

Felix Y. Wu

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Education

Rice University, Houston, Texas

M.A., Industrial-Organizational Psychology, May 2022

Ph.D., Industrial-Organizational Psychology, Expected May 2024

Advisor: Frederick L. Oswald

Rice University, Houston, Texas

August 2015 – May 2019

B.A., Psychology

B.A., Art History

Minor, Ecology and Evolutionary Biology

Magna Cum Laude, Phi Beta Kappa, and Distinction in Research and Creative Works

Fellowship

National Science Foundation Graduate Fellowship Research Program (NSF-GRFP, \$138,000)

Competitive fellowship fully funds three years of graduate school (2019-2022). Only 2,000 selected among 12,200 STEM graduate students nationwide.

Relevant Coursework

Substantiative: Industrial-Organizational Psychology, Personnel Psychology, Individual Differences, Social Psychology, Motivation in the Workplace, Leadership, Training, Health Psychology

Quantitative: Statistical Learning, Field Methods, Multilevel Modeling, Structural Equation Modeling, Psychometrics

Peer-Reviewed Publications

Woods, A. L., Wu, F. Y., & Hebl, M. (2023). Giving to Matthew, Emily, Jose, or Maria: A field study examining the impact of race and gender on donation requests. *Nonprofit and Voluntary Sector Quarterly*. <https://doi.org/10.1177/08997640221140314>

Wu, F. Y., Mulfinger, E., Alexander III, L., Sinclair, A., McCloy, R., & Oswald, F. L. (2022). Individual differences at play: An investigation into measuring Big Five personality facets with game-based assessments. *International Journal of Selection and Assessment*, 30(1), 62-81. <https://doi.org/10.1111/ijsa.12360>

Wu, F. Y., Nittrouer, C. L., Nguyen, V., Hebl, M., Oswald, F. L., & Frieden, L. (2021). Now protected or still stigmatized? The impact of the Americans with Disabilities Act in the last

25 years. *Equality, Diversity, and Inclusion*, 41(3),383-403. <https://doi.org/10.1108/EDI-06-2020-0173>

Book Chapters

* = contributed equally

Oswald, F. L., **Wu, F. Y.**, & Chen, Y. R. (in press). Conducting a meta-analysis. In F. T. L. Leong & J. T. Austin (Eds.). *The psychology research handbook: A guide for graduate students and research assistants* (3rd ed.). SAGE.

Oswald, F. L., **Wu, F. Y.**, & Courey, K. A. (2022). Training (and retraining) in data, methods, and theory in the organizational sciences. In K.R. Murphy (Ed.), *Data, methods and theory in the organizational sciences: A new synthesis* (1st ed., pp. 294-316). Routledge.

Hebl, M., *Phetmisy, C. N., *Watson, I., ***Wu, F. Y.** (2021). Reducing weight stigma in the workplace. In A. Nordstrom & W. Goodfriend (Eds.), *Innovative stigma and discrimination reduction programs* (1st ed., pp. 203-215). Routledge.

*Corrington, A., *Ng, L., *Phetmisy, C. N., *Watson, I., ***Wu, F. Y.**, & Hebl, M. (2020). How bias thwarts successful aging at work. *Industrial and Organizational Psychology*, 13(3), 413-416. (Commentary) <https://doi.org/10.1017/iop.2020.63>

Bilotta, I., Davenport, M., **Wu, F. Y.**, & Beier, M. (2018). If we build it, will they come? Lack of incentives as barriers to implementing effective sexual harassment training. *Industrial and Organizational Psychology*, 12(1), 20-24. (Commentary) <https://doi.org/10.1017/iop.2019.1>

Book Reviews

Wu, F. Y., & Oswald, F. L. (2020). [Review of the book Landers, R. N. (Ed.). (2019). *The Cambridge handbook of technology and employee behavior*. Cambridge University Press.]. *Personnel Psychology*. <https://doi.org/10.1111/peps.12449>

In Preparation / Preprints

Wu, F. Y., Ruffin, M. A., Oswald, F. L., & Beier, M. E. (in preparation). Technology affordances, online presences, and workplace learning: an introduction to an integrated framework

Wu, F. Y., Ercan, S., Ock, J., & Oswald, F. L. (in preparation for *Organizational Research Methods*). Descriptive graphics for meta-analysis: A new Shiny approach. <https://doi.org/10.31234/osf.io/q64sw>

Wu, F. Y., Wang., P., & Oswald, F. L. (data collected, analysis in progress). Interests or restriction by barriers? The influence of disability on vocational interests

