

Kevin Hoff, Ph.D.

Department of Psychology
Michigan State University
316 Physics Rd #262, East Lansing, MI 48824

khoff@msu.edu

[Lab Website](#) | [Google Scholar](#) | [ResearchGate](#)

Academic Appointments

- 2022-present *Assistant Professor*, Organizational Psychology Program, Department of Psychology, Michigan State University (East Lansing, MI)
- Director of Careers and Workforce Science Research Lab
 - Faculty Affiliate: Future of Work Initiative, College of Social Science
- 2019-2022 *Assistant Professor*, Industrial-Organizational Psychology Program, Department of Psychology, University of Houston (Houston, TX)

Education

- Ph.D. *Industrial-Organizational Psychology*, University of Illinois at Urbana-Champaign (2019)
- M.S. *Educational Psychology (Counseling Psychology Specialization)*, University of Illinois at Urbana-Champaign (2016)
- B.S. *Earth Systems and Environmental Science*, University of Illinois at Urbana-Champaign (2012)

Honors and Awards

- 2025 Editor's choice award: *Journal of Applied Psychology* (for 'Towards whole-person fit assessment: Integrating interests, values, skills, knowledge, and personality using the O*NET')
- 2025 Rising Star, Association for Psychological Science (APS)
- 2024 Top Ten most-cited article: *Applied Psychology: An International Review* (for 'Adolescent Vocational Interests Predict Early Career Success: Two 12-Year Longitudinal Studies')
- 2019 Distinguished Master's Thesis Award, Midwestern Association of Graduate Schools (selected to represent entire University of Illinois campus in 2019 competition)
- 2015-2019 List of Teachers Ranked as Excellent, UIUC (6 times covering 3 courses)
- 2018 Nancy Hirschberg Memorial Award for Outstanding Graduate Student Research, Psychology Department, UIUC
- 2016 Graduate Teacher Certificate, Center for Innovation in Teaching & Learning, UIUC
- 2009-2012 James Scholar Honors Student, University of Illinois at Urbana-Champaign (UIUC)

Grant Activity

Current (Funded) Projects

- PI: Hoff, K. A. & PI: Behrend, T. S. (2024-2026). *Strada Postdoctoral Fellow: Technology-Based Career Coaching and Community College Career Development* (\$223,909.64). Strada Education Foundation.

- This grant funds a postdoctoral research fellow for two years. My role is to supervise the fellow on projects focused on technology-based career coaching, work-based learning, and community college career pathways.
- Co-PI: Einarisdóttir, S., Stefánsson, K., **Hoff, K. A.**, Stoll, G., Hanna, L., Rounds, J. (2023-2025). *The fire within: Integrated development and influence of interests, personality, and life goals from adolescence to adulthood* (\$375,000). Icelandic Research Fund. Status: Funded.
 - My role for this grant is to advise data collection efforts, write publications, and supervise graduate student projects.
- Co-PI: Alhabash, S., Kammel, K., & **Hoff, K. A.** (2024-2025). Job Task Analysis in the Field of Intellectual Property (\$50,000). IP Services, LLC.
 - My role for this grant is to lead a job analysis on the job tasks of intellectual property protection and anti-counterfeiting workers to inform a certification program.

Proposals Under Review

- PI: **Hoff, K.A.**. Whole-Person Fit Assessment: Developing Integrative Fit Measures for Organizations. *Submitted to National Science Foundation, Science of Organizations program.*
- Co-PI: Behrend, T. S., Srivastava, V., **Hoff, K. A.**, Kong, Y., Rho, H. J., Congress, S., Mollaoglu, S., Rattandra, R. (Invited second round review). *MSU Future of Work Collaborative*. Strategic Partnership Grant, Michigan State University.

Concluded (Funded) Projects

- PI: **Hoff, K. A.** (2021-2022). *Whole-Person Career Assessment: Developing Integrative Person-Occupation Fit Measures for Public Use*. American Psychological Foundation's Bruce and Jane Walsh Grant in Memory of John Holland (\$17,000). Status: Concluded.
- Co-PI: Rounds, J. & **Hoff, K. A.** (2018-2019). *Development of the Manual for the O*NET Interest Profiler*. U.S. Department of Labor, National Center for O*NET Development (\$35,000). Status: Concluded.
- Co-PI: Rounds, J. & **Hoff, K. A.** (2018-2019). *Development of the O*NET Interest Profiler Short Form Paper-and-Pencil Version*. U.S. Department of Labor, National Center for O*NET Development (\$20,000). Status: Concluded.
- Co-PI: Hanna, L. & **Hoff, K. A.** (2018-2019). Robert P. Larsen Grant for Research in Career Development, University of Illinois at Urbana-Champaign (\$1,500). Status: Concluded.
- PI: **Hoff, K. A.** (2018). Dissertation Travel Grant, Graduate College, University of Illinois at Urbana-Champaign (\$1,100). Status: Concluded
- Co-PI: Makela, J., **Hoff, K. A.**, Perlus, J. (2016). John Steele Grant Award, Midwest Association of Colleges and Employers (\$1,000). Status: Concluded.
- PI: **Hoff, K. A.** (2012). Mary E. Mohler International Study Grant, University of Illinois at Urbana-Champaign (\$3,500). Status: Concluded

Peer-Reviewed Publications (underlines denote student authors)

- Hanna, L., **Hoff, K. A.**, & Rounds, J. (in press). Interest in Context: Using Work Tasks to Measure Occupational Interests. *Journal of Business and Psychology*.

