

## **Mo Wang**

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### **Education**

- Ph.D. Bowling Green State University, August 2005  
Major: Industrial-Organizational Psychology  
Developmental Psychology  
Minor: Quantitative Methods
- M.A. Bowling Green State University, May 2003
- B.S. Peking University (China), July 2001, Psychology Major

### **Employment History**

- 2011-Present Lanzillotti-McKethan Eminent Scholar Chair (2017-present)  
Inaugural Associate Dean for Research (2022-present)  
Department Chair (2017-present)  
R. Perry Frankland Professor of Management (2015-2016)  
Full Professor with Tenure (2014-present)  
Associate Professor with Tenure (2011-2014)  
Director of the Human Resource Research Center (2011-present)  
Department of Management, Warrington College of Business  
University of Florida, Gainesville, FL
- 2014-2016 Director, Science of Organizations Program  
National Science Foundation, Arlington, Virginia
- 2010-2011 Affiliated Faculty, Department of Management & Organization  
Robert H. Smith School of Business  
University of Maryland, College Park, MD
- 2009-2011 Associate Professor with Tenure (2011)  
Assistant Professor (2009-2011)  
Co-chair of SDOS program (2011)  
Department of Psychology  
University of Maryland, College Park, MD
- 2005-2008 Assistant Professor, Department of Psychology  
Portland State University, Portland, OR

## **Honors and Awards**

- Elected to Academia Europaea as a Foreign Member (M.A.E; Section: Economics, Business and Management Sciences), 2021
- Elected Fellow, Academy of Management, 2021
- Elected Member, Summit Group, 2021
- Finalist (one of five) of 2021 *Organizational Research Methods* Best Paper Award
- University of Florida Term Professor (2019-2022)
- Nirit and Michael Shaoul Fellow, The Mortimer and Raymond Sackler Institute of Advanced Studies, Tel Aviv University (2019-2020)
- Finalist (one of three) of 2018 *Personnel Psychology* Best Paper Award
- University of Florida Research Foundation Professor (2017-2020)
- Recipient of 2017 Cummings Scholarly Achievement Award, Academy of Management, Organizational Behavior Division
- Recipient of 2017 *Journal of Management* Scholarly Impact Award
- Recipient of 2017 Best International Poster Award, Annual Conference for SIOP
- Recipient of 2017 Best Paper Award (Professional Practice Forum), Australia Psychological Society (APS) 12th Industrial and Organizational Psychology Conference
- Elected Fellow, American Psychological Association (APA), 2016
- Elected Fellow, Association for Psychological Science (APS), 2016
- Elected Fellow, Society for Industrial & Organizational Psychology (SIOP), 2016
- Elected Member, Society for Organizational Behavior (SOB), 2016
- Fellow, The Netherlands Institute for Advanced Study (NIAS), Royal Netherlands Academy of Arts and Sciences, 2016
- Recipient of 2016 William A. Owens Scholarly Achievement Award, SIOP
- Recipient of 2015 Reviewer of the Year Award, *Personnel Psychology*
- Recipient of 2015 Bright Idea Award by New Jersey Business and Industry Association
- Recipient of 2014 Outstanding Author Contribution Award, Emerald Literati Network Awards for Excellence, Emerald Group Publishing Limited
- Recipient of 2013 Distinguished Scientific Award for Early Career Contribution to Applied Psychology, American Psychological Association
- Recipient of 2013 Early Career Investigator Award, Federation of Association in Behavioral and Brain Sciences (FABBS) Foundation.
- Recipient of 2013 Outstanding Author Contribution Award, Emerald Literati Network Awards for Excellence, Emerald Group Publishing Limited
- Honorable Mention for 2013 Best Intervention Competition, The Biannual International Conference on Work, Stress, and Health
- Elected member, Personnel and Human Resources Research Group (PHRRG), 2013
- Recipient of 2012 Distinguished Early Career Contributions Award, SIOP
- Recipient of 2011 Early Career Achievement Award, Academy of Management, Human Resources Division
- Recipient of 2011 Early Career Achievement Award, Academy of Management, Research Methods Division (Sage Publications/RMD/CARMA)
- Finalist (one of four) of 2011 Best Paper in OB/HRM/OT Award, Academy of Management, International Management Division

