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Dr. Zoe (Yuyan) Zhang is an associate director at APTMetrics where she provides consulting services in the areas of employee selection, job analysis, executive assessment and litigation support.

Prior to joining APTMetrics, Zoe worked on consulting projects with city and state governments, as well as private companies, conducting job analysis and validating employee assessments.

Zoe is formerly an editorial assistant for an open-access industrial-organizational (I-O) psychology journal, *Personnel Assessment and Decisions*. She has also served as the chairwoman of the Great Lakes Employment Assessment Network (GLEAN) chapter under the International Personnel Assessment Council (IPAC).

Zoe earned her doctoral degree in I-O psychology from Bowling Green State University (BGSU). She is a member of the Society for Industrial and Organizational Psychology (SIOP) and has presented and published research on academic conferences and peer-reviewed journals.