

EDUCATION

The University of Georgia – Athens, GA

M.S., Industrial-Organizational Psychology

Expected 2024

PhD, Industrial-Organizational Psychology

Expected 2026

The University of Georgia - Athens, GA

May 2021

Bachelor of Science, Psychology

RESEARCH EXPERIENCE

Graduate Research Assistant

August 2021-Present

Supervisor: Neal Outland, Ph.D.,

MODEL Lab, University of Georgia

- Research areas: Human-Computer Interaction, Team Composition, VR/AI Systems, Personality
- Current projects
 - Perceptions of Artificial Intelligence Systems
 - Composing Optimal Teams

Graduate Research Assistant

August 2021-Present

Supervisor: Brian J. Hoffman, Ph.D.,

Leadership and Performance Dynamics Lab, University of Georgia

- Research areas: Cognitive Testing, Leadership, Selection/Assessment
- Current projects
 - Leadership and Voice Behaviors
 - A Review of Cognitive Testing in Undergraduate Education

Research Assistant, I/O Psychology Program

January 2020 – May 2021

Supervisor: Nathan T. Carter, Ph.D.

Applied Psychometrics Lab, University of Georgia; 9 hours/week

- Lab Management
 - Conducted interviews for undergraduate Research Assistant recruitment
- Qualtrics – Project Survey Development
 - Personality and Leadership Perception
 - Added measures to gauge personality, implicit leadership, values, and leadership structure schema
 - Cleaned up data by reformatting blocks for data analysis
 - Regional Differences Project
 - Developed surveys tailored to three regions of the United States
 - Formatted survey
 - Added logic to ensure data was only recorded from target regions
 - Hair Texture Discrimination Project
 - Edited vignette conditions for clarity
 - Formatted survey
- Editing and Formatting
 - Examined articles for clarity and readability before submission to journals
- Research Process
 - Prepared IRB submissions for proposed projects

Supervisor: Brian J. Hoffman, Ph.D.

Leadership and Performance Dynamics Lab, University of Georgia; 9 hours/week

- Lab Management
 - Coordinated undergraduate research assistant recruitment
Helped graduate lab managers make final selection decisions
- Qualitative coding
 - Coded amicus briefs covering federal employment law cases
- Quantitative Coding
 - Life and Job Satisfaction Meta-Analysis
 - Evaluated and coded articles for inclusion in areas of life-job satisfaction, job satisfaction facets, and subjective well-being correlations
- Excel database management
 - Supreme Court Project:
 - Coded 132+ amicus briefs
 - Life and Job Satisfaction Meta-Analysis
 - Coded 90+ articles
- Literature Review
 - Found, reviewed, and compiled literature relating to life and job satisfaction
- Project Management
 - Life and Job Satisfaction Meta-Analysis
 - Served as project lead
 - Assisted research assistants with coding
 - Led coding training of new Research Assistants

IN-PROGRESS PUBLICATIONS

- Harmata, R., **Kang, B.**, & Sherman, R. (Expected submission: May 2022). One Bad Apple Ruins the Bunch: A Critical Examination of Dark Personality and Job Performance Among Police Officers. *Journal of Applied Psychology*.

PRESENTATIONS

- **Kang, B.Y.** & Outland, N.B. (2022). Perceptions of Artificial Intelligence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Hess, R. A., **Kang, B. Y.**, Richardson, J. M., Stryker, S. R., & Outland, N. B. (2022). Fear and Acceptance of AI at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Harmata, R., Sherman, R., & **Kang, B.Y.** (2021). *Good Cop/Bad Cop: A Deep Dive into Police Officer Personality* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- **Kang, B.Y.**, Stern, C., Carter, N.T. (2020, April 21-24). *The Moderating Effect of Promotion Expectations on Job Satisfaction by Industry Type* [Poster Session]. UGA Annual Center for Undergraduate Research Opportunities Symposium 2020, Athens, GA, United States.

