

Howard Hong

1400 Martin Street, Apt 3054
University Park, PA 16803
CELL PHONE: 715-897-5171
E-MAIL: yvh5369@psu.edu
LinkedIn: www.linkedin.com/in/howard--hong

EDUCATION

The Pennsylvania State University

University Park, PA

Master of Science in Human Resources and Employment Relations

Expected Graduation: May 2022

Bachelor of Science in Psychology—Business Option

Graduated: May 2021

Minor: Labor and Human Resource

GPA: 3.67/4.00

Dean's List: 4/6 semesters

Relevant Coursework

- Employment Law
- Employee Relations Seminar
- Total Rewards
- Race, Gender, and Employment
- International Human Resource Study

RESEARCH EXPERIENCE

NSF EAGER Lab Assistant

Penn State Department of Psychology

University Park, PA

06/2021—07/2021

- Coordinate with up to 5 team members and 1 faculty researcher to develop survey questions and coding method on the EAGER project that focuses on finding the outcome of how teams' convergent and divergent ratios.
- Attend weekly meeting with the lab team and provide feedback on the research topic.
- Plan to present research outcome to undergraduate student conference and CSI conference using PowerPoint and other visual aids.

PA Twins Neiderhiser Lab Assistant

Penn State Department of Psychology

University Park, PA

01/2020—05/2020

- Performed archival data collection on 256 pairs of twins located in Pennsylvania using software such as Excel and Been Verified.
- Attended weekly meeting with the lab team including 6 lab assistants and 4 faculty researchers to discuss the future research highlights, and provide feedback on the research topic.
- Constructed a comprehensive literature review focused on retention topics and teenager development.

RELATED EXPERIENCE

Recruiter

IntelliPro Group

Remote

06/2021—07/2021

- Sourcing 10-15 candidates who meet the job description of the clients and make initial contact with them.
- Help apply and prepare interviews with the candidates who fits the clients' need and communicate between the two parties.
- Successfully get an offer for the candidate from the clients in the first week of recruitment.

Founder of Psy Space Project

Penn State Department of Psychology

University Park, PA

01/2021—Present

- Create unique online psychological support service by coordinating with the psychology research team on campus, as well seek approval from IRB office.
- Obtain Penn State grant of \$2000 to fund Psy Space, an online psychology consulting platform launched in the hope of helping fellow Penn Staters who have anxiety and depression symptoms.
- Conducted 30 team members to work on the project including experts in technology, psychology, and operations, in order to create a collaborative environment.
- Recruited 30 qualified team members by interviewing the candidates with a mix of situational and behavioral interview questions in alignment with the core value of Psy Space.
- Maintain the motivation of the group by designing and executing various team bonding events like online escape room, mentor fellowship program, movie night, etc.

Undergraduate Teacher Assistant
Penn State Department of Psychology

University Park, PA
01/2020—05/2020

- Recorded attendance for each class and assisted students in need of academic support for 141 total students
- Scheduled class rotation and graded homework in a timely manner for approximately
- Provide support for two sections of PSYCH 238, introduction to personality psychology.

LEADERSHIP EXPERIENCE

Penn State Chinese Psychology Student Association
Founder and President

University Park, PA
02/2020—Present

- Lead a three-member executive board and provide overall leadership and direction to the club organization.
- Cooperate with the board of event planning and hold event and conference spreading psychology knowledge and skills.
- Allocate the resource, actively recruiting, and training the members to ensure sufficient growth and a well-rounded experience for all members.

Chinese Theater and Movie Society
Back Stage Manager

University Park, PA
08/2018—12/2019

- Assigned 35 members to complete administrative tasks during rehearsals, such as set design, item purchases, costume, prop design and ensure all processes.
- Organized the backstage team to work on solving various technical difficulties prior to the performance and ensured the programming of lighting and audio cues are lined up with the full script.

Shown detailed knowledge of all the technical elements needed in the backstage to help the performance move smoothly.

WORK EXPERIENCE

Starbucks Barista—University Park, PA
Starbucks Crew Leader (Manager crew) —University Park, PA

Fall 2018— Spring 2020
Fall 2019— Spring 2020

VOLUNTEER EXPERIENCE

CPSA – *NPO Member*
Penn State Pollock Halls Residence Association – *Treasurer*

Fall 2020—Present
08/2018—12/2019

SKILLS AND CERTIFICATIONS

Skills

Bilingual in Chinese (proficient) and English (fluent)
Office 365
Excel (professional)
SPSS

Certifications

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| The Society for Human Resource Management (SHRM) Member | 02/2021 |
| Psi Chi The International Honor Society in Psychology Member | 10/2020 |
| Alpha Epsilon Delta (AED) The Health Professional Honor Society Member | 04/2020 |
| Social and Behavioral Human Subjects Research (IRB) Course | 02/2020 |
| FERPA | 01/2020 |
| Certified Barista Trainer | 08/2019 |
| Heartsaver CPR & AED Program | 02/2019 |
| Certified Barista | 11/2018 |