- Heimpel, N. F., Hoff, K., Liu, Z., Chu, C., Oswald, F. L., & Rounds, J. (in press). Expanding links between work values and occupations: Development of the occupational values inventory (OVI). *Journal of Career Assessment*.
- Chu, C., Hoff, K. A., Liu, Z., Heimpel, N., Greco, A., Oswald, F. L., Rounds, J. (in press). Interest fit beyond the RIASEC: The Comprehensive Assessment of Basic Interests—O*NET (CABIN-NET). *Journal of Career Assessment*. <https://doi.org/10.1177/1069072725132252>
- Granillo-Velasquez, K. E., Hoff, K. A., Hanna, A., Oswald, F. L., & Morris, M. (in press). Comparing methods of measuring interest fit: A large prediction study with career choice satisfaction. *International Journal of Selection and Assessment*. <https://doi.org/10.1111/jjsa.12506>
- Liu, Z., Hoff, K. A., Chu, C., Oswald, F., Rounds, J. (2025). Towards whole-person fit assessment: Integrating interests, values, skills, knowledge, and personality using the O*NET. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001232>
- Dang, L., Hou, D., Hoff, K. A., Behrend, T. (in press). Addressing Labor Gaps Through the Science of Workplace Learning (Commentary). *Industrial and Organizational Psychology*. <https://doi.org/10.1017/iop.2024.71>
- **Hoff, K. A., Granillo-Velasquez, K. E., Hanna, A., Morris, M., Oswald, F. L., Rounds, J.** (2025). Interest gaps in the labor market: Comparing people's vocational interests with national job demands. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-024-09945-8>
- Baranski, E., Martinez, R., Liu, Z., & Hoff, K. A. (in press). Exploring the Dynamics of Volitional Personality Change: A Psychoeducational Intervention Study with Young Adults Transitioning to the Workforce. *Journal of Research in Personality*. <https://doi.org/10.1016/j.jrp.2024.104549>
- Hanna, L., Morris, M., **Hoff, K. A., Nye, C. D., Jones, K., Rounds, J.** (2025). Can everyone get interesting jobs? Estimating interest fit across gender, ethnicity, and education. *Applied Psychology: An International Review*. <http://doi.org/10.1111/apps.12567>
- Hotze, M. L., Liu, Z., Chu, C., Baranski, E., Hoff, K. A. (2024). Short-term personality development and career success: Two longitudinal studies during the school-to-work transition. *Journal of Personality*. <https://doi.org/10.1111/jopy.12922>
- Roberson, Q., **Hoff, K. A., Pyram, R., & Holmes, J.** (2024). Diversity in the career lifecycle: A review and research agenda. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2024.103998>
- Sutu, A., Hoff, K. A., Einarsdóttir, S., Rounds, J., Damian, R. I. (2024). Life goal development, educational attainment, and occupational outcomes: A 12-year, multi-sample longitudinal study. *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspp0000499>
- **Hoff, K. A., Granillo-Velasquez, K. E., Hanna, A., Morris, M., Nelson, H., Oswald, F. L.** (2024). Interested and employed? A national study of gender differences in basic interests and employment. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2023.103942>
- Hanna, L., Nye, C. D., Samo, A., Chu, C., Hoff, K. A., Rounds, J., & Oswald, F. L., (2024). Interests of the future: An integrative review and research agenda for an automated world of work. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2024.104012>

- Zheng, A., **Hoff, K. A.**, Hanna, A., Einarsdóttir, S., & Rounds, J., & Briley, D. A. (2024). Job characteristics and personality change in young adulthood: A 12-year longitudinal study and replication. *Journal of Personality*. <https://doi.org/10.1111/jopy.12836>
- Nye, C. D., & **Hoff, K. A.** (2023). Getting interested in interests for employee selection: Key concerns and areas for future research. *International Journal of Selection and Assessment*, 1–6. <https://doi.org/10.1111/ijsa.12441>
- Liu, Z., **Hoff, K. A.**, Baranski, E., Snyder, G., Lindner, P., & Spitzmueller, C., (2023). Mindfulness and workplace safety: An integrative review. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2705>
- **Hoff, K. A.**, Chu, C., Einarsdóttir, S., Briley, D. A., Hanna, A., & Rounds, J. (2022). Adolescent vocational interests predict early career success: Two 12-year longitudinal studies. *Applied Psychology: An International Review*. <https://doi.org/10.1111/apps.12311>
- Hyland, W., **Hoff, K. A.**, & Rounds, J. (2022). Interest-ability profiles: An integrative approach to knowledge acquisition. *Journal of Intelligence*. <https://doi.org/10.3390/jintelligence10030043>
- Chu, C., Russell, M. **Hoff, K. A.**, Phan, W. M. J., Rounds, J. (2022). What do interest inventories measure? The convergence and content validity of four RIASEC inventories. *Journal of Career Assessment*. <https://doi.org/10.1177/10690727221081554>
- **Hoff, K. A.**, Van Egdom, D., Napolitano, C. M., Hanna, A., & Rounds, J. (2022). Dream jobs and employment realities: How adolescents' career aspirations relate to labor demands and automation risks. *Journal of Career Assessment*. <https://doi.org/10.1177/10690727211026183>
- Hanna, A., Briley, D. A., Einarsdóttir, S., **Hoff, K. A.**, & Rounds, J. (2021). Fit gets better: A longitudinal study on changes in interest fit in educational and work environments. *European Journal of Personality*. <https://doi.org/10.1177/08902070211014022>
- **Hoff, K. A.**, Einarsdóttir, S., Chu, C., Briley, D. A., & Rounds, J. (2021). Personality changes predict early career outcomes: Discovery and replication in 12-year longitudinal studies. *Psychological Science*. <https://doi.org/10.1177/0956797620957998>
- **Hoff, K. A.**, Song, Q. C., Wee, C. J. M., Phan, W. M. J., & Rounds, J. (2020). Interest fit and job satisfaction: A systematic review and meta-analysis. *Journal of Vocational Behavior*, 103503. <https://doi.org/10.1016/j.jvb.2020.103503>
- Napolitano, C. M., **Hoff, K. A.**, Wee, C. J., Tu, N., Rounds, J. (2020). Great expectations: Adolescents' intentional self-regulation predicts career aspirations and expectation consistency. *Journal of Vocational Behavior*, 120. <https://doi.org/10.1016/j.jvb.2020.103423>
- **Hoff, K. A.**, Song, Q. C., Einarsdóttir, S., Briley, D. A., Rounds, J. (2020). Developmental structure of personality and interests: A 4-wave, 8-year longitudinal study. *Journal of Personality and Social Psychology*, 118(5), 1044–1064. <https://doi.org/10.1037/pspp0000228>
- Makela, J. P. & **Hoff, K. A.** (2019). Career outcomes data from social media: Examining quality in current practices. *The Career Development Quarterly*, 67(3), 220-235. <https://doi.org/10.1002/cdq.12192>
- **Hoff, K. A.**, Briley, D. A., Wee, C. J., & Rounds, J. (2018). Normative changes in interests from adolescence to adulthood: A meta-analysis of longitudinal studies. *Psychological Bulletin*, (144)4, 426-451. <https://doi.org/10.1037/bul0000140>

