**Haoxiong (David) li**

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**EDUCATION**

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| **Ph.D. Positive Organizational Psychology** | Claremont, CA |
| *Claremont Graduate University* | **09/2015—present** |
| **M.A. Psychology** | San Diego, CA |
| *San Diego State University* | **08/2012—12/2014** |
| **B.A. Psychology**  | Toledo, OH |
| *University of Toledo* | **01/2009—12/2011** |

**HONORS AND AWARDS**

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| Dean’s Merit Fellowship, Claremont Graduate University | 2015—2018 |
| San Diego State University Fellowship | 2012—2014 |
| Rocket Scholarship, University of Toledo | 2009—2011 |

**RESEARCH EXPERIENCE**

**Research Lab Involvement**

* Team Science Lab (09/2015—06/2016)
* Talent Science Lab (09/2016—05/2019)
* Kravis Leadership Institute (10/2015—Present)

**Affiliations**

* International Honor Society in Psychology
* Society for Industrial and Organizational Psychology

**Master Thesis and Posters**

* *The Role of Culture in Concepts Underlying Approach and Avoidance Motivation in Multiple Domains* (09/2014)
* *Are engaged workers also happy workers? The exploration of spillover effect and crossover effect of work engagement on subjective well-being* (12/2015)

**Research Interests**

* Employee engagement
* Work motivation
* Survey validation and development
* HR analytics
* Cultural psychology

**PROJECTS IN DATA ANALYSIS AND SURVEY DEVELOPMENT**

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| **Career Discernment Scale Validation Project** | **Claremont, CA** |
| ***Claremont Graduate University*** | **03/2017—present** |

* Developed and Validated the Career Discernment Scale, a measure assessing multiple types of career decision styles
* Generated item pools, examined the internal structure through the exploratory factor analysis
* Investigated multiple validities of the measure

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| **Item Response Theory Project** | **Claremont, CA** |
| ***Claremont Graduate University*** | **01/2017—05/2017** |

* Completed the course project reevaluating the existing big-five personality measure in the framework of the item response theory with FlexMIRT and R
* Revised the current measure through examining multiple item properties by establishing two polytomous models including the graded response model and the nominal response model
* Compared the classical test theory and the item response theory in terms of their advantages, disadvantages, and practicality.

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| **Structural Equation Modeling Project** | **Claremont, CA** |
| ***Claremont Graduate University*** | **09/2016—12/2016** |

* Completed the course project identifying the elements of organizational commitment using exploratory factor analysis and structural equation modeling
* Cleaned and compiled the archive data with SPSS, MS Excel, and R including missing data processing, outlier identification, coding of categorical variables, and so forth
* Recognized the patterns and trends in data with R and generated conclusions based on the results
* Presented results of project analysis and provided insights to non-technical audience

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| **Survey Development Project** | **Claremont, CA** |
| ***Claremont Graduate University*** | **11/2015—present** |

* Validated the Other-rated social skills inventory (OSSI), a measure that assesses social communication skills
* Reviewed over 100 published journal articles in survey development, organizational research, and assessment
* Investigated the internal structure of the OSSI using multiple statistical techniques including exploratory factor analysis (EFA), confirmatory factor analysis (CFA), multilevel EFA, and multilevel CFA with R and Mplus
* Investigated the convergent validity, the discriminant validity, and the predictive validity of the OSSI with R
* Assessed the reliability of the OSSI with SPSS
* Collected data with Qualtrics; maintained and analyzed over 2000 pieces of data with MS Excel

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| **Principal Investigator** | **San Diego, CA** |
| ***San Diego State University*** | **01/2013—08/2014** |

* Led the research project aiming at exploring the cultural differences in approach and avoidance motivation
* Designed the experiment and created the survey to assess individuals’ motivation orientation
* Assured the quality of the experiment by controlling details
* Collected and maintained more than 2000 pieces of data with SPSS and MS Excel
* Conducted exploratory data analysis to identify patterns in data and to test hypotheses with SPSS and R
* Generated and presented the insights from the results of data analysis

**PROJECTS IN ORGANIZATIONAL DEVELOPMENT**

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| **Organizational Development Project** | **Claremont, CA** |
| ***Claremont Graduate University*** | **09/2016—12/2016** |

* Led the organizational development project assisting the collaboration and merging process across two divisions at Claremont Colleges Library
* Diagnosed existing issues using multiple tools including focus groups interviews, archive data analysis, and surveys
* Quantitatively and qualitatively analyzed the organization with the customized survey and interviews
* Proposed three recommendations to assist the collaboration process through the formal presentation and the 15-page report
* Collaborated with colleagues to assure the progress and the quality of the projects

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| **Employee Development Program** | **Claremont, CA** |
| ***Claremont Graduate University*** | **01/2016—05/2016** |

