

RESEARCH INTERESTS

- Human-Computer Interaction and Human-Autonomy Teams
- Human-AI Trust and Impacts of AI on Workers
- Team Composition

EDUCATION

The University of Georgia

Ph.D., Industrial-Organizational Psychology

Athens, GA

Expected 2026

M.S., Industrial-Organizational Psychology

Expected 2025

B.S., Psychology

May 2021

RESEARCH EXPERIENCE

Graduate Research Assistant

August 2021-Present

Supervisor: Neal Outland, Ph.D.

Modeling Organizational Dynamics, Emergence, and Learning Lab, University of Georgia

- Research areas: Human-AI Interaction, Team Composition, VR/AI Systems, Impact of AI at Work
- Conducted data-driven research on trust in human-autonomy teams, focusing on metrics and outcomes that could be applied to adaptive AI systems and AI assistants.
- Led a cross-university collaboration research project with faculty and graduate researchers.
- Facilitated communication and collaboration among diverse teams, including mentoring undergraduates in human-computer interaction and behavioral research methodologies.
- Presented 10 peer-reviewed research presentations as first or second author in top-tier conferences such as the Society for Industrial and Organizational Psychology (SIOP) Annual Conference.
- Designed and validated 3 reliable assessment tools measuring attitudes toward AI by applying advanced statistical techniques.
- Conducted exploratory research investigating AI's impact on future workforces.

Research Assistant, I/O Psychology Program

January 2020 – May 2021

Supervisor: Nathan T. Carter, Ph.D.

Applied Psychometrics Lab, University of Georgia; 9 hours/week

- Managed interviews for undergraduate research assistant recruitment.
- Developed questionnaires using Qualtrics to research topics such as personality, leadership, and diversity.
- Drafted institutional research board research submissions.

Lab Manager/Research Assistant, I/O Psychology Program

February 2019 – May 2021

Supervisor: Brian J. Hoffman, Ph.D.

Leadership and Performance Dynamics Lab, University of Georgia; 9 hours/week

- Managed interviews for undergraduate research assistant recruitment.
- Conducted qualitative and quantitative coding for projects related to federal employment law cases and life and job satisfaction.

SKILLS

- **Programming & Software:** R (advanced), MPlus (advanced), SPSS, Qualtrics (advanced), Microsoft Office, GitHub, Posit Cloud
- **Statistical Analysis:** structural equation modeling, multilevel modeling, psychometrics, computational modeling, qualitative analysis
- **Data Visualization:** R, Tableau
- **Development & Validation of Psychological Assessments**

INTERNSHIP EXPERIENCE

T-Mobile

Bellevue, WA

People Science Analyst Intern

May 2025 – August 2025

- Spearheaded a key research initiative into manager effectiveness, translating mixed-methods findings into actionable recommendations to enhance leadership development across the enterprise.
- Applied advanced statistical modeling and predictive analytics to a 48,000+ employee dataset to extract actionable insights into key managerial behaviors.
- Built a dynamic dashboard for team classification and developmental pathing, enabling more targeted and effective talent development strategies.
- Collaborated with key stakeholders on an organizational network analysis (ONA) initiative to map informal networks and identify opportunities for enhanced collaboration.
- Identified critical usability challenges in an executive reporting dashboard and proposed strategic improvements to enhance user interaction.

Coachability Consultants, Inc.

Chicago, IL

Analytics & Organizational Effectiveness Intern

May 2022 – September 2022

- Managed survey development and deployment in Qualtrics.
- Increased the efficiency of the reporting process by streamlining data analysis and visualization pipelines, reducing the time required to deliver client-facing materials.
- Analyzed survey data on employee coachability, leading to data-informed talent development strategies.

PricewaterhouseCoopers (PwC)

McLean, VA

TAX People and Organization Intern – People Analytics

July 2020

- Gained training and experience using Tableau and Alteryx.
- Gained proficiency in Scrum methodologies and applied them to software platform development.
- Expanded knowledge of PwC's practices and gained an in-depth understanding of PwC's Tax practice, Saratoga Benchmarking program, People Analytics group, and survey deployment.
- Enhanced awareness of human-centered design methods through digital training and simulations.