- **Hoff, K. A., & Bashir, M. (2015).** Trust in automation: Integrating empirical evidence on factors that influence trust. *Human Factors: The Journal of the Human Factors and Ergonomics Society*, (57)3, 407-434. <https://doi.org/10.1177/0018720814547570>
- **Hoff, K. A. & Bashir, M. (2013).** A theoretical model for trust in automated systems. *CHI, Extended Abstracts on Human Factors in Computing Systems*. <https://dl.acm.org/doi/abs/10.1145/2468356.2468378>

Media Impact and Outreach

Selected popular press articles covering my research:

- Michigan has plenty of jobs. Too bad workers find so many boring, study finds. *Bridge Michigan, Michigan's nonprofit, nonpartisan news source*. May 2024. [Link](#).
- The juice isn't worth the squeeze for many college majors, new report reveals: Lifetime earnings simply can't keep up with the cost of degrees. *Fortune.com*. May 2024. [Link](#).
- Many people find their work boring: This is the reason. *Scientias*. May 2024. [Link](#).
- The 8 Biggest Predictors You'll be Happy at your Job. *Huffington Post*, May, 2023. [Link](#).
- Personalities Change. Why Shouldn't Career Expectations? *The Observer: Association for Psychological Science (APS)*. May/June 2021. [Link](#).
- Here's How Personality Changes in Young Adulthood Can Lead to Greater Career Satisfaction. *Research Digest: British Psychological Society*, Dec. 2020. [Link](#).
- What drives job satisfaction? Researchers think this is the answer. *World Economic Forum*, Dec. 2020. [Link](#).
- Scientists Discover the Link Between Your Personality and Degree of Career Success. *Forbes*, Dec. 2020. [Link](#).
- Your job satisfaction may have more to do with who you work with than what you do. *Forbes*, Nov. 2020. [Link](#).
- Turns out you don't have to find the perfect job to be happy. *Ladders*, Nov. 2020. [Link](#).

Radio/Podcast appearances:

- *MIRS News Podcast, Michigan's Independent Source of News Information* (June, 2024)
- *All Things Considered*, Detroit Public Radio (May 2024)
- *WILS Morning Wake Up*, WILS Radio, Lansing, MI (May 2024)
- *The Great IO Get Together (GIG)*, <https://thegig.online/> (September 2023)
- *The Best of Our Knowledge*, Northeast Public Radio (July 2021)

Press Releases at Michigan State University:

- How well do career fit tests work? New MSU study compares 5 types of assessments (Sept., 2024). <https://psychology.msu.edu/news-events/news/how-well-do-career-fit-tests-work.html>
- Why so many jobs are boring: New MSU study identifies large interest gaps in US labor market. (May, 2024). <https://psychology.msu.edu/news-events/news/interest-gaps.html>
- From Interests to Employment (or not): New study explores gender gaps in career paths. (Dec., 2023). <https://msutoday.msu.edu/news/2023/msu-study-explores-gender-gaps-in-career-paths>

Press Releases at University of Houston:

- The job you want vs. the job you get: Research connects dream jobs with the future of work. [Link](#).

- Personality changes predict early career outcomes: Making personality changes can sometimes promote success (Dec., 2020). [Link](#).
- Job interest not a big predictor of job satisfaction: Interest more important for job performance and career choice (Nov., 2020). [Link](#).

Publications - Book Chapters

- **Hoff, K. A.**, Perlus, J. G., Rounds, J. (2019). Vocational interests: Revisiting assumptions about their development and what they predict. In Athanasou, J. A., & Van Esbroeck, R. (Eds.), *International Handbook of Career Guidance* (Vol. 23). Springer Science & Business Media. https://doi.org/10.1007/978-3-030-25153-6_31

Publications – Test Manuals

- Rounds, J., **Hoff, K. A.**, & Lewis, P. (2021). *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. Available at: https://www.onetcenter.org/reports/IP_Manual.html

Publications - Research Reports (underlines denote student co-authors)