- Recipient of 2011 ACM (Association for Computing Machinery) iConference Best Paper Award
- Research Fellow, Smithers Institute, ILR School, Cornell University (2011-present)
- Recipient of 2009 Early Career Achievement Award for Occupational Health Psychology, award co-sponsored by American Psychology Association (APA), National Institute for Occupational Safety and Health (NIOSH), and Society for Occupational Health Psychology (SOHP)
- Recipient of 2009 Best Paper Award, Academy of Management, Careers Division
- Recipient of 2009 Erasmus Mundus Scholarship Award for Work, Organizational, and Personnel Psychology, Erasmus+ Programme of the European Union
- Runner-up for 2009 William A. Owens Scholarly Achievement Award, Society for Industrial-Organizational Psychology (SIOP)
- Recipient of 2008 Scholarly Achievement Award, Academy of Management, Human Resources Division
- Recipient of 2005-2008 Professional Travel Grant Awards, Portland State University
- Runner-up for 2006 Student Research Competition Award, The Biannual International Conference on Work, Stress, and Health
- Recipient of 2004-2005 University Dissertation Fellowship Award, Bowling Green State University
- Recipient of 2004-2005 Graduate Student Senate (GSS) Conference Travel Award, Bowling Green State University
- Recipient of the 2002 Schipper Statistic Award, Bowling Green State University

### **Elected Professional Offices**

- APA Publications and Communications Board (July 2021 – June 2027)
- SIOP President-track (President-Elect, President, Past-President; April 2021 – April 2024)
- SIOP Publications Officer (April 2018 – April 2021)
- SIOP Membership Services Officer (April 2015 – April 2018)
- President for SOHP (January 2014 – December 2015)

### **Editorial Positions**

#### Founding Editor

- *Work, Aging and Retirement* (2014-present)

#### Associate Editor

- *Journal of Applied Psychology* (2010-2020)
- *The Encyclopedia of Adulthood & Aging* (2012-2014)

#### Guest Editor

- *Journal of Management* (special issue on Robust and Reliable Research Practice, 2019)
- *Journal of Occupational Health Psychology* (2016-2017)
- *Organizational Research Methods* (special issue on Latent Class Procedures, 2009-2010)

### Editorial Boards for Peer-Reviewed Journals

- *Academy of Management Discoveries* (2020 to present)
- *German Journal of Human Resource Management* (2017 to present)
- *Journal of Applied Psychology* (2008 to 2010; 2020 to present)
- *Journal of Business and Psychology* (2008 to present)
- *Journal of Management* (2008 to present)
- *Journal of Occupational Health Psychology* (2010 to present)
- *Organizational Research Methods* (2010 to 2014; 2017 to present)
- *Personnel Psychology* (2010 to present)
- *Research in Occupational Stress and Well Being* (2012 to present)

### Committee Membership and Reports for National Academies of Sciences, Engineering, and Medicine

- Committee on Understanding the Aging Workforce and Employment at Older Ages (2019-2021)  
National Academies of Sciences, Engineering, and Medicine. (Forthcoming). *Understanding the Aging Workforce: Set the Research Agenda*. Washington, DC: The National Academies Press.
- Committee on the Consideration of Generational Issues in Workforce Management and Employment Practices (2019-2020)  
National Academies of Sciences, Engineering, and Medicine. (2020). *Are Generational Categories Meaningful Distinctions for Workforce Management?* Washington, DC: The National Academies Press.

### Publications (Note: \* denotes student co-author; † denotes equal authorship)

Total citations as of 11/23/2021: Web of Science 7,213 (*h*-index=45); Google Scholar 17,469 (*h*-index=68, *i10*-index =152)

### Key Refereed Articles

1. Burmeister, A., Alterman, V., Fasbender, U., & Wang, M. (in press). Too much to know? The cognitive demands of daily knowledge seeking and the buffering role of coworker contact quality. *Journal of Applied Psychology*.
2. Li, Y., Shao, Y., Wang, M., Fang, Y., Gong, Y., & Li, C. (in press). From inclusive climate to organizational innovation: Examining internal and external enablers for knowledge management capacity. *Journal of Applied Psychology*.
3. Shao, Y.\*, Goštautaitė, B., Wang, M., & Ng, T. (in press). Age and sickness absence: Testing physical health issues and work engagement as countervailing mechanisms in a cross-national context. *Personnel Psychology*
4. Zhang, N., Wang, M., & Xu, H. (in press). Disentangling effect size heterogeneity in meta-analysis: A latent mixture approach. *Psychological Methods*.