SPANX

Atlanta, GA

Learning and Development Intern

May 2019 – August 2019

- Performed market research on notable human resource information systems and provided a recommendation for integrating an HRIS platform into current HR workflows.

- Designed and implemented interactive learning programs that improved employee engagement and retention across diverse formats, including learning management systems, microlearning, and resource groups.
- Revamped the employee rewards system to enhance employee engagement.
- Constructed a recommendation for integrating new human resource information systems into HR workflows.
- Planned and executed a learning event to boost employee knowledge of company travel procedures.
- Collaborated with a cross-functional intern class to develop a recommendation for elevating Spanx's consumer experience tools and enriching customer service channels through digital messaging.

PUBLICATIONS

Peer-Reviewed Articles

3. Frericks, J., **Kang, B.Y.**, Outland, N., Doshi, P., Johnsen, K., & Schechter, A. (2024). Trust and Collaboration Testing in Controlled Human-Robot Environments. *IEEE Sixth International Conference on Cognitive Machine Intelligence (CogMI)* (pp. 127-136). IEEE. ****Best Paper Award Winner****
2. Carmichael-Tanaka, N., & **Kang, B. Y.** (2023). Applying an intersectional lens to consider disparities in historically marginalized women's access to caregiving resources. *Industrial and Organizational Psychology, 16*(2).
1. Weiss, J. A., Outland, N., Plummer, G., Zervos, L., Carmichael-Tanaka, N., & Kang, B. (2023). The Stable Individual Differences Driving Employee Coachability Behaviours. *International Journal of Evidence Based Coaching & Mentoring, 21*(2), 102–117.

Manuscripts Under Review

3. Georganta, E., Kerstan, S., Ulfert, A.-S., Schmutz, J. B., Aleksic, D., Costa, P., Gevers, J. M. P., **Kang, B.Y.**, Kaut, M., Mirowska, A., Müller, R., Outland, N., Pieters, W., Prada, R., Santos C. M., Centeio Jorge, C., Christopoulou, A., DeChurch, L., Ellwart, T., Galsgaard, A., Grünwald, K., Homan, A. C., Nols, T., O'Neill, T. A., Salcedo-Gil, R., Seeber, I., Westpha, M. The Key to Human-AI Teams: Unlocking “Core” Affective, Behavioural, and Cognitive Processes and States in Organisations. (*Revise & Resubmit at the European Journal of Work and Organizational Psychology Journal*)
2. Hess, R., Stryker, S., **Kang, B.Y.**, Richardson, J., Outland, N. AI-Related Job Insecurity in Highly Skilled Workers. (Submitted to *Computers in Human Behavior*)
1. Outland, N., **Kang, B.Y.**, Schechter, A., Johnsen, K., Doshi, P., Jones, R., D'Allarid, H., Duruh, F., King, B., Monaghan, P. Taking Stock of Human-AI Trust Theories: A Systematic Review. (Submitted to *Organizational Psychology Review*)

Manuscripts in Preparation

4. Outland, N. & **Kang, B.Y.** Initial Validation of the AI Salience Scale. (Manuscript near completion to submit to Journal of Occupational and Organizational Psychology)
3. Outland, N. & **Kang, B.Y.** Initial Validation of the Propensity to Trust AI Scale. (Manuscript near completion to submit to Computers in Human Behavior)
2. Outland, N., **Kang, B.Y.**, Hess, R. To the Core: Uncovering Dimensional State Space of Trust in Artificial Intelligence in the Workplace. (Manuscript near completion to submit to Journal of Applied Psychology)
1. Harmata, R., **Kang, B.Y.**, & Sherman, R. One Bad Apple Ruins the Bunch: A Critical Examination of Dark Personality and Job Performance Among Police Officers. (Manuscript in preparation to submit to Journal of Applied Psychology)

TECHNICAL REPORTS

- Outland, N., Doshi, P., Camelio, J., Schechter, A., Navare, B., **Kang, B.**, Stryker, S., Frericks, J., Hicks, J., Fouse, A. (2023) Development of A Bi-Directional Computational Model of Dyadic Trust in Human-AI Infantry Teaming Contexts. CCDC Data and Analysis Center.

