

Don C. Zhang, PhD

Louisiana State University
Department of Psychology
Baton Rouge, LA 70803

Phone: (225) 578-4093
Email: zhang1[at]lsu.edu
Office: 221 Audubon Hall

Education

Ph.D. Industrial and Organizational Psychology, Bowling Green State University, 2016

M.A. Industrial and Organizational Psychology, Bowling Green State University, 2013

B.S. Psychology, Michigan State University, 2011

Employment

Assistant Professor, 2016 - Present
Department of Psychology
Louisiana State University

Honors and Awards

2016 - Faculty & Junior Faculty Travel Grant Program, Louisiana State University. \$750
2015 - University Dissertation Fellowship, Bowling Green State University. \$12,500
2015 - Research Enhancement Award (REA), Bowling Green State University. \$750
2014 - Bonnie A. Sandman Award for overall performance in I-O psychology. \$2000
2014 - Michael Doherty I-O Research Fund: Encouraging JDM Research. \$500
2013 - I/O Academic Challenge Summer Fellowship, Bowling Green State University. \$500
2012 - Birnbaum Scholarship Award, Society for Computers in Psychology. \$50
2012 - Lowell Schipper Memorial Award, Bowling Green State University. \$500
2010 - Provost Undergraduate Research Initiative Award (PURI), Michigan State University. \$2000

Scholarly Work

* denotes graduate students

** denotes undergraduate students

Research Interests

Employee selection, job interviews, risk taking, data visualization and communication, individual differences, judgment and decision making, personality, psychometrics

Grants

Co-Investigator - 2018 - CYPRESS: Cooperative learning via Youth Planting and Rigorous Education for Student Success. Louisiana State University. Submitted to Charles M. and Mary D. Grant Foundation for \$488,765. (Under review)

Co-Investigator - 2018 - LSRCE: Center for Promotion of Academic Careers through Motivational Opportunities to Develop Emerging Leaders in STEP (LS-PAC Models). Louisiana State University. Submitted to National Science Foundation for \$2,499,999. (Funded)

PI - 2017 - Manship Summer Research Fellowship. Louisiana State University. \$5000. (Funded)

PI - 2016 - Assessing the expertise of subject matter experts: An empirical approach with the Cochran-Weiss-Shanteau (CWS) Index. SIOP Small Grant for \$6800. (Not Funded)

Peer-Reviewed Articles

Zhang, D.C., Foster, G.C., & McKenna, M.G. (in press) Is the DOSPERT gender invariant? A psychometric test of gender invariance. *Journal of Behavioral Decision Making*

Zhang, D.C. (in press), Art of the sale: recommendations for sharing research with mainstream media and senior leaders, *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Zhang, D.C., Highhouse, S., & Nye., Development and validation of the general risk propensity scale (GRiPS). (in press). *Journal of Behavioral Decision Making*

Highhouse, S., Nye, C.D., & **Zhang, D.C.** (in press), Dark motives and elective use of brainteaser interview questions. *Applied Psychology: An International Review*

Zhang, D.C. (2018), Understandability of alternative effect size statistics and development of a web-based calculator: Shiny-AESC. *Frontiers in Psychology*

Highhouse, S., Nye, C.D., & **Zhang, D.C.**, Rada, T.B. (2017), Structure of the DOSPERT: Is there evidence for a general risk factor, *Journal of Behavioral Decision Making*.

Zhang, D.C., Highhouse, S., & Rada, T.B. (2016) Explaining sex differences on the Cognitive Reflection Test, *Personality and Individual Differences*

Highhouse, S. & **Zhang, D.C.** (2015), The new fruit fly for applied psychological research, *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Book Chapters

Zhang, D.C. & Highhouse, S. (2018) Judgment and Decision Making in the Workplace. In Anderson, Ones, Sinangil, & Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology 2nd Edition*.

Other Articles

Litano, M., Collmus, A. & **Zhang, D.C.** (2018), Lost in translation: visually communicating validity evidence, *The Industrial and Organizational Psychologist*, 55(4).