5. Avery, D. R.†, Brown, D. K.†, Dumas, T. L.†, George, E.†, Joshi, A.†, Loyd, D. L.†, van Knippenberg, D.†, Wang, M.†, & Xu, H.† (2022). Racial biases the publication process: Exploring expressions and solutions. *Journal of Management*, 48, 7-16.
6. Ng, T., Wang, M., Hsu, D., & Su, C. (2022). Voice quality and ostracism. *Journal of Management*, 48, 281-318.
7. Alterman, V.\*, Bamberger, P. A., Wang, M., Koopmann, J., Belogolovsky, E., & Shi, J. (2021). Best not to know: Pay secrecy, employee voluntary turnover, and the conditioning effect of distributive justice. *Academy of Management Journal*, 64, 482-508.
8. Deng, H., Lam, C. K., Guan, Y., & Wang, M. (2021). My fault or yours? Leader's dual reactions to abusive supervision via rumination depend on their independent self-construal. *Personnel Psychology*, 74, 773-798.
9. Gross, C., Debus, M., Liu, Y., Wang, M., & Kleinmann, M. (2021). I am nice and capable! How and when newcomers' self-presentation to their supervisors affects socialization outcomes. *Journal of Applied Psychology*, 106, 1067-1079.
10. Li, W., Li, S., Feng, J., Wang, M., Zhang, H., Frese, M., & Wu, C. (2021). Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective. *Journal of Applied Psychology*, 106, 882-901.
11. Li, Y., Gong, Y., Burmeister, A., Wang, M., Alterman, V.\*, Alonso, A., & Robinson, S. (2021). Leveraging age diversity for organizational performance: An intellectual capital perspective. *Journal of Applied Psychology*, 106, 71-91.
12. Liu, S., Liu, P., Wang, M., & Zhang, B. (2021). Effectiveness of stereotype threat interventions: A meta-analytic review. *Journal of Applied Psychology*, 106, 921-949.
13. McCarthy, J., Truxillo, D., Bauer, T., Erdogan, B., Shao, Y.\*, Wang, M., Liff, J., & Gardner, C. (2021). Distressed and distracted by COVID-19 during high-stakes virtual interviews: The role of job interview anxiety on performance and reactions. *Journal of Applied Psychology*, 106, 1103-1117.
14. Ng, T., Wang, M., Hsu, D., & Su, C. (2021). Changes in perceptions of ethical leadership: Effects on associative and dissociative outcomes. *Journal of Applied Psychology*, 106, 92-121.
15. Shao, R., He, L.\*, Chang, C., Wang, M., Baker, N.\*, Pan, J., & Jin, Y. (2021). Employees' reactions towards COVID-19 information exposure: Insights from terror management theory and generativity theory. *Journal of Applied Psychology*, 106, 1601-1614.
16. Shao, Y.\*, Fang, Y., Wang, M., Chang, C., & Wang, L. (2021). Making daily decisions to work from home or to work in the office: The impacts of daily work- and COVID-related stressors on next-day work location. *Journal of Applied Psychology*, 106, 825-838.
17. Zhou, L., Wang, M., & Zhang, Z. (2021). Intensive longitudinal data analyses with dynamic