- **Hoff, K. A.**, Alhabash, S., & Kammel, K. (2025). Intellectual Property Protection: Job Task Analysis. West Lansing, MI: Center for Anti-Counterfeiting and Product Protection, Michigan State University.
- **Hoff, K. A.** (2021). Interest Assessment and the O*NET Interest Profiler. In Rounds, J., Hoff, K. A., & Lewis, P. (Eds.) *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. [Link](#).
- **Hoff, K. A.** & Granillo-Velasquez, K. E. (2021). Interest Profiler Forms, Versions, and Linkage to Occupations. In Rounds, J., Hoff, K. A., & Lewis, P. (Eds.) *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. [Link](#).
- **Hoff, K. A.** & Nelson, H. S. (2021). Test Administration, Scoring, and Reporting. In Rounds, J., Hoff, K. A., & Lewis, P. (Eds.) *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. [Link](#).
- Rounds, J., **Hoff, K. A.**, Chu, C., Lewis, P., & Gregory, C. (2018, August). *O*NET® Interest Profiler Short Form Paper-and-Pencil Version: Evaluation of Self-Scoring and Psychometric Characteristics*. U.S. Department of Labor National O*NET Resource Center. Available at: https://www.onetcenter.org/dl_files/IPSF_PP.pdf

Invited Talks

- **Hoff, K. A.**, (2025, February). *The Science of Choosing a Career: How much does “fit” matter?* Social and Personality Psychology Brownbag, Michigan State University, East Lansing, MI..
- **Hoff, K. A.**, (2024, October). *The Science of Choosing a Career: How to Find Success in the Modern Labor Market*. Grand Rapids Community College, Grand Rapids, MI.
- **Hoff, K. A.**, (2024, July). *Finding Success in Academic Writing*. MSU Future of Work, Summer Research Incubator.
- **Hoff, K. A.**, (2024, July). Vocational Interests and Job Demands. *Career Spring Workforce Development Association*, Grand Rapids, MI.
- **Hoff, K. A.** (2024, Mar.). *Interest Gaps in the Labor Market*. Future of Work Conference, College of Social Science at Michigan State University, East Lansing, MI.

- **Hoff, K. A.** (2024, Jan.). *Whole-person career assessment using the O*NET: Integrating Interests, Personality, Values, Skills, and Knowledge*. Purdue University, I/O Psychology brownbag.
- **Hoff, K. A.** (2024, Jan.). *Integrative career exploration tools: An approach for combining interests, personality, values, skills, and knowledge using the O*NET*. Wayne State University, I/O Psychology brownbag, Detroit, MI.
- **Hoff, K. A.** (2023, Sept.). *Towards whole-person fit assessment: Integrating Interests, Personality, Values, Skills, and Knowledge*. Army Research Institute (ARI) Conference on Workforce Algorithms, Technologies, Ethics, and Research (WATER), Houston, TX.
- **Hoff, K. A.** (2022, April). *Careers in Psychology*. San Jacinto Community College, Houston TX.
- **Hoff, K. A.** (2022, Feb.). *Personality, interests, and career success: Integrating patterns of development and prediction*. California State University at East Bay, Social and Personality Psychology Brownbag.
- **Hoff, K. A.** (2022, Jan.). *Interest Supply and Demand in the U.S. Labor Market: A National Study*. Rice University, I/O Psychology Brownbag, Houston, TX.
- **Hoff, K. A.** (2022, Jan.). *A National Study Comparing the Interests of People and Jobs*. Bowling Green State University, I/O Psychology Speaker Series.
- **Hoff, K. A.** (2021, May). *Personality in the workplace*. Nations Reliable Mortgage, Houston, TX.
- **Hoff, K. A.** (2020, Sept.). *Do changes in personality and interests matter for early career outcomes? Evidence from 12-year longitudinal studies*. Texas A&M I/O Psychology Brownbag, College Station, TX.
- **Hoff, K. A.** (2019, July) *Developmental changes in personality and interests predict career success: Two longitudinal studies*. University of Tübingen Summer Series on Personality Psychology, Tübingen, Germany.

Teaching and Mentoring

Courses Taught as Instructor of Record:

- Advanced Topics in Industrial and Organizational Psychology (Spring 2025), Michigan State University (advanced undergraduate course with 35 students),
- Personnel Selection (Graduate level) (Fall 2024), Michigan State University.
- Industrial and Organizational Psychology (Spring 2023, 2024, 2025), Michigan State University (200-215 undergraduates each semester)
- Careers and Individual Differences, (Fall 2023), Michigan State University (graduate-level course with 8 Ph.D. students)
- Research Methods in the Behavioral Sciences (Fall 2020, Spring 2022), University of Houston (212 undergraduates across four sections)
- Personnel Psychology (Graduate level) (Fall 2021, 2019), University of Houston (8-10 Ph.D. students each semester)
- Personnel Psychology (Undergraduate level) (Fall 2018), University of Illinois at Urbana Champaign (72 advanced undergraduate students)
- Organizational Psychology (Spring 2018), University of Illinois at Urbana Champaign (120 advanced undergraduate students)
- Introduction to Psychology (4 courses from 2016-2017), University of Illinois at Urbana Champaign (48 undergraduate students in each course)
- Career Theory and Practice (4 courses from 2014-2015), University of Illinois at Urbana Champaign (28 undergraduate students in each course)

Mentoring/Advising

Current Postdocs:

- Layla Dang, (Ph.D, 2024 from Purdue University), Organizational Psychology and Human Resources and Labor Relations, Michigan State University

Current Graduate Students:

- Ethan Wright, Organizational Psychology, Michigan State University
- HeeWoong Park, Organizational Psychology, Michigan State University
- Woojin Jeong, Organizational Psychology, Michigan State University
- Nic Heimpel, Counseling Psychology, University of Illinois at Urbana-Champaign
- Kalifa Thomas, I/O Psychology, University of Houston

