

EDUCATION

The University of Georgia – Athens, GA

M.S., Industrial-Organizational Psychology
PhD, Industrial-Organizational Psychology

Expected 2024
Expected 2026

The University of Georgia - Athens, GA

Bachelor of Science, Psychology

May 2021

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
 - Development of Trust in 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
 - Meta-analysis of Life and Job Satisfaction

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

Lab Manager/Research Assistant, I/O Psychology Program

February 2019 – May 2021

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

PUBLICATIONS

Carmichael-Tanaka, N., & **Kang, B. Y.** (2023). Applying an intersectional lens to consider disparities in historically marginalized women's access to caregiving resources. *Industrial and Organizational Psychology, 16*(2).

Weiss, J.A., Outland, N., Plummer, G., Zervos, L., Carmichael-Tanaka, N., & **Kang, B.Y.** (2023, in press) The Stable Individual Differences Driving Employee Coachability Behaviors.

Hess, R., Stryker, S., **Kang, B.Y.**, Richardson, J., Outland, N. AI-Related Job Insecurity in Highly Skilled Workers. *Computers in Human Behavior*. (Submitted)

Outland, N., **Kang, B.Y.**, Hess, R. To the Core: Uncovering Dimensional State Space of Trust in Artificial Intelligence in the Workplace. (Manuscript near completion to submit to Journal of Applied Psychology)

Harmata, R., **Kang, B.Y.**, & Sherman, R. One Bad Apple Ruins the Bunch: A Critical Examination of Dark Personality and Job Performance Among Police Officers. (Manuscript in preparation to submit to Journal of Applied Psychology)

TECHNICAL REPORTS

Outland, N., Doshi, P., Camelio, J., Schechter, A., Navare, B., **Kang, B.**, Stryker, S., Frederiks, J., Hicks, J., Fouse, A. (2023) Development of A Bi-Directional Computational Model of Dyadic Trust in Human-AI Infantry Teaming Contexts. CCDC Data and Analysis Center

PRESENTATIONS

Kang, B. Y. (Co-Chair), Outland, N. (Co-Chair), & Cooke, N. (Discussant) (2024). *(A)I can be your teammate! Exploring the Impacts of AI in Organizational Teams* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. (Accepted)

Kang, B.Y. & Outland, N. (2024). *Updates to a Computational Model of the Calibration of Trust between Human and AI Agents*. In **Kang, B. Y.** (Co-Chair), Outland, N. (Co-Chair), & Cooke, N. (Discussant) (2024). *(A)I can be your teammate! Exploring the Impacts of AI in Organizational Teams* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. (Accepted)

Kang, B.Y., & Doddato, F. (2023). *Development and Validation of the Artificial Intelligence Salience Scale* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. (Accepted)

Stryker, S. R., **Kang, B. Y.**, Lumbreras, J. M., & Hoffman, B. J. (2024). Happy Worker, Happy Life? A Meta-Analysis of Job Satisfaction & Subjective Well-Being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. (Accepted)

Outland, N. & **Kang, B. Y.** (2023). *An Agent Architecture to Simulate Human-AI Trust Dynamics* [Conference presentation]. EAWOP Small Group Meeting: Human-AI Teams at Work: Opportunity or Threat?. Amsterdam, Netherlands.

Kim, Y.J., Hoffman, B., Outland, N., & **Kang, B.Y.** (2023). *A Social Networks Approach to Leadership and Team Turnover* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Outland, N. & **Kang, B. Y.** (2023). *Development of an Artificial Intelligent Teammate*. In Georganta, E. (Co-Chair) & Ulfert, A. (Co-Chair) (2023). *Human-Agent Teamwork: The Future of Collaboration at Work* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Outland, N., **Kang, B. Y.**, Stryker, S., & Hess, R. (2023). *The calibration of trust between humans and AI agents: A computational model*. In Hess, R. (Co-chair), Outland, N. (Co-Chair), & Behrend, T. (Discussant). (2023). *Can (A)I be on your team? Evaluating uses of AI in organizational teams* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Outland, N. & **Kang, B.Y.** (2022). *Something Old and Something New: Trust Dynamics of Artificial*

Intelligence as a Teammate [Symposium]. Academy of Management Annual Conference, Seattle, WA, United States.

Kang, B.Y., & Outland, N. (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. [Selected as a Top Ten Poster]

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

Coachability Consultants, Inc.

May 2022-September 2022

Analytics & Organizational Effectiveness Intern

- Managed survey development and deployment
- Streamlined data analysis pipelines for automated analysis and visualization
- Analyzed client data to produce actionable insights and recommendations

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

ACADEMIC HONORS, GRANTS, & SCHOLARSHIPS

Outstanding Teaching Assistant Award

Spring 2023

- Recognizes graduate students who have demonstrated superior teaching skills while serving in an instructional role at the University of Georgia.

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
Founding 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 IO PhD Program
Reception Chair September 2023-Present
Recruitment Chair September 2021-May 2023

Psychology Undergraduate Mentoring Program August 2021-Present
Mentor

- Mentored undergraduate students seeking careers or graduate programs related to psychology

UGA Mentor Program August 2021-Present
Mentor

- 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

Mentor

August 2021 – Present

Member

August 2019 – Present

- 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