Under Review

Zhang, D.C., Highhouse, S., Brooks, M.E. & Zhang, Y., Communicating the validity of structured interviews with graphical visual aids. *International Journal of Selection and Assessment (revise and resubmit)*

Zhang, D.C. & Renshaw, T, An examination of the relationship between personality and college student subjective wellbeing: a bifactor model approach. *Journal of Happiness Studies (revise and resubmit)*

Zhang, D.C., & Ritter, K.J. Are stories more persuasive than advice? Overcoming resistance against the structured interview with stories *International Journal of Selection and Assessment (under review)*

Anderson, R.B., Leventhal, L.M., **Zhang, D.C.**, Fasko, D., Basehore, Z., Branch, J., Gamsby, C. & Patrick, T., Belief bias in assessing the Bayesian-rationality of others. *Judgment and Decision Making Journal (under review)*

Manuscripts in writing

Zhang, D.C. & Kausel, E., Why do interviewers love their own questions? The role of labor, effort and justification. (writing, target journal: *Journal of Applied Psychology*)

Zhang, D.C., Wang, Y., Howald, N., & Highhouse, S. Meta-analytic examination of risk-taking and personality. (Data collection, target journal: *Journal of Personality*)

Zhang, D.C., McCord, J., & LeBlanc, A., Duck-sized horses or horse-sized ducks? The effect of oddball interview questions on applicant reaction and organizational personality perceptions. (writing, target journal: *Personnel Assessment and Decisions*)

Zhang, D.C., Zhu, X. & Dalal, D., Linking dimensions of uncertainty to judgments and decisions toward hiring. (writing, target journal: *Journal of Applied Psychology*)

Zhang, D.C. & Wang, Y., Assessing expertise with the CWS method. (writing, target journal: *International Journal of Selection and Assessment*)

Chaired Symposia

Zhang, D.C. & Doyle, B.* “Decision-aid Aversion in Employee Selection”, Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018

Panels

Lortie, B., Rosett, C.M., Thoroughgood, C.N., Walvoord, A.A. & **Zhang, D.C.** “Can you hear me now? Good. Communicating Science Effectively”, Panel presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018

Chaney, C.M., Costelloe, W., Flicker, R.M., & **Zhang, D.C.** “Current developments/issues in the practice of I-O psychology”, Expert panel discussant at the Louisiana Psychological Association Conference. Kenner, LA. June, 2017

Conference Presentations

Joseph, E.** & **Zhang, D.C.** “The Distinctiveness of Risk-Taking from the Big Five Personality and its Narrow Facets”, Poster to be presented at the Society for Judgment and Decision Making Conference, New Orleans, November, 2018

Zhang, D.C. “Effect size presentation and confidence calibration: a Lens Modeling perspective”, Poster to be presented at the Society for Judgment and Decision Making Conference, New Orleans, November, 2018

McCord, J.L.*, Doyle, B.*, & **Zhang, D.C.** “The Influence of Untraditional Interview Questions on Applicant Affective Reactions and Perceptions of Organizational Personality”, Paper presented at the Louisiana Psychological Association Conference. Kenner, LA. May, 2018

Zhang, D.C. "Effect size presentation and confidence calibration: a Lens Modeling perspective", talk presented at the OK/JDM workshop, Manhattan, KS. April, 2018

Zhang, D.C. & Kausel, E.K. "Why do interviewers love their own questions? The role of labor, effort, and justification", in Decision-aid Aversion in Employee Selection. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018

Zhang, D.C. & Ritter, K.J. "Are stories more persuasive than advice? Overcoming resistance against the structured interview with story-telling", in How Judgment and Decision-Making Research Can Inform Effective I/O Practice. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018.

Zhang, D.C., McCord, J.L.*, LeBlanc, A.** "Horse-sized duck or duck-sized horse? An examination of the utility of and applicant reaction to odd-ball pre-employment interview questions", Expert panel chaired at the Louisiana Psychological Association Conference. Kenner, LA. June, 2017

Zhang, D.C., Zhang, Y., Highhouse, S., & Brooke, M.E. "Communicating the validity of structured interviews with Icon arrays", in Cross-fertilizing JDM and IOOB: Advances in Applied Judgment and Decision-Making. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA. April, 2016.

Barratt, C.L., **Zhang, D.C.**, Highhouse, S., & Brooks, M.E. "Risk-taking and depression: the combined effects on negative employee behavior". Poster to be presented at the 36rd Annual Conference of the Society for Judgment and Decision Making. Chicago, IL. November, 2015

Zhang, D.C., Zhu, X., & Dalal, D.K. "Linking uncertainty dimensions to performance predictions during selection". Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA. April, 2015

Finalist for John Flanagan Student Contribution at SIOP, 2015

Zhang, Y., **Zhang, D.C.**, Highhouse, S., & Brooks, M.E. "The role of interactive visual-aids in communicating effect size statistics". Poster presented at the 35rd Annual Conference of the Society for Judgment and Decision Making. Long Island, CA. November, 2014

Zhang, D.C., Highhouse, S., Petersen, & N., Rada, T. "The use of analogies to communicate advantages of structured interviews". Poster presented at the 35rd Annual Conference of the Society for Judgment and Decision Making. Long Island, CA. November, 2014

Anderson, R.B. & **Zhang, D.C.** "Large, significant group effects do not require reliable dependent measures". Poster presented at the 36th Annual Conference of the Cognitive Science Society. Quebec City, Canada. July, 2014.