- structural equation modeling. *Organizational Research Methods*, 24, 219-250.
18. Zhu, Y., Chen, T., Wang, J., Wang, M., Johnson, R., & Jin, Y. (2021). How critical activities within COVID-19 intensive care units increase nurses' daily occupational calling. *Journal of Applied Psychology*, 106, 4-14.
  19. Bliese, P., & Wang, M. (2020). Results provide information about cumulative probabilities of finding significance: Let's report this information. *Journal of Management*, 46, 1275-1288.
  20. Burmeister, A., Wang, M., & Hirschi, A. (2020). Understanding the motivational benefits of knowledge transfer for older and younger workers in age-diverse coworker dyads: An actor-partner interdependence model. *Journal of Applied Psychology*, 105, 748-759.
  21. Fasbender, U., Burmeister, A., & Wang, M. (2020). Motivated to be socially mindful: Explaining age differences in the effect of employees' contact quality with coworkers on their coworker support. *Personnel Psychology*, 73, 407-430.
  22. Froidevaux, A., Koopmann, J., Wang, M., & Bamberger, P. (2020). Is student loan debt good or bad for full-time employment upon graduation from college? *Journal of Applied Psychology*, 105, 1246-1261.
  23. Lee, G., & Wang, M. (2020). Embracing robustness and reliability in the science of organizations. *Journal of Management*, 46, 1238-1243.
  24. Lin, W., Koopmann, J., & Wang, M. (2020). How does workplace helping behavior step up or slack off? Integrating enrichment-based and depletion-based perspectives. *Journal of Management*, 46, 385-413.
  25. Song, Y., Fang, Y., Wang, M., & Shi, J. (2020). A multiplex view of leadership structure in management teams. *Personnel Psychology*, 73, 615-640.
  26. Vancouver, J. B., Wang, M., & Li, X. (2020). Translating informal theories into formal theories: The case of the dynamic computational model of the integrated model of work motivation. *Organizational Research Methods*, 23, 238-274.
  27. Zhu, L., Restubog, S., Leavitt, K., Zhou, L., & Wang, M. (2020). Lead the horse to water, but don't make him drink: The effects of moral identity symbolization on coworker behavior depend on perceptions of proselytization. *Organizational Behavior and Human Decision Processes*, 156, 53-68.
  28. Koopmann, J., Johnson, R., Wang, M., Lanaj, K., Wang, G., & Shi, J. (2019). A self-regulation perspective on how and when regulatory focus differentially relates to citizenship behaviors. *Journal of Applied Psychology*, 104, 629-641.
  29. Ng, T., & Wang, M. (2019). An actor-partner interdependence model of employees' and coworkers' innovative behavior, psychological detachment, and strain reactions. *Personnel Psychology*, 72, 445-476.

30. Takeuchi, R., Li, Y.\*, & Wang, M. (2019). Expatriates' performance profiles: Examining the effects of work experiences on the longitudinal change patterns. *Journal of Management*, *45*, 451-475.
31. Zhou, L., Wang, M., & Vancouver, J. (2019). A formal model of leadership goal striving: Development of core process mechanisms and extensions to action team context. *Journal of Applied Psychology*, *104*, 388-410.
32. Bamberger, P. A., Koopmann, J., Wang, M., Larimer, M. E., Nahum-Shani, I., Geisner, I. M., & Bacharach, S. B. (2018). Does college alcohol consumption impact employment upon graduation? Findings from a prospective study. *Journal of Applied Psychology*, *103*, 111-121.
33. Gielnik, M. M., Zacher, H., & Wang, M. (2018). Age in the entrepreneurial process: The role of future time perspective and prior entrepreneurial experience. *Journal of Applied Psychology*, *103*, 1067-1085.
34. Li, G., Rubenstein, A., Lin, W., Wang, M., & Chen, X. (2018). The curvilinear effect of benevolent leadership on team performance: The mediating role of team action processes and the moderating role of team commitment. *Personnel Psychology*, *71*, 369-307.
35. Li, Y.\*, Wang, M., van Jaarsveld, D., Lee, G., & Ma, D. (2018). From employee-experienced high-involvement work system to innovation: An emergence-based human resource management framework. *Academy of Management Journal*, *61*, 2000-2019.
36. Song, Y.\*, Liu, Y.\*, Wang, M., Lanaj, K., Johnson, R., & Shi, J. (2018). A social mindfulness approach to understanding experienced customer mistreatment: A within-person field experiment. *Academy of Management Journal*, *61*, 994-1020.
37. von Bonsdorff, M. E., Zhou, L., Wang, M., Vanhala, S., von Bonsdorff, M. B., & Rantanen, T. (2018). Employee age and company performance: An integrated model of aging and human resource management practices. *Journal of Management*, *44*, 3124-3150.
38. Baranik, L. E., Wang, M., Gong, Y., & Shi, J. (2017). Customer mistreatment, employee health and job performance: Examining cognitive rumination and social sharing as mediating mechanisms. *Journal of Management*, *43*, 1261-1282.
39. Gong, Y., Wang, M., Huang, J., & Cheung, S. Y. (2017). Toward a goal orientation-based feedback-seeking typology: Implications for employee performance outcomes. *Journal of Management*, *43*, 1234-1260.
40. Johnson, R. E., King, D. D.\*, Lin, S.-H.\*, Scott, B. A., Jackson Walker, E. M.\*, & Wang, M. (2017). Regulatory focus trickle-down: How leader regulatory focus shapes follower regulatory focus and behavior. *Organizational Behavior and Human Decision Processes*, *140*, 29-45.
41. Liu, Y.\*, Song, Y.\*, Koopmann, J., Wang, M., Chang, C., & Shi, J. (2017). Eating your feelings? Testing a model of employees' work-related stressors, sleep quality, and unhealthy