Chaired Doctoral Dissertations

- Olusegun Babalola (2022, December), University of Houston, I/O Psychology. Title: *Career Assessment in an African Context: Validation of a Pictorial RIASEC Interest Measure*
- Mary Louise Hotze (2022, August), University of Houston, I/O Psychology. Title: *Predicting Early Career Success from Short-Term Personality Development: Two Longitudinal Studies*
- Zihan Liu (2022, August), University of Houston, I/O Psychology. Title: *Whole-Person Career Assessment: Integrating Fit Using Interests, Personality, Values, Knowledge, and Skills*
- Clare Simcox (2022, August), University of Houston, I/O Psychology. Title: *Developing Workplace Skills: A Multi-Sample, Longitudinal Study of Volitional Skill Change*
- Tina Zamanipour (2022, August), University of Houston, I/O Psychology. Title: *Subgroup Differences in Work Values: Two Longitudinal Studies During the School to Work Transition*

Doctoral Dissertation Committees

- Rachael Pyram (2025), Michigan State University, Organizational Psychology
- William Scott (2025), Michigan State University, Organizational Psychology
- Joshua Pearman (2025), Michigan State University, Organizational Psychology
- Olga Latapi (2025), University of Iceland, Counseling Psychology
- Emily Gerkin (2025), Michigan State University, Organizational Psychology
- Nic Heimpel (2025), University of Illinois, Counseling Psychology
- Kenneth Granillo-Velasquez (2024), University of Houston, I/O Psychology
- Connor Eichenauer (2024), Michigan State University, Organizational Psychology
- Chu Chu (2024), University of Illinois, I/O Psychology
- Mariah Puro (2024), Michigan State University, Social-Personality Psychology
- Ajay Somaraju (2023), Michigan State University, Organizational Psychology
- Will Hyland (2023), University of Illinois, I/O Psychology
- Andreea Sutu (2022), University of Houston, Social-Personality Psychology
- Charissa Samaniego (2022), University of Houston, I/O Psychology
- Evonzia Jeff-Eke (2022), University of Houston, I/O Psychology
- Mike Olson (2021), University of Houston, I/O Psychology
- Nikola Fedorowicz (2021), University of Houston, I/O Psychology
- James Rigby (2021), University of Houston, I/O Psychology
- Colin Wee (2021), University of Illinois, I/O Psychology
- Allison Tsao (2020), University of Houston, I/O Psychology
- Payton Stewart (2020), University of Houston, I/O Psychology

Chaired Master's Theses

- Kalifa Thomas (2023, July), University of Houston, I/O Psychology. Title: *Testing a Skills and Knowledge Approach to Career Assessment: A Validation Study*
- Kenneth Granillo-Velasquez (2022, May), University of Houston, I/O Psychology. Title: *Interest Fit and Career Choice Satisfaction: A Large Study Comparing Advanced Fit Methods*
- Hannah Nelson (2021, December), University of Houston, I/O Psychology. Title: *Gender Differences in Vocational Interests: A National Study and Comparison to U.S. Occupations*

Master's Thesis Committees

- Xiaolong Zhang (2025), Michigan State University, Organizational Psychology
- Lucy Schoolfield (2022), University of Houston, I/O Psychology
- Clare Simcox (2021), University of Houston, I/O Psychology
- Olesegun Babalola (2020), University of Houston, I/O Psychology
- Mary Louise Hotze (2020), University of Houston, I/O Psychology
- Andreea Sutu (2020), University of Houston, Social/Personality Psychology

Former Graduate Students (Served as Primary Advisor or Co-Advisor)

- Kenneth Granillo-Velasquez (2024), I/O Psychology, University of Houston
- Chu Chu (2023), I/O Psychology, University of Illinois at Urbana-Champaign
- Will Hyland (2023), I/O Psychology, University of Illinois at Urbana-Champaign
- Zihan Liu, Ph.D. (2022), I/O Psychology, University of Houston
- Olusegun Babalola, Ph.D. (2022), I/O Psychology, University of Houston
- Clare Simcox, Ph.D. (2022), I/O Psychology, University of Houston
- Tina Zamanipour, Ph.D. (2022), I/O Psychology, University of Houston
- Mary Louise Hotze, Ph.D. (2022), I/O Psychology, University of Houston
- Hannah Nelson, M.S. (2022), I/O Psychology, University of Houston

Undergraduate Students Mentored in Lab:

- Malachi Wise, Michigan State University
- Ashlon Gilmour, Michigan State University
- Tess Connelly, Michigan State University
- Juliana Khoury, Michigan State University
- Tien Nguyen, Michigan State University
- Kevin Lim, Michigan State University
- Chloe Alexander, Michigan State University
- Meixi Yang, Michigan State University
- Sydney Bannister, Penn State University
- Jasil Pearson, Michigan State University
- Srinija Kondur, Michigan State University
- Leonardo Revilla, Baruch College
- Amber Koepsell, Michigan State University
- Leen Dakhilalla, Michigan State University
- Skylar Ng, Michigan State University
- Diedra-Anne Beattie, University of Houston
- Valerie Perez, University of Houston
- Meryl Zachariah, University of Houston
- Asa Lewis, University of Houston
- Diana Soria, University of Houston

- Henry Huynh, University of Houston
- Farah Hashmi, University of Houston
- Erin Cortez, University of Houston
- Rebeca Stevens, University of Houston
- Thomas Johnson, University of Houston
- DuBois Barnes, University of Houston
- Shayla Boyd, University of Houston
- David Nuñez, University of Houston
- Brittany Ikner, University of Houston
- Shannon Lee, University of Illinois
- Maly Aguilar, University of Illinois
- Lingyue Li, University of Illinois
- Ruby Gonzalez, University of Illinois
- Mingcheng (Stephen) Yu, University of Illinois

Other Mentoring Experiences

- Faculty Mentor (2022-present), PSY Scholars Program, Michigan State University
- Faculty Sponsor (2019-2022), Graduate Association for Industrial Organizational Psychology (GAIOP), University of Houston
- Mentor (2016-2019), Champaign-Urbana 1-to-1 Mentoring Program