CONFERENCE PRESENTATIONS

18. Schechter, A., Outland, N., **Kang, B. Y.**, Frericks, J., Johnsen, K., Doshi, P. (2025). Identifying Correlates of Trust in Human-Robot Teams: The Effects of Task, Personality, and Preferences [Conference presentation]. Interdisciplinary Network for Group Research Annual Conference, Rotterdam, The Netherlands.
17. **Kang B.Y.**, Stryker, S., Frericks, J., Outland, N., Schechter, A., Johnsen, K., Doshi, P., & Challa, A. (2025). Exploring Human-Autonomy Trust Dynamics in a Controlled Environment. In Deal, C. N. (Co-Chair) & Griffin, D. J. (Co-Chair). (2025). Exploring Human-AI Team Dynamics: Core Constructs and Assessment Strategies [Symposium]. Interdisciplinary Network for Group Research Annual Conference, Rotterdam, The Netherlands.
16. Hoffman, B. J., Stryker, S. R., & **Kang, B. Y.** (2025). An Analysis of Textbook Coverage of Cultural Differences in Cognitive Tests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
15. Szpaichler, S. (Chair), **Kang, B. Y.** (Speaker), Monitto, V. (Speaker), Stryker, S. R. (Speaker), Squires, B., Tucker, T. (2025). *Prioritizing Human Sustainability in a Tooled-Up World* [Alternative Session Type - Fishbowl]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
14. Stryker, S. R., **Kang, B. Y.**, Outland, N. (2025). Designing a Virtual Environment for Examining

Human-Robot Interactions. In Ikner, B. N. (Co-Chair) & Dickson, M. W. (Chair) (2025). *Enhancing Fidelity in IO Psychology Research* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

13. **Kang, B. Y.** (Co-Chair), Outland, N. (Co-Chair), & Cooke, N. (Discussant) (2024). *(A)I can be your teammate! Exploring the Impacts of AI in Organizational Teams* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
12. **Kang, B.Y.** & Outland, N. (2024). *Updates to a Computational Model of the Calibration of Trust between Human and AI Agents*. In **Kang, B. Y.** (Co-Chair), Outland, N. (Co-Chair), & Cooke, N. (Discussant) (2024). *(A)I can be your teammate! Exploring the Impacts of AI in Organizational Teams* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
11. **Kang, B.Y.**, & Doddato, F. (2023). *Development and Validation of the Artificial Intelligence Salience Scale* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
10. Stryker, S. R., **Kang, B. Y.**, Lumbreras, J. M., & Hoffman, B. J. (2024). Happy Worker, Happy Life? A Meta-Analysis of Job Satisfaction & Subjective Well-Being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
9. Outland, N. & **Kang, B. Y.** (2023). *An Agent Architecture to Simulate Human-AI Trust Dynamics* [Conference presentation]. EAWOP Small Group Meeting: Human-AI Teams at Work: Opportunity or Threat?. Amsterdam, Netherlands.
8. Kim, Y.J., Hoffman, B., Outland, N., & **Kang, B.Y.** (2023). *A Social Networks Approach to Leadership and Team Turnover* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
7. Outland, N. & **Kang, B. Y.** (2023). *Development of an Artificial Intelligent Teammate*. In Georganta, E. (Co-Chair) & Ulfert, A. (Co-Chair) (2023). *Human-Agent Teamwork: The Future of Collaboration at Work* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
6. Outland, N., **Kang, B. Y.**, Stryker, S., & Hess, R. (2023). *The calibration of trust between humans and AI agents: A computational model*. In Hess, R. (Co-chair), Outland, N. (Co-Chair), & Behrend, T. (Discussant). (2023). *Can (A)I be on your team? Evaluating uses of AI in organizational teams* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
5. Outland, N. & **Kang, B.Y.** (2022). *Something Old and Something New: Trust Dynamics of Artificial*

Intelligence as a Teammate [Symposium]. Academy of Management Annual Conference, Seattle, WA, United States.

