

Xin Peng

EDUCATION

University of Central Florida, FL

Ph.D in Industrial/Organizational Psychology

Expected: May 2019

The University of Texas at Arlington, TX

M.S. in Industrial/Organizational Psychology, GPA: 3.90/4.00

May 2014

Jiangnan University, Wuxi, China

B.A. in Educational Psychology, GPA: 3.55/4.00

June 2012

RESEARCH EXPERIENCE

Differential Item Functioning Projects on Personality

August 2015 – Present

- Performing large-scale Item Response Theory analyses with Facebook data using R and FlexMIRT
- Investigating differences in personality measures across different cultures (US vs. UK)
- Detecting DIF at item level in personality scales across diverse intelligence groups using MIMIC model
- Poster “Facebook user personality measurement equivalence: A Same-language different-culture case” presented at *2016 Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.

A Longitudinal Test of Work Stress among Older Workers

September 2016 – December 2016

- Conducted literature review on older workers’ work stress research
- Tested for longitudinal measurement invariance of work stress among older workers
- Present at UCF I/O Program’s Brown Bag Seminar
- Present at the 27th annual University of South Florida Health Research Day

Master's Capstone Project: Data Analysis of a Workload Scale

January 2014 - May 2014

- Analyzed the factor structure of a newly developed workload scale
- Examined the psychometric properties of the workload scale
- Applied statistical software (e.g., Mplus, Amos, and SPSS) to perform factor analyses

Meta-Analysis Project on Employee Silence

August 2013 - December 2013

- Performed a thorough literature review on employee silence
- Meta-analyzed the effects of contextual and individual factors on employee silence
- Presented poster "Employee Silence: A Meta-Analysis of the Roles of Contextual and Individual Factors" at the 2014 Society of Consulting Psychology Midwinter Conference in San Antonio, TX

APPLIED EXPERIENCE

Leadership Worth Following LLC, Irving, TX

June 2014 - August 2014

Associate Consultant

- Performed thorough literature reviews on leadership theories
- Validated the working model (Worthy Leadership Model) using structural equation modeling techniques
- Performed statistical analyses on assessment center data and 360 feedback ratings
- Wrote technical reports on data analysis results

The Industrial & Organizational Psychology Center at UT Arlington, TX

August 2013 - March 2015

Lead Data Analyst

- Assisted an international IT company to launch its 2014 employee engagement survey to 9,000 employees
- Performed statistical analyses on employee engagement survey results
- Wrote technical reports and created PowerPoint presentations of data analysis results

- Assisted a Dallas-based consulting firm on two construct validation projects
- Assisted a local technology firm in analyzing its career development survey data and writing technical reports on survey results

UT-Arlington Housing Department, TX

January 2014 -May 2014

Graduate Consultant

- Conducted job analysis for the Housing Ambassador position
- Conducted structured interviews with incumbents and the supervisor to update job description
- Developed a 360 degree performance management system for the Housing Ambassador position

Insala, Arlington, TX

May 2013 - August 2013

Product Localization Specialist

- Assisted in localizing a web-based learning and career development system into different languages
- Translated several performance assessments and personality inventories into Mandarin Chinese

UT-Arlington Housing Department, TX

January 2013 - May 2013

Graduate Consultant

- Conducted job analysis and updated the job description for the writing consultant position
- Developed an assessment center (one situational judgment test, one behavioral structured interview, and one role-play exercise) to help select writing consultants

Bama Consulting Group, Wuxi, China

December 2011 - May 2012

Assistant Consultant

- Traveled to client companies to detect and diagnose problems at the organizational level
- Wrote needs assessment reports applying the working model (Theory of Constraints)
- Coordinated marketing events for client companies

TECHNICAL SKILLS

- **IRT Software:** FlexMIRT, MODFIT
- **Statistical Software:** R, SPSS, MPLUS, AMOS, SAS

Last Updated: 11/17/2017