Professional Experience

2024-present	<i>Job Analyst and Research Consultant</i> Center for Anti-Counterfeiting and Product Protection, Michigan State University	East Lansing, MI
	<ul style="list-style-type: none"> • Leading job analysis data analysis and report writing for brand protection professional certificate 	
2021-2024	<i>Research Consultant</i> The World Bank, International Bank for Reconstruction and Development “Improving Skill Development in Unemployed Youth in Ethiopia and South Africa”	Washington, DC
	<ul style="list-style-type: none"> • Developed career matching app to reduce youth unemployment in Ethiopia and South Africa by assessing young people’s interests, skills, and personality 	
2023	<i>Expert Rater</i> O*NET (Occupational Information Network), U.S. Department of Labor, National Center for O*NET Development	Alexandria, VA
	<ul style="list-style-type: none"> • Rated vocational interest profiles for 269 occupations in the O*NET database 	
2018-2019	<i>Research Consultant</i> O*NET (Occupational Information Network), U.S. Department of Labor, National Center for O*NET Development	Alexandria, VA
	<ul style="list-style-type: none"> • Wrote the manual for the O*NET Interest Profiler and developed technical reports for the Short-Form Paper-and-Pencil versions 	
2014-2017	<i>Research Investigator</i> The Career Center, University of Illinois at Urbana-Champaign	Champaign, IL
	<ul style="list-style-type: none"> • Led data analysis and assisted with survey design for campus-wide career outcomes survey given to over 8,000 graduates each year 	

2012-2014 *Research Assistant* Champaign, IL
 Information Trust Institute, University of Illinois at Urbana-Champaign

Service

Editorial Board Member:

- *Journal of Business and Psychology* (2024-present)
- *Developmental Psychology* (Consulting Editor, 2020-2022)

Ad Hoc Journal Reviewer:

- *Acta Psychologica*
- *African Journal of Business Management*
- *Applied Ergonomics: Human Factors in Technology and Society*
- *Applied Psychology: An International Review*
- *Career Development International*
- *European Journal of Personality (EJP)*
- *European Journal of Psychological Assessment (EJPA)*
- *Human Factors: The Journal of the Human Factors and Ergonomics Society*
- *International Journal of Selection and Assessment*
- *Journal of Applied Psychology (JAP)*
- *Journal of Applied Developmental Psychology (JADP)*
- *Journal of Aviation Technology and Engineering*
- *Journal of Business and Psychology (JBP)*
- *Journal of Communication*
- *Journal of Organizational Behavior (JOB)*
- *Journal of Personality (JOP)*
- *Journal of Personality and Social Psychology (JPSP)*
- *Journal of Research in Personality (JRP)*
- *Journal of Vocational Behavior (JVB)*
- *Personality Science*
- *Psychological Science*
- *Psychological Test Adaptation and Development (PTAD)*
- *Safety and Health at Work*
- *Scientific Reports – Nature*
- *Transportation Research Part F: Traffic Psychology and Behaviour*

Grant Reviewing

- Reviewer: *American Psychological Foundation: Bruce and Jane Walsh Grant in Memory of John Holland* (2023).
- Ad Hoc Reviewer: *National Science Foundation, Division of Education and Human Resources: Innovative Technology Experiences for Students and Teachers* (2022)
- Ad Hoc Reviewer: *National Science Foundation, Division of Behavioral and Cognitive Sciences: Developmental Sciences Program* (2020, 2021)

Conference Program Reviewing

- *Society of Industrial-Organizational Psychology (SIOP) Conference* (2018-present)

- *Academy of Management (AOM) Annual Meeting (2018-2019)*

Professional Society Service

- Faculty Mentor (2023-2024), Diversifying I/O Psychology Program, Society for Industrial-Organizational Psychology (SIOP)
- Humanistic Psychology Early Career Award Review Committee, Society for Industrial-Organizational Psychology (SIOP; 2023-2024).
- Travel Award Committee, Society for Industrial-Organizational Psychology (SIOP; 2020-2022).

University and Departmental Service

- Search Committee for Assistant Professor Position in Organizational Psychology, MSU (2024)
- Justice, Diversity, Equity, and Inclusion (J-DEI) Committee, Department of Psychology, MSU (2024-present)
- Organizational Psychology Brownbag Chair, MSU (2022-present)
- Caldwell Award Committee, Department of Psychology, MSU (2024)
- Organizational Psychology Admissions & Recruitment Chair, MSU (2022-2023)
- Psychology Club Career Speaker, Michigan State University (2022, 2023)
- Colloquium Committee, Psychology Department, University of Houston (2020-2022)
- Diversity Committee, Psychology Department, University of Houston (2020-2022)

Executive Board Member:

- Upskill Houston, Greater Houston Partnership: advised a consortium of employers, universities, and community colleges working to strengthen career pathways for middle skill occupations (2020-2022)

Professional Affiliations

- Academy of Management (AOM), Human Resources and Careers Divisions
- Association for Psychological Science (APS)
- Association of Research in Personality (ARP)
- Society of Industrial and Organizational Psychology (SIOP)
- Society of Social and Personality Psychology (SPSP)
- Society for Vocational Psychology (SVP)

Selected Conference Papers & Presentations (underline denotes student co-author)

- Park, H.W., **Hoff, K. A.**, & Nye, C.D., (2025, April). Vocational Interests and Income: A Multi-Sample Study. *Society for Industrial and Organizational Psychology Annual Conference*, Denver, Co.
- Hanna, A., Nye, C. D., Samo, A., **Hoff, K. A.**, Oswald, F., Rounds, J., & Chu, C. (2024, August). Interests of the Future: An Integrative Review and Research Agenda for an Automated World of Work [Symposium]. *Academy of Management Conference*, Chicago, IL, United States.
- **Hoff, K. A.**, Sutu, A., Damian, R., Einarsdotti, S., & Rounds, J. (2024, August). Life Goal Development and Occupational Outcomes: Two Longitudinal Studies (Symposium presentation). *European Conference on Personality*, Berlin, Germany.
- **Hoff, K. A. (Chair)** (2024, April). To RIASEC and Beyond: Advances in Vocational Interest Research [Chaired Symposium]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.