4. **Kang, B.Y.**, & Outland, N. (2022). *Perceptions of Artificial Intelligence* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
3. Hess, R. A., **Kang, B. Y.**, Richardson, J. M., Stryker, S. R., & Outland, N. B. (2022). *Fear and Acceptance of AI at Work* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States. [****Selected as a Top Ten Poster****]
2. Harmata, R., Sherman, R., & **Kang, B.Y.** (2021). *Good Cop/Bad Cop: A Deep Dive into Police Officer Personality* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
1. **Kang, B.Y.**, Stern, C., Carter, N.T. (2020, April 21-24). *The Moderating Effect of Promotion Expectations on Job Satisfaction by Industry Type* [Poster Session]. UGA Annual Center for Undergraduate Research Opportunities Symposium 2020, Athens, GA, United States.

TEACHING EXPERIENCE

Department of Psychology, University of Georgia

Athens, GA

Teaching Assistant, Human Sexuality

Fall 2024, Spring 2025

- Evaluated student coursework and provided detailed, constructive feedback to enhance learning outcomes and academic performance.

Teaching Assistant, Research Analysis in Psychology

Fall 2021, Spring 2022, Fall 2022, Spring 2023,
May 2023, May 2024

- Instructed 35 undergraduate students in statistical programming using R, with a focus on applying data analysis techniques.
- Provided guidance to 5+ students individually per week on assignments and final projects during regular office hours.

ACADEMIC HONORS, GRANTS, & SCHOLARSHIPS

Outstanding Teaching Assistant Award

Spring 2023

- Recognizes graduate students who have demonstrated superior teaching skills while serving in an instructional role at the University of Georgia.

Zell Miller Scholarship

2017 – 2021

- A recurring academic achievement scholarship covering tuition available to Georgia students with a 3.30 GPA.

Presidential Scholar

Spring 2019

- Awarded for the achievement of a grade point average of 4.00 while taking at least 14 credit hours and receiving no unsatisfactory grades and no incomplete grades.

Future Business Leaders/Distributive Education Clubs of America Scholarship

May 2017

- \$1000 competitive scholarship awarded for outstanding achievement in FBLA/DECA activities.

WORK EXPERIENCE

Emacity Threads LLC

Atlanta, GA

Co-Founder

June 2020 – August 2021

- Headed the development and launch of a Shopify e-commerce website that generated \$250,000+ in net revenue in its first year of operation.
- Analyzed customer data to inform purchasing decisions and drive strategic modifications to product offerings and marketing.
- Streamlined supply chain logistics for all store operations by collaborating with a diverse range of suppliers and manufacturers.
- Established an omnichannel customer support system to effectively navigate customer concerns and inquiries.
- Directed all financial operations, including bookkeeping, and communicated monthly analytics to partners to ensure financial accountability.

Lionbridge

Atlanta, GA

Social Media Evaluator

December 2018 – February 2019

- Analyzed the effectiveness and quality of targeted ads on Instagram by viewing advertisements and providing feedback on image quality, copy, and presentation.
- Provided online feedback based on overall attributes of ads for a client through a digital feedback tool.

Ecolink Inc

Tucker, GA

Marketing Assistant

August 2016 – May 2017

- Performed tasks related to search engine optimization: keyword analytics, content creation, Google AdWords/Analytics, and social media campaigning.
- Interpreted technical product safety data sheets to update internal data sheets.
- Led the award submission for Ecolink's entry that earned a 2017 AMY Award (Atlanta Marketing Association).
- Collaborated with a cross-functional team to distribute over \$25,000 to GA DECA high school chapters in a marketing campaign.

CAMPUS INVOLVEMENT

UGA IO PhD Program

Reception Chair

September 2023-Present

Recruitment Chair

September 2021-May 2023

Psychology Undergraduate Mentoring Program

August 2021-Present

Mentor

- Mentored undergraduate students seeking careers or graduate programs related to psychology.

UGA Mentor Program

August 2021-Present

Mentor

- Mentored undergraduate students seeking careers or graduate programs related to IO psychology.
- Edited resumes and CVs for mentees.
- Assessed and practiced interviewing with mentees.

Psi Chi Honors Society

Mentor

August 2021 – Present

Member

August 2019 – Present

- Attended monthly meetings that focused on career options in psychology.

PROFESSIONAL MEMBERSHIPS

The Society for Industrial and Organizational Psychology

Academy of Management