

Xinyue (Elaine) Zhao

EDUCATION

Doctorate of Philosophy, Industrial and Organizational Psychology

University of Central Florida, Orlando, FL

Expected graduation date: May 2021

Bachelor of Economics, Psychology

Tulane University, New Orleans, LA

Graduation date: May 2016

Relevant Coursework

Industrial Psychology I

Job Analysis and Performance Appraisal

Organizational Psychology I

Structural Equation Modeling

Professional Issues in I/O Psychology

Organizational Behavior

Research Methods I

Research Methods II

Organizational Psychology II

Psychometrics

Survey Research Methods

Dimensions in HR Management

AFFILIATE ORGANIZATIONS

Psi Chi

SIOP

APS

SKILLS

Language: Chinese (fluent)
French (basic)

English (fluent)
American Sign Language (basic)

Computer: Stata
Microsoft Office
SAS (certified for advanced programmer)

SPSS
R

RESEARCH PRESENTATIONS

Zheng, J., & Shoss, M. K., Zhao, X. (2017, April). Job Demands, Control, and Commitment: Does Full-Time Status Matter? In B. J. Hoffman (Chair), *The Changing Nature of Work: Empirical Trends and Organizational Responses*. Symposium conducted at the 32th annual conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Zhao, X., Shoss, M.K., & Striler, J. (2018, May). *An Experimental Investigation of Job Insecurity: The Effectiveness of Different Manipulations and*

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Measures. Poster presented at the 30th annual convention of the Association for Psychological Science, San Francisco, CA.

REWARDS

2018 CIOP Consulting Challenge winner team with Kathleen Johnstone (Elmhurst College) and Zuzuky Robles (Roosevelt University)

GRANTS

Co-investigator. *Evoking Job Insecurity to Experimentally Test its Impact on Stress and Generosity.* Pilot Research Grants funded by the NIOSH-Sunshine Education and Research Center at the University of South Florida. (Direct and Indirect Costs: \$4,363). August, 2018 to June, 2019.

RESEARCH EXPERIENCE

Fall 2016-Present

Research Lab: Work Stress in Context

Supervisor: Dr. Mindy Shoss

The lab investigates topics related to Occupational Health Psychology. Duties include researching and conducting literature reviews, developing and administering survey material, organizing archival datasets and analyzing data in SPSS, writing research papers for publication, and developing material for conference presentations. Specific topics involved include psychological contract, job insecurity and abusive supervision.

CURRENT PROJECTS INVOLVED

Self-perceptions Related to Work

Team member: Jamie Striler

This project is an extended study from previous experiment on the manipulation of job insecurity. We are trying to investigate the effect of job insecurity on people's well-being and generosity behaviors.

Motives for CWB

Team members: Kate Ciarlante

This is a longitudinal study that examines the motives for CWB-I and CWB-O. The current status is data cleaning and find the pattern of missing data and careless responses.

May 2015-Fall 2016

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Research Lab: International Psychological Well-Being Research Team

Supervisor: Dr. Jorge Verlenden

The lab works with children, parents, teachers and administrators of elementary schools to figure out what they view as important for emotion development.

Duties include drawing qualitative data from interviews, assisting with data management and analysis via SPSS, testing constructive validity about whether the main concepts people value the same as what they are measuring.

SERVICE

Recruitment Committee member

Fall 2017-Spring 2018

Social Committee member

Fall 2018-present

TEACHING EXPERIENCE

August 2016-May 2018

Teaching Assistant, PSY 3204C: Statistical Methods in Psychology Lab

Professor: Dr. Alisha A. Janowsky

- Instructed a lab teaching undergraduate students various methods of statistical analyses using SPSS
- Graded in-class and homework assignments and lab quizzes
- Held weekly office hours to help facilitate undergraduate student learning

Summer 2017

Teaching Assistant, PPE 3003: Personality Theory and Research

Professor: Dr. Victoria Pace

- Facilitated learning on various personality theory and work place application
- Graded written assignments including discussion post and papers and project power point slides and presentation
- Got a Teacher Activity Report grade of 91.12% by 69 students

Teaching Assistant, PPE 3003: Personality Theory and Research

Professor: Dr. Grace A. White

- Instructed a lab teaching undergraduate students various methods of statistical analyses using SPSS
- Graded written assignments including discussion posts and papers
- Got a Teacher Activity Report grade of 88.26% by 43 students

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Fall 2017

Teaching Assistant, PSY 3204C: Statistics for Psychology (Online course)

Professor: Dr. Shahram Ghiasinejad

- Encouraged class interaction by actively engaging in conversation and being fully approachable to students
- Clearly demonstrated how to analyze data by using SPSS procedure
- Graded lab activity assignments

Spring 2018

Teaching Assistant, EXP 3404: Basic Learning Processes

Professor: Dr. Robert C. Kennedy

- Designed grading rubrics for the term paper, which set a standard and effectively increased the productivity of the course by constructing a fair learning environment.
- Responded to students' questions in a timely manner and facilitated the communication between the professor and the students.

Summer 2018

Teaching Assistant, SOP 3004: Social Psychology

Professor: Dr. Alisha A. Janowsky

- Facilitated learning on various social psychology theories

Teaching Assistant, SOP 3723: Cross Cultural Psychology

Professor: Dr. Grace A. White

- Facilitated learning on various cross culture psychology theories

WORK EXPERIENCE

August 2013- Present

Desk Service Coordinator, Tulane University

- Provided efficient services and excellent communication skills with a positive attitude to residents was selected as DSC of the month in January 2015

Summer 2013

Server, Häagen-Dazs

- Recommended new products to consumers
- Focused on team-oriented work with colleagues and managers

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- Communicated efficiently and effectively with colleagues, managers and consumers
- Was selected the most satisfying server by 90% of consumers