- Samo, A., Oswald, F. L. & **Hoff, K. A.**, (2024, April). The impact of generative AI exposure on the supply and demand of vocational interests in the labor market. [Symposium presentation]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.
- Pearson, J., Kondur, S., Granillo-Velasquez, K., & **Hoff, K.A.** (2024, April). A Profile-Based Approach to Examining Gender Differences in Vocational Interests. [Poster] *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.
- **Hoff, K. A.**, Granillo-Velasquez, K., Hanna, A., Morris, M., Nelson, H., Oswald, F. L., (2024, April). A National Study of Gender Differences in Interests and Employment [Symposium presentation]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.
- Granillo-Velasquez, K. E., **Hoff, K. A.**, Hanna, A., Oswald, F. L., Morris, M. (2024, April). Interest Fit and Career Choice Satisfaction: Comparing Advanced Methods of Measuring Fit. [Symposium presentation]. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL, United States.
- **Hoff, K. A.**, Hotze, M. L., Liu, Z., Baranski, E., (2024, April). Short term personality development and early career success: Two longitudinal studies during the school-to-work-transition [Symposium presentation]. *World Conference of Personality*, Willemstad, Curacao.
- **Hoff, K. A.**, Liu, Z., Chu, C., Oswald, F. Rounds, J. (2023, July). Whole-Person Career Assessment: Integrating Personality, Interests, Values, Knowledge, and Skills [Data Blitz presentation]. *Association for Research in Personality* (ARP), Chicago, IL.
- **Hoff, K. A.**, Heimpel, N., Liu, Z., Chu, C., Oswald, F. Rounds, J. (2023, April). The Occupational Values Inventory (OVI): Development and Validation [Symposium presentation]. *Society for Industrial and Organizational Psychology Annual Conference*, Boston, MA, United States.
- **Hoff, K. A. (Chair)**, Einarsdóttir, S. Chu, C., Hanna, A., Wu, F., Oswald, F., Damian, R., Van Egdom, D., Rounds, J. (2023, March). Interests, Personality, and Life Goals: Their Relative Importance for Early Career Success [Symposium presentation]. *International Conference for Psychological Science*, Brussels, Belgium.
- **Hoff, K. A.**, Granillo-Velasquez, K., Hanna, A., Morris, M., (2023, March). Gender Differences in Interest Profiles: A Person-Centered Approach [Symposium presentation]. *International Conference for Psychological Science*, Brussels, Belgium.
- Chu, C., **Hoff, K. A.**, Liu, Z., Oswald, F., Heimpel, N., Rounds, J. (2023, March). The Basic Interest Inventory (BINI): Development and Validation [Symposium presentation]. *International Conference for Psychological Science*, Brussels, Belgium.
- **Hoff, K. A.**, Hotze, M. L., Liu, Z., Baranski, E., (2023, Feb). Personality development and career success: Two longitudinal studies during the school-to-work-transition [Symposium presentation]. *Society for Personality and Social Psychology Annual Conference*, Atlanta, GA.
- Tran, M., & Baranski, E., **Hoff, K A.** (2023, Feb.). *Relations Between Networking Values and Personality Traits* [Poster]. Presented at the Society of Personality and Social Psychology, Atlanta, GA.
- Fealy, J., & Baranski, E., **Hoff, K A.** (2023, Feb). *Causes and Consequences of the Financial Competence of Recent College Graduates* [Poster]. Presented at the Society of Personality and Social Psychology, Atlanta, GA.
- **Hoff, K. A.**, Liu, Z., Chu, C., Rounds, J., & Oswald, F. (2022, April). Whole-person career assessment: Integrating fit using interests, values, skills, knowledge, and personality (Co-chaired Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- **Hoff, K. A.**, Granillo-Velasquez, K., Hanna, A., Oswald, F., Morris, M., & Rounds, J. (2022, April). Interest Supply and Demand in the Labor Market: Comparing People and Jobs (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Chu, C., **Hoff, K. A.**, Phan, W. M. J., Russell, M. T., & Rounds, J. (2022, April). What do RIASEC Inventories Measure? Investigating Convergence and Content Validity (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Granillo-Velasquez, K. E., Nelson, H. S., **Hoff, K. A.**, Morris, M. L., Oswald, F. L., & Hanna, A. (2022, April). How to best measure interest fit? A large study comparing fit methods and moderators (poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Thomas, K. N., Liu, Z., **Hoff, K.**, Chu, C., & Oswald, F. (2022, April). The Occupational Skills and Knowledge Inventory: Measure Development Study (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.

