University

- Research Assistant, 2015-2017

Teaching Experience

Teaching Assistant, LER 593, School of Labor and Employment Relations, UIUC, Fall 2020

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

Teaching Assistant, Executive MBA Midterm Module, CEIBS, Spring 2017