- eating. *Journal of Applied Psychology*, 102, 1237-1258.
42. Wang, M., & Wanberg, C. R. (2017). 100 years of applied psychology research on individual careers: From career management to retirement. *Journal of Applied Psychology*, 102, 546-563.
  43. Zhou, L., Wang, M., Chang, C., Liu, S., Zhan, Y., & Shi, J. (2017). Commuting stress process and self-regulation at work: Moderating roles of daily task significance, family interference with work, and commuting means efficacy. *Personnel Psychology*, 70, 891-922.
  44. Koopmann, J.\*, Lanaj, K., Wang, M., Zhou, L., & Shi, J. (2016). Non-linear effects of team tenure on team psychological safety climate and climate strength: Implications for average team member performance. *Journal of Applied Psychology*, 101, 940-957.
  45. Lanaj, K., Johnson, R. E., & Wang, M. (2016). When lending a hand depletes the will: The costs and benefits of helping. *Journal of Applied Psychology*, 101, 1097-1110. (Featured in *Harvard Business Review*, September 2016).
  46. Skarlicki, D. P., van Jaarsveld, D., Shao, R., Song, Y.\*, & Wang, M. (2016). Extending the multifoci perspective: The role of supervisor justice and moral identity in the relationship between customer justice and customer-directed sabotage. *Journal of Applied Psychology*, 101, 108-121.
  47. Venkataramani, V., Zhou, L., Wang, M., Liao, H., & Shi, J. (2016). Social networks and employee voice: The influence of team members' and team leaders' social network positions on employee voice. *Organizational Behavior and Human Decision Processes*, 132, 37-48.
  48. Wang, M., Zhou, L., & Zhang, Z. (2016). Dynamic modeling. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 241-266.
  49. Zhan, Y., Wang, M., & Shi, J. (2016). Interpersonal process of emotional labor: The role of negative and positive customer treatment. *Personnel Psychology*, 69, 525-557.
  50. De Los Reyes, A., Augenstein, T. M.\*, Wang, M., Thomas, S. A.\*, Drabick, D. A. G., Bergers, D. E.\*, & Rabinowitz, J.\* (2015). The validity of the multi-informant approach to assessing child and adolescent mental health. *Psychological Bulletin*, 141, 858-900.
  51. Liu, S., Wang, M., Bamberger, P., Shi, J., & Bacharach, S. (2015). The dark side of socialization: A longitudinal investigation of newcomer alcohol use. *Academy of Management Journal*, 58, 334-355.
  52. Liu, Y.\*, Wang, M., Chang, C., Shi, J., Zhou, L., & Shao, R. (2015). Work-family conflict, emotional exhaustion, and aggression toward others: The moderating roles of workplace interpersonal conflict and perceived managerial family support. *Journal of Applied Psychology*, 100, 793-808.
  53. LoPilato, A.\*, Carter, N., & Wang, M. (2015). Updating generalizability theory in management research: Bayesian estimation of variance components. *Journal of*



*Management*, 41, 692-717.