Highhouse, S., Nye, C.D., **Zhang, D.C.**, & Rada, T. "Is there a general appetite for risk?", in New Findings in JDM & I-O Research: Understanding Individual Decision Making. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. May, 2014.

Weinhardt, J.M., **Zhang, D.C.**, & Morse, B. "The importance of computational models in theory development and testing", in Newer and Lesser-used Methods in I-O Psychology. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. May, 2014.

Berger, J.L., Zickar, M.J., Khosravi, J.Y., **Zhang, D.C.**, & King, R. "Cybervetting: A common antecedents model". Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. May, 2014

Zhang, D.C., Nye C.D., & Konik, K*. "Effects of time pressure on faking". Poster presented at the 34rd Annual Conference of the Society for Judgment and Decision Making. Toronto, Canada. November, 2013.

Zhang, D.C., & Anderson, R.B. "The effect of presentation mode on decoy effect". Poster presented at the 42nd Annual Meeting of the Society for Computers in Psychology. Minneapolis, MN. November, 2012.

Zhang, D.C., Brooks, M.E. & Moracz, K. "If you cant make a decision, flip a coin". Poster presented at the 33rd Annual Conference of the Society for Judgment and Decision Making. Minneapolis, MN. November, 2012.

Anderson, R.B., **Zhang, D.C.** & Jaffee, S.D. "Sampling environment and the distribution of implicit and explicit subjective correlations". Poster presented at the 52nd Annual Meeting of Psychonomics Society. Seattle, WA. November, 2011.

* denotes student co-authors

Media Outreach

Psychology Times, 2018

Technical Reports

Berger, J., Bialko, C., Moracz, K., Toumbeva, T., **Zhang, D.C.** & Matthews, R., Behaviorally-Anchored Interview and Rating Scales for Selection of Seasonal Front Line Cedar Fair Employees. Prepared for Cedar Fair Entertainment Company. 2014. Role: Co-Leader.

Courses Taught

Psych 2700 - Statistical Methods I, *Bowling Green State University*

Psych 3050 - Intro to Personnel and Industrial Psychology, *Louisiana State University*

Psych 2000 - Intro to Psychology, *Louisiana State University*

Psych 2017 - Experimental Research Methods, *Louisiana State University*

Professional Development

Professional Membership

Society for Judgment and Decision Making (SJDM)

Society of Industrial and Organizational Psychology (SIOP)

Society for Human Resource Management (SHRM)

Professional Service

2017-present - Member, Visibility Committee, Society for Industrial and Organizational Psychology

College Service

2017 - HSS Instructional Impact Fee Committee, Louisiana State University

Departmental Service

2018-Present - Curriculum Assessment Committee, Louisiana State University

2017-Present - Policy and Planning Committee, Louisiana State University

2017-Present - Committee on Diversity and Outreach in Psychology, Louisiana State University

2016-2018 - Faculty Search Committee, Louisiana State University

2013-2014 - Faculty Search Committee, Bowling Green State University

2013-2014 - I/O Area Graduate Student Representative, Bowling Green State University

2013 - Graduate Student Orientation Development Leader, Bowling Green State University

2013 - Psychology Graduate Students Act for Change Together, Bowling Green State University

Ad-hoc Reviewing

Peer-reviewed Journals

Journal of Business Research, Cognitive Processing, International Journal of Selection and Assessment,
Journal of Economic Psychology

Conferences

Society for Industrial and Organizational Psychology

Workshops

Computational Modeling, Jeff Vancouver, Bowling Green State University, 4/13/2012

Doing Bayesian Data Analysis, John Krushke, Michigan State University, 9/14/2012

Theses and Dissertations

Undergraduate Theses

Elizabeth Joseph (Chair), Louisiana State University, 2018-2019

Dominique Carr (Chair), Louisiana State University, 2018-2019

Masters Theses

Chelsea Hightower, Louisiana State University, 2018-2019

Other Advisees

Sarah Graff, Masters student at Middle Tennessee State University

Paige Resnick, Masters student at University of Texas: Arlington

Computer Skills

R, E-Prime, Open Sesame, VBA, Qualtrics, MPlus, SPSS, L^AT_EX

Last updated: September 10, 2018