INTERNSHIP EXPERIENCE

PricewaterhouseCoopers (PwC) – McLean, VA

July 2020

TAX People and Organization Intern – People Analytics

- Gained training and experience using Tableau and Alteryx
- Gained proficiency in Scrum methodologies and applied them to software platform development
- Expanded knowledge of PwC's practices and gained an in-depth understanding of PwC's Tax practice, Saratoga Benchmarking program, People Analytics group, and survey deployment

- Enhanced awareness of human-centered-design methods through digital training and simulations

SPANX – Atlanta, GA

May 2019 – August 2019

Learning and Development Intern

- Developed business resource groups for enhancing employee engagement
- Offered a final complete redesign proposal of SPANX’s rewards program aimed to increase retention
- Enhanced existing employee rewards, recognition, and learning platform to boost sentiment and engagement
- Planned and executed a learning event to boost employee knowledge of company travel procedures
- Performed market research on notable human resource information systems and provided a recommendation for integrating an HRIS platform into current HR workflows
- Collaborated with a cross-functional intern class to develop a recommendation for elevating Spanx’s consumer experience tools and enriching customer service channels through digital messaging

RELEVANT COURSEWORK

- Research Design in Psychology
- Research Analysis in Psychology
- Statistical Methods (STAT 4210)
- Applied Regression Analysis (STAT 4230/6230)
- Psychological Testing
- Psychology of the Workplace

SKILLS

- Program creations
- Basic knowledge of AutoCAD
- Tableau, Alteryx
- Proficiency in Microsoft Office Suite – Word, Excel, PPT
- Chinese (Mandarin) – Elementary Level
- Proficiency in R (R Studio), SPSS
T-test, Regression Analysis
- Developing and Operating Qualtrics survey

ACADEMIC HONORS, GRANTS, & SCHOLARSHIPS

Zell Miller Scholarship

2017 – 2021

- Recurring academic achievement scholarship which completely covers tuition, available to Georgia students who maintain at least a 3.30 GPA

Presidential Scholar

Spring 2019

- Awarded for the achievement of a grade point average of 4.00 while taking at least 14 credit hours and receiving no unsatisfactory grades and no incomplete grades

Future Business Leaders/Distributive Education Clubs of America Scholarship

May 2017

- \$1000 competitive scholarship awarded for outstanding achievement in FBLA/DECA activities

WORK EXPERIENCE

Emacity Threads LLC – Atlanta, GA

June 2020 – August 2021

Chief Operating Officer & Co-owner

- Headed the development and launch of Shopify e-commerce website to generate 6-figure sales annually
- Collaborated with a diverse range of suppliers and manufacturers to streamline supply chain logistics
- Constructed an omnichannel customer support system to navigate customer concerns and inquiries
- Controlled all financial operations to ensure proper bookkeeping and financial responsibilities while communicating monthly analytics to partners
- Analyzed customer data to inform purchasing decisions and modify existing strategies

Lionbridge – Atlanta, GA

December 2018 – February 2019

Social Media Evaluator

- Analyzed the effectiveness and quality of targeted ads on Instagram by viewing advertisements and providing feedback on image quality, copy, and presentation
- Provided online feedback based on overall attributes of ads for a client through a digital feedback tool

Ecolink Inc – Tucker, GA

August 2016 – May 2017

Marketing Assistant

- Performed tasks related to search engine optimization: keyword analytics, content creation, Google AdWords/Analytics, and social media campaigning
- Interpreted technical product safety data sheets to update internal data sheets
- Led the award submission for Ecolink's entry that earned a 2017 AMY Award (Atlanta Marketing Association)
- Collaborated with a cross-functional team to distribute over **\$25,000** to GA DECA high school chapters in a marketing campaign

CAMPUS INVOLVEMENT

UGA Mentor Program

August 2021-Present

- Mentored undergraduate students seeking careers or graduate programs related to IO psychology
- Edited resumes and CVs for mentees
- Assessed and practiced interviewing with mentees

Psi Chi Honors Society

August 2019 – Present

Member

- Attended monthly meetings which focused on career options in psychology

Global Buddies Program

August 2019 –December 2019

Cultural Partner

- Promoted intercultural communication and understanding between international students and domestic students through the sharing of culture and the development of friendships

UGarden Club

January 2019 – March 2020

Member

- Assisted with the preparation and assembly of garden plots in preparation for seasonal planting

Vietnamese Student Association

August 2018 – May 2021

Member

- ACE Family Leader – mentored seven new VSA members by organizing social gatherings and activities
- Prepared meals for over 1000 attendees at the annual UGA VSA culture show