XUNZI (CINDY) HOU

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EDUCATION

UMASS AMHERST, Ph.D. – Social Psychology *Expected 05/2029*
UMASS AMHERST, M.A. – Social Psychology *Expected Spring 2027*
NORTHEASTERN UNIVERSITY B.S. - Psychology, Minor Business Admin *05/2025*

AWARDS AND HONORS

Best Poster Award, CNS Graduate Research Symposium, UMass Amherst, $250 2026
Armington Award, Northeastern University College of Science, $350 *2023*
Martinez Fellowship, Northeastern University College of Science, $3,000 *2023*
Dean's Scholarship, Northeastern University, $42,000 *2019 – 2023*

RESEARCH EXPERIENCE

IMPLICIT SOCIAL COGNITION LAB (ISCL) Amherst, MA
Graduate Research Assistant *09/2024 - Present*

- Spearheaded design and documentation of Qualtrics survey, IRB approval, data collection, and data analysis processes for College Transfer Success study.
- Facilitated community collaborator relationships by coordinating with university advisor and admin groups to iterate upon recruitment protocols.
- Initiate data processing and analysis processes of survey data through R and Excel to summarize descriptive statistics that guide future data collection.

BAY COVE HUMAN SERVICES/MASS GENERAL HOSPITAL Boston, MA
Research Assistant, Implementation & Data *07/2023 – 06/2024*

- Delivered stress and burnout interventions and training sessions for over 80 group homes in alignment with research protocols, ensuring fidelity to the study's objectives.
- Collected qualitative and quantitative data using REDCap, ensuring data validity through weekly data pulls, and performing data analysis and visualization using Excel.
- Initiated creative protocols and incentives in response to stakeholder feedback from all parties involved. Integrate, research, and advocate for changes that enhance the effects of the burnout reduction protocol.

NORTHEASTERN UNIVERSITY IASL Boston, MA
Team Lead/Research Assistant, Interdisciplinary Affective Science Lab *06/2022 – 05/2023*

- Led survey and psychophysiological data collection (ECG, ICG, EDA, BP, RESP, PPG) during 100 + research sessions in a study regarding emotions and cognition.
- Coordinated schedules and month-long engagement timelines for 20+ research assistants and 50 + study participants.

PROFESSIONAL EXPERIENCE

ARROWSTREET CAPITAL LLC. Boston, MA
Human Resources/Talent Acquisition Co-Op *07/2021 – 01/2022*

- Coordinated up to 40 interviews, screened 500 resumes, and graded 50 assessments weekly for investments, technology, and operations open roles using Workday and Excel. Ensured accurate reporting for all stakeholders.
- Streamlined reporting and Talent Acquisition/Human Resources best practices by creating dozens of data metric forms, flyers, presentations, and guides.
- Led Diversity, Equity, and Inclusion-focused campus recruiting initiatives by researching over 100 universities and organizations, presenting findings to the CTO, staffing at a career fair, and shadowing candidate interviews.

TEACHING EXPERIENCE

UNIVERSITY OF MASSACHUSETTS – AMHERST *Amherst, MA*
GRADUATE TEACHING ASSISTANT *09/2024 – 12/2024*
Course: Introductory Psychology
Responsibilities: Led review sessions for a 300-student undergraduate course. Supported student understanding of psychology foundations by working with 2 other TAs to answer emails, create course materials, and hold office hours.
GRADUATE TEACHING ASSISTANT *09/2024 – 12/2024*
Course: Health Psychology
Responsibilities: Provided detailed feedback on exams and a semester-long project. Assisted course administration by holding office hours, proctoring exams, and responding to student concerns.

PRIVATE TUTOR *05/2023 – 08/2023*
Course: Managerial Accounting & Business Statistics
Responsibilities: Increased test performance by developing custom teaching materials tailored to the students' learning styles and needs. Instructed in tools such as Microsoft Excel and data analysis through customized learning syllabi, agenda, and course material.

NORTHEASTERN UNIVERSITY *Boston, MA*
UNDERGRADUATE TEACHING ASSISTANT *04/2022 – 08/2022*
Course D'Amore-McKim School of Business
Responsibilities: Led a class of 40 students, scored exams & tutored students during office hours.

Conference Presentations

Hou, X. & Dasgupta, N. (2026, February).Psychological Need Fulfillment During Transitions to Higher Education: A Novel Field Intervention. Poster presented at the Society for Personality and Social Psychology, Chicago, IL, February 28, 2026

Leadership and Service

Executive Committee Student Representative, UMass Amherst *10/2025 – present*
Mentor, PBS Diversity Committee, UMass Amherst *09/2025 - present*
Prospective Student Organizing Committee, UMass Amherst *02/2026*
Lead Organizer, PBS Orientation Committee, UMass Amherst *07/2025 - 09/2025*
Founder, Digital Illustration Association, Northeastern University *02/2020 - 02/2023*

SKILLS

Data Analysis, Visualization, and Experiment Design in R and Microsoft Excel, REDcap, Qualtrics, SPSS, Microsoft Powerpoint, and E-Prime

LANGUAGES

Native Fluency in Mandarin Chinese, Intermediate Reading, Writing, and Speaking in French, Intermediate Speaking in Japanese