- Hanna, A., Morris, M., **Hoff, K.**, Jones, K., Nye, C., & Rounds, J. (2022, April). A Large-Scale Investigation of Gender, Ethnicity, and Educational Differences in Interest Fit (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Hanna, A., **Hoff, K.**, & Rounds, J. (2022, April). Interest in context: Using Work Tasks to Measure Vocational Interests (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Hyland, W., **Hoff, K. A.**, Rounds, J. (2022, April). Interest-Ability Profiles: An Integrative Approach to Intellectual Investment (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Granillo-Velasquez, K., Nelson, H., **Hoff, K. A.**, Oswald, F., Hanna, A., & Morris, M. (2021, April). Gender and Ethnicity Differences in Career Interests: A Large-Scale Analysis of Basic Interests (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Virtual.
- Liu, Z., Baranski, E., Snyder, G., **Hoff, K. A.**, Lindner, P., & Spitzmueller, C. (2021, April). Mindfulness and Workplace Safety: A Systematic Review and Meta-Analysis (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Virtual.
- Tu, N., **Hoff, K. A.**, Napolitano, C. (2021, April). A Three-Wave Longitudinal Study of Career Aspirations During Late Adolescence (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Virtual.
- **Hoff, K. A.** (2019, July). Changes in personality and interests predict early career outcomes (Symposium). *Small Group Meeting on Personality Dynamics at Work, European Association of Work and Organizational Psychology (EAWOP)*, Lübeck, Germany.
- **Hoff, K. A.**, Einarsdóttir, S. Chu, C., Briley, D. A., Rounds, J. (2019, April). What Do You Do? Determinants of Job Choice and Career Trajectories (Symposium presentation). *34th Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Washington, DC.
- **[Paper] Hoff, K. A.**, Wee, C., Song, Q. C., Phan, J., Rounds, J. (2018, August). Meta-analysis of vocational interests and job satisfaction: Challenging a common belief. *78th Annual Meeting of the Academy of Management (AOM)*, Chicago, IL.
- Rounds, J., **Hoff, K. A.**, Briley, D. A., & Wee, C., (2018, July). Continuity and Change in Interests (Symposium presentation). *European Conference of Personality (ECP)*, Zadar, Croatia.
- **Hoff, K. A.**, Briley, D. A., & Wee, C., Rounds, J. (2018, June). Mean-level Changes in Vocational Interests (Symposium presentation). *Society for Vocational Psychology (SVP) Biennial Conference*, Scottsdale, AZ.
- **Hoff, K. A.**, Briley, D. A., & Wee, C., Rounds, J. (2018, April). New Advances in Vocational Interest Research (Symposium presentation). *33rd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Chicago, IL.
- **Hoff, K. A.**, Briley, D. A., Wee, C., & Rounds, J. (2017, March). Continuity and Change in Interests Across Time, Measures, and Countries (Symposium presentation). *American Psychological Association (APA) Annual Convention*, Washington, D.C.
- **Hoff, K. A.**, Briley, D. A., Wee, C., & Rounds, J. (2017, March). Continuity and Change in Interests (Symposium presentation). *International Convention of Psychological Science (ICPS)*, Vienna, Austria.
- **[Paper] Bashir, M.**, **Hoff, K. A.**, Mullens, C., & Kesan, J., (2014). Knowledge-based individualized privacy plans (KIPPs): A potential tool to improve the effectiveness of privacy notices. *Carnegie Mellon University CyLab Workshop on the Future of Privacy Notice and Choice*, Pittsburgh, PA.
- Mullens, C., Kesan, J., **Hoff, K. A.**, & Bashir, M. (2014). Knowledge, behavior, and opinions regarding online privacy. *42nd Research Conference on Communication, Information and Internet Policy (TPRC)*, George Mason University, Arlington, VA.
- Bashir, M., **Hoff, K. A.**, & Jeon, G. (2014). Factors associated with online privacy knowledge. *Symposium On Usable Privacy and Security (SOUPS)*, Menlo Park, CA.
- **[Paper] Hoff, K. A.** & Bashir, M. (2013). A theoretical model for trust in automated systems. *Proceedings of Computer Human Interactions Conference*, Paris, France, DOI: 10.1145/2468356.2468378.

Grant Activity-- Unfunded Proposals

- Behrend, T. S., **Hoff, K. A.**, Chuan, A., & Schneider, B. (May 2024). *Upward Mobility in Career and Technical Education: Identifying Key Ingredients for Success*. Submitted to Urban Institute: Student Upward Mobility Initiative.
- Co-PI: Nye, C. D., & **Hoff, K. A.** (2023). *Changing Work Values and their Implications for Employees' Attitudes and Behavior*. Submitted to Russell Sage Foundation: Future of Work. Status: Under review.
- Co-PI: Oswald, F. O., **Hoff, K. A.**, Farias, T. (2023). *Innovative Career and Job Matching Platform for Community College Students*. Submitted to WorkRise: Building Actionable Insights to Advance Worker Mobility. Status: Unfunded.
- Co-PI: Oswald, F. O., **Hoff, K. A.**, Farias, T. (2023). *CENTRAL: Career and Education Navigation Tool to Ready Adult Learners*. Submitted to the U.S. Department of Education's Future Finder Career Exploration Challenge. Status: Unfunded.
- Co-PI: Hanna, A. & **Hoff, K. A.** (2022). *Development of Employees and Environments Across Ages, Attributes, and Careers*. Submitted to 'Developmental Sciences, National Science Foundation. Status: Unfunded.
- Co-PI: Hanna, A. & **Hoff, K. A.** (2021). *Promoting Successful Job Transitions and Fit for Later-Career Employees*. Submitted to 'Science of Organizations', National Science Foundation. Status: Unfunded.
- Co-PI: Oswald, F. O., **Hoff, K. A.**, Börner, K (2021). *Future Occupational Readiness via Technologies for Healthcare (FORTH)*. Submitted to Future of Work at the Human-Technology Frontier, National Science Foundation. Status: Unfunded.
- PI: **Hoff, K. A.** (2020). *Developing and Improving Public Career Assessments to Diversify STEM Talent*. Submitted to Google Research Scholars Grant Award. Status: Unfunded.
- Co-PI: Einarisdóttir, S., Stefánsson, K., **Hoff, K. A.**, Stoll, G., Hanna, L., Rounds, J. (2021). *The fire within: Integrated development and influence of interests from childhood to mid adulthood*. Submitted to Icelandic Research Fund. Status: Unfunded.