* Designed the employee development program at BJ’s Brew House aiming at improving front-line employees’ customer service
* Assured validity of the program with the rigorous theoretical model that improves customers’ dining experience by cultivating employees’ emotional regulation skills; continuously modified details of the program aligned with the client’s conditions
* Presented the report on the course project we developed
* Awarded Positive Business Challenge

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| **Organizational Development Project** | **Los Angeles, CA** |
| ***Claremont Graduate University*** | **01/2016—05/2016** |

* Led the organizational development project aiming at restructuring and improving the organizational effectiveness at Music Changing Lives
* Diagnosed the organization through interviews, surveys, and observations for more than 10 hours
* Collected and analyzed data with SPSS and R using multiple techniques
* Proposed the recommendations for change; completed a 30-page report
* Presented results of diagnosis and recommendations professionally
* The client actively implemented changes based on these recommendations

**TEACHING EXPERIENCE**

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| **Lecturer** | **San Bernardino, CA** |
| ***Chaffey College*** | **08/2019—12/2019** |

* Lectured *Introduction to Psychology* at the undergraduate level with a size of 40 students

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| **Lecturer** | **Orange County, CA** |
| ***Vanguard University*** | **08/2019—10/2019** |

* Lectured *Master Thesis* at the graduate level with a size of 8 students in the master science of organizational psychology program

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| **Lecturer** | **San Bernardino, CA** |
| ***Chaffey College*** | **08/2018—12/2018** |

* Lectured *Personal and Social Awareness* at the undergraduate level with a size of 15 students

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| **Lecturer** | **Los Angeles, CA** |
| ***California State University, Los Angeles*** | **01/2018—05/2018** |

* Lectured *Psychology of Emotion and Motivation* at the undergraduate level with a size of 40 students

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| **Lecturer** | **San Bernardino, CA** |
| ***San Bernardino Valley College*** | **01/2018—05/2018** |

* Lectured *Research Methods* at the undergraduate level with a size of 16 students

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| **Lecturer** | **Riverside, CA** |
| ***La Sierra University*** | **09/2017—12/2017** |

* Lectured *General Psychology* for two sections with a size of 30 students in the criminal justice program

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| **Lecturer** | **Orange County, CA** |
| ***Vanguard University*** | **08/2017—12/2017** |

* Lectured *Social Psychology* at the graduate level with a size of 10 students in the master science of organizational psychology program

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| **Teaching Assistant** |  **San Diego, CA** |
| ***San Diego State University*** | **09/2012—05/2014** |

* Assisted in 6 courses within 2 years and served over 500 students and improved their learning experiences through frequent oral and written communications
* Designed and developed training, prepared and set up classrooms, gave lectures, and answered students’ questions, and interacted with students interpersonally
* Assisted teaching the following Courses: *Introductory Psychology*, *Psychology Testing and Measurement*, *Social Psychology*, *Psychology of Adolescent and Young Adult Development*

**RELEVANT COURSES AND SEMINARS**

***Training in teaching***

* Teaching seminar

***Training in positive organizational psychology:***

* Talent Management
* Organizational Change
* Organizational Behavior
* Organizational Theory
* Positive Organizational Psychology
* Teams in Organizations
* Foundations of Positive Psychology

***Training in general psychology:***

* Advanced Neuropsychology
* Advanced Principles Learning and Cognition
* Advanced Social Psychology
* Advanced Research Methods Psychology
* Testing and Measurement in Psychology

***Training in statistical tools and data analysis:***

* Intermediate Statistics
* Multiple Regression
* Analysis of Variance
* Categorical Data Analysis
* Structural Equation Modeling
* Multilevel Modeling
* Factor Analysis
* Statistical Learning
* Item Response Theory

***Attended Seminar at Society of Industrial Organizational Psychology annual conference:***

* Big Data Predictive Analytics: A Hands-On Workshop Using R
* Handling Large to Big Data in R

**QUANTITATIVE SKILLS**

**Traditional Statistical Skills**

***Univariate analysis***

* Multiple regression, analysis of variance (ANOVA), categorical data analysis, logistical regression, multilevel modeling, item response theory

***Multivariate analysis***

* Structural equation modeling, factor analysis

**Psychometric Skills**

***Item response theory***

* (1-PL, 2-Pl, and 3-PL) dichotomous models, Rasch models, graded response models, nominal response models

**Big Data Skills**

***Classification methods***

* Discriminant analysis, K-nearest neighbors, decision trees, random forest, support vector machines

***Forecast methods***

* Polynomial regression, ridge regression, LASSO

***Clustering Methods***

* K-means cluster, hierarchical clustering

**REFEREES**

**Ronald Riggio**, Ph.D.

Henry R. Kravis Professor of Leadership and Organizational Psychology, Claremont McKenna College

Ronald.riggio@cmc.edu

**Jeffrey Yip**, Ph.D.

Assistant Professor of Organizational Psychology, Claremont Graduate University

Jeffrey.yip@cgu.edu

**Rebecca Reichard**, Ph.D.

Associated Professor of Organizational Psychology, Claremont Graduate University

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