54. Wang, M., Burlacu, G. \*, Truxillo, D., James, K., & Yao, X. (2015). Age differences in feedback reactions: The roles of employee feedback orientation on social awareness and utility. *Journal of Applied Psychology*, 100, 1296-1308.
55. Zhan, Y., Wang, M., & Shi, J. (2015). Retirees' motivational orientations and bridge employment: Testing the moderating role of gender. *Journal of Applied Psychology*, 100, 1319-1331.
56. Liu, S., Huang, J., & Wang, M. (2014). Effectiveness of job search interventions: A meta-analytic review. *Psychological Bulletin*, 140, 1009-1041. (Recipient of 2016 SIOP William A. Owens Scholarly Achievement Award; Featured in *Harvard Business Review*, December 2015).
57. Liu, S., Wang, M., Liao, H., & Shi, J. (2014). Self-regulation during job-search: The opposing effects of employment self-efficacy and job search behavior self-efficacy. *Journal of Applied Psychology*, 99, 1159-1172.
58. Wang, M., & Shi, J. (2014). Psychological research on retirement. *Annual Review of Psychology*, 65, 209-233.
59. Avery, D. R., Wang, M., Volpone, S. D. \*, Zhou, L. \* (2013). Different strokes for different folks: The impact of sex dissimilarity in the empowerment-performance relationship. *Personnel Psychology*, 66, 757-784.
60. Shi, J., Johnson, R. E., Liu, Y. \*, & Wang, M. (2013). Linking subordinate political skill to supervisor dependence and reward recommendations: A moderated mediation model. *Journal of Applied Psychology*, 98, 374-384.
61. Wang, M., Liu, S., Liao, H., Gong, Y., Kammeyer-Mueller, J. D., & Shi, J. (2013). Can't get it out of my mind: Employee rumination after customer mistreatment and negative mood in the next morning. *Journal of Applied Psychology*, 98, 989-1004.
62. Gong, Y., Cheung, S. Y. \*, Wang, M., & Huang, J. (2012). Unfolding the proactive processes for creativity: Integration of the employee proactivity, information exchange, and psychological safety perspectives. *Journal of Management*, 38, 1611-1633. (Recipient of 2017 *Journal of Management Scholarly Impact Award*).
63. Zhang, Z., Wang, M., & Shi, J. (2012). Leader-follower congruence in proactive personality and work outcomes: The mediating role of LMX. *Academy of Management Journal*, 55, 111-130.
64. Zhou, L. \*, Wang, M., Chen, G., & Shi, J. (2012). Effects of supervisors' upward exchange relationships on subordinates: Testing multilevel mediation role of empowerment. *Journal of Applied Psychology*, 97, 668-680.
65. Shultz, K. S., & Wang, M. (2011). Psychological perspectives on the changing nature of

- retirement. *American Psychologist*, 66, 170-179.
66. Wang, M., & Chan, D. (2011). Mixture latent Markov modeling: Identifying and predicting unobserved heterogeneity in longitudinal qualitative status change. *Organizational Research Methods*, 14, 411-431.
67. Wang, M., & Hanges, P. (2011). Latent class procedures: Applications to organizational research. *Organizational Research Methods*, 14, 24-31.
68. Wang, M., Henkens, K., & van Solinge, H. (2011). Retirement adjustment: A review of theoretical and empirical advancements. *American Psychologist*, 66, 204-213.
69. Wang, M., Liao, H., Zhan, Y.\*, & Shi, J. (2011). Daily customer mistreatment and employee sabotage against customers: Examining emotion and resource perspectives. *Academy of Management Journal*, 54, 312-334.
70. Wang, M., Zhan, Y.\*, McCune, E.\*, & Truxillo, D. (2011). Understanding newcomers' adaptability and work-related outcomes: Testing the mediating roles of perceived P-E fit variables. *Personnel Psychology*, 64, 163-189.
71. Klein, K. M.\*, & Wang, M. (2010). Deep-level diversity and leadership. *American Psychologist*, 65, 932-934.
72. Wang, M., Liu, S.\*, Zhan, Y.\*, & Shi, J. (2010). Daily work-family conflict and alcohol use: Testing the cross-level moderation effects of peer drinking norms and social support. *Journal of Applied Psychology*, 95, 377-386.
73. Wang, M., & Shultz, K. (2010). Employee retirement: A review and recommendations for future investigation. *Journal of Management*, 36, 172-206.
74. Atwater, L., Wang, M., Smither, J. W., & Fleenor, J. W. (2009). Are cultural characteristics associated with the relationship between self and others' ratings of leadership? *Journal of Applied Psychology*, 94, 876-886.
75. Liu, S.\*, Wang, M., Zhan, Y.\*, & Shi, J. (2009). Daily work stress and alcohol use: Testing the cross-level moderation effects of neuroticism and job involvement. *Personnel Psychology*, 62, 575-597.
76. Takeuchi, R., Wang, M., Marinova, S. V., Yao, X. (2009). Role of domain-specific facets of perceived organizational support during expatriation and implications for performance. *Organization Science*, 20, 621-634.
77. Wang, M., Zhan, Y.\*, Liu, S.\*, & Shultz, K. (2008). Antecedents of bridge employment: A longitudinal investigation. *Journal