Wu, F. Y., Udomsirirat, V. T., & Oswald, F. L. (in preparation for *Personnel Psychology*). Can you do the job? An occupational analysis of job-relevant factors and disability type

Chen, Y. R. **Wu, F. Y.**, Mulfinger, E., Liu, Z., Courey, K. A., Behrend, T., Handler, C., & Oswald, F. L. (in preparation for *Personnel Psychology*). AI vendors and claims

Courey, K. A., **Wu, F. Y.**, & Oswald, F. L. (in preparation for *Rehabilitation Psychology*). Dealing with small samples in disability research: Do not fret, Bayesian analysis is here

Hoff, K. A., Chu, C., **Wu, F. Y.**, Van Egdom, D., Hanna, A., Damian, R., Einarsdóttir, S., Oswald, F. L., Rounds, J. (in preparation for *Journal of Vocational Behavior*). Interests, personality, and life goals: Their relative importance for predicting early career success

Oswald, F. L., Courey, K. A., **Wu, F. Y.**, McPhail, S. M., & Tippins, N. T. (in preparation for *Personnel Psychology*). AI and employee selection: What do I/O experts think?

Samosh, D., Brzykcy, A., **Wu, F. Y.**, Lyons, B., & Baldrige, D. (in preparation). Is there glass everywhere but down and out? An examination of glass ceilings, partitions, and cliffs for persons with disabilities in the United States

Grants / Fellowships

Funded – Rice University

Rice University Social Sciences Graduate Student Conference Travel Award (\$600)

Research presentations entitled “Learning in the “Matrix”: Understanding Workplace Learning in Different Modalities,” “Navigating the Open Seas of AI-based Hiring Technologies: An Open Fishbowl Discussion,” and “Can’t Take a Compliment? The Nature of Benevolent Discrimination in the Workplace.”

Rice University Social Sciences Research Institute Dissertation Research Improvement Grant (\$4,950)

Research project entitled “Can organizational resources improve well-being for employed caregivers of children with disabilities?”

Rice University Social Sciences Graduate Student Conference Travel Award (\$600)

Research presentation entitled “Descriptive graphics for meta-analysis: A new Shiny approach.”

Rice University Social Sciences Graduate Student Conference Travel Award (\$400)

Research presentation entitled “Individual differences at play: A case study in measuring personality with game-based assessments.”

Doerr Innovation Award (\$29,079.46)

Research project entitled “How previous leadership and coaching experiences within the hedges relate to experiences beyond.” Co-PI.

Rice Undergraduate Scholars Program (RUSP) Recipient (\$1,000)

Research project entitled “Does providing structured feedback forms produce more accurate feedback for people with disabilities?”

Department of Psychological Sciences, Honors Student Travel Award

Research presentation entitled “ ‘I can give you the same scores, but I will be uncomfortable’: Positive bias in feedback given to people with disabilities despite high ratings of discomfort.

Undergraduate Gateway Travel Award (\$250)

Research presentation entitled “The intersectionality of sexual orientation and biracial identity on rates of alcoholism.”

Funded – External

Society for Industrial Organizational Psychology –Student Travel Award (\$500)

Research presentations entitled “Learning in the "Matrix": Understanding Workplace Learning in Different Modalities,” “Navigating the Open Seas of AI-based Hiring Technologies: An Open Fishbowl Discussion,” and “Can't Take a Compliment? The Nature of Benevolent Discrimination in the Workplace.”

Society for Industrial Organizational Psychology – 2023 Lee Hakel Graduate Student Scholarship (\$3,500)

Research project entitled “Can organizational resources improve well-being for caregivers of children with disabilities?”

useR! 2020 Conference-Diversity Scholarship (\$1,500)

Awarded for expenses to attend useR!2020, St Louis, MO, USA, July 7-10, 2020.

Society of Personality and Social Psychology – Undergraduate Diversity Award (\$160)

Research presentation entitled “The intersectionality of sexual orientation and biracial identity on rates of alcoholism.”

Society for Personality and Social Psychology – Social-Personality Undergraduate Research (SPUR) Program Recipients (\$1,500)

Not Funded

Rice University Social Sciences Research Institute Pre-Dissertation Grant. PI, Not Funded.

Research project entitled ““Interests or Restriction by Barriers? The Influence of Disability on Vocational Interests.”

Psi Chi Graduate Research Grant. PI, Not funded.

Research project entitled “Zooming in on writing skills: An examination of psychological processes and individual differences in virtual classrooms.”

Doerr Innovation Award. Co-PI, Not funded.

Research project entitled “Disabled leaders/leaders with disabilities exhibit: Increasing positive disability representation.”

Research Experience

- Graduate Research Assistant,** Rice University Aug 2019 – Present
Organization and Workforce Lab,
 PI: Frederick L. Oswald, Ph.D.
- Research Analyst,** United States Department of Labor June 2023 – Present
Office of Disability Employment Policy (ODEP),
 Supervisor: Chris McLaren, Ph.D.
- Research Assistant Summer Intern,** TIRR Memorial Hermann June – Aug 2019
Independent Living Research Utilization,
 PI: Lex Frieden, M.A., LLD (hon)
 Chief Architect of the Americans with Disabilities Act of 1990
- Research Assistant,** Duke University May – Aug 2018
 Social-Personality Undergraduate Research (SPUR) Program Trainee
Duke Identity & Diversity Lab,
 PI: Sarah Gaither, Ph.D.
- Research Assistant,** Rice University May – Dec 2016
The Doerr Institute for New Leaders - Third Eye,
 PI: Catherine A. Oleksiw, Ph.D.
- Research Assistant,** Rice University Aug 2015 – May 2019
Diversity and Discrimination Lab,
 PIs: Mikki Hebl, Ph.D., Eden King, Ph.D.

Teaching Experience

- Instructor of Record** Jan 2023– May 2023

Psychology 231: Industrial and Organizational Psychology (Undergraduate)
Department of Psychological Sciences, Rice University
Effectiveness Rating: 4.36 / 5.00

Instructor of Record Jan 2023 – May 2023
Psychology 102: Quantitative Analysis for Social Sciences: Psychology Lab (Undergraduate)
Department of Psychological Sciences, Rice University
Effectiveness Rating: 3.97 / 5.00

Instructor of Record Aug 2022 – Dec 2022
Psychology 102: Quantitative Analysis for Social Sciences: Psychology Lab (Undergraduate)
Department of Psychological Sciences, Rice University
Effectiveness Rating: 3.51 / 5.00

Instructor of Record June 2022 – Aug 2022
Psychology 231: Industrial and Organizational Psychology (Undergraduate)
Department of Psychological Sciences, Rice University
Effectiveness Rating: 4.75 / 5.00

Workshop Instructor February 2020, 2021
Workshop: Introduction to Data Analysis in R for Honors Thesis Students (Undergraduate)
Department of Psychological Sciences, Rice University

Teaching Assistant March 2021
Workshop: Shiny, Rice Visual Communication Symposium (Undergraduate)
Rice University

Teaching Assistant February 2019
Introduction to Cognitive Psychology (Undergraduate)
Department of Psychological Sciences, Rice University

Professional Experience

Senior Organizational Effectiveness Consultant, Rice University Sept 2017 – Dec 2022
Volunteer Program Assessment – Rice Chapter
Provided pro-bono organizational effectiveness consulting services to eight different non-profit organizations.

Presentations

*Contributed equally

Invited Talks/Presentation

Wu, F. Y. (June 2021). Introduction to psychology graduate student conversation series: Felix Wu. For Rice University, Houston, Texas: Introduction to Psychology Course (Summer 2021).

***Wu, F. Y.**, *Mulfinger, E., & *Alexander III, L. (February 2021). Industrial & organizational psychology with R. For MiR (Minorities in R) Community Webinar Series.

Mulfinger, E., **Wu, F. Y.** (February 2020). Organization and Workforce Lab (OWL). For Prospective Graduate Student Weekend Pecha Kucha

Oral Presentations

Warren, C. (Co-Chair), Steelman, L. A. (Co-Chair), Wildman, J. L., Wax, A, Quraishi, N., and **Wu, F. Y.** (2023). Can't take a compliment? The nature of benevolent discrimination in the workplace. A panel presented at the 38th Annual Conference for the *Society of Industrial and Organizational Psychology (SIOP)*, Boston, MA. (Co-chairs: Warren, C. and Steelman, L. A.)

Courey, K. A. (Co-Chair), **Wu, F. Y.** (Co-Chair), Tippins, N. T. (Co-Chair), McPhail, S. M., & Oswald, F. L. (2023). Navigating the open seas of ai-based hiring technologies: An open fishbowl discussion. An alternative presentation presented at the 38th Annual Conference for the *Society of Industrial and Organizational Psychology (SIOP)*, Boston, MA.

Wu, F. Y., Beier, M. E., Oswald, F. L. (April, 2023). Integrating the Community of Inquiry framework and training learning outcomes. A symposium paper presented at the 38th Annual Conference for the *Society of Industrial and Organizational Psychology (SIOP)*, Boston, MA. (Co-chairs: Wu, F. Y., Beier, M. E. and, Davenport, M. K.)

Wu, F.Y., Trump-Steele, R. C. E., Nittrouer, C. L., & Hebl, M. (April, 2018). The impact of role models on life outcomes of people with disabilities. *Rice Undergraduate Research Symposium*

Wu, F.Y., Trump-Steele, R. C. E., Nittrouer, C. L., & Hebl, M. (March, 2017). The impact of role models on life outcomes of people with disabilities, *Rice Catalyst Communication Symposium*

Poster Presentations

Wu, F. Y., Ercan, S., Ock, J., & Oswald, F. L. (April, 2022). Descriptive graphics for meta-analysis: A new Shiny approach. Poster presented at the 37th Annual Conference for the *Society of Industrial and Organizational Psychology (SIOP)*, Seattle, WA.

Wu, F. Y., Mulfinger, E., Alexander III, L., Sinclair, A., McCloy, R., & Oswald, F. L. (April, 2021). Individual differences at play: A case study in measuring personality with game based

assessments. Poster presented at the 36th Annual Conference for the *Society of Industrial and Organizational Psychology* (SIOP), Virtual.

Mulfinger, E., **Wu, F. Y.**, Alexander, III, L. A., & Oswald, F. L. (February, 2020). AI technologies in talent management systems: It glitters, but is it gold? *Rice University Scientia Conference: Work in the 21st Century: Automation, Workers, and Society*.

Wu, F. Y., Trump-Steele, R. C. E., & Hebl, M. (May, 2019). “I can give you the same scores, but I will be uncomfortable”: Positive bias in feedback given to people with disabilities despite high ratings of discomfort. *Association for Psychological Science Annual Convention*.

Wu, F. Y., Straka, B., Gaither, S. (February, 2019). The intersectionality of sexual orientation and biracial identity on rates of alcoholism. *Society of Personality and Social Psychology Annual Convention*.

Wu, F. Y., Straka, B., Gaither, S. (July, 2018). The intersectionality of sexual orientation and biracial identity on rates of alcoholism. *Duke Summer Vertical Integration Program Poster Session*.

Wu, F. Y., Trump-Steele, R. C. E., Nittrouer, C. L., & Hebl, M. (April, 2018). The impact of role models on life outcomes of people with disabilities. *Rice Social Science Research Showcase*

Wu, F. Y., Trump-Steele, R. C. E., Nittrouer, C. L., & Hebl, M. (April, 2017). The impact of role models on life outcomes of people with disabilities. *Rice Undergraduate Research Symposium*

Wu, F. Y., Trump-Steele, R. C. E., Nittrouer, C. L., & Hebl, M. (April, 2017). The impact of role models on life outcomes of people with disabilities. *Rice Critical Care Research Symposium*

Wu, F. Y., Trump-Steele, R. C. E., Nittrouer, C. L., & Hebl, M. (February, 2017). Disability role model study. *Rice Industrial Organizational/ Organizational Behavior (IOOB) Student Conference*

Service

Rice University

President , Rice Psychology Graduate Student Association	May 2021 – May 2022
Psychological Sciences Representative , Rice Minorities in Social Sciences	Jan 2021 – Aug 2022
Vice President , Rice University Psychology Graduate Student Association	Oct – April 2021
Rice NSF GRFP Fellowship Coach , Graduate and Postdoctoral Studies Office	Aug 2021- Present

Broader Service

Support Staff for Committee Member ,	Sept 2022- Present
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National Artificial Intelligence Advisory Committee,
National Institute of Standards and Technology

Rice University CARMA PhD Representative,

Nov 2021 – May 2022

Consortium for the Advancement of Research Methods

Public Relations Committee Member, Asians in IO Psychology

Aug 2021 – Present

Emerging Leaders Committee Member, Muscular Dystrophy Association Sept 2018 – Nov 2019

Professional Affiliations

Society of Industrial and Organizational Psychology

Sept 2019 – Present

Minorities in R

July 2020 – Present

Phi Beta Kappa

May 2019 – Present

Association for Psychological Science

Jan – Dec 2019

Psi Chi

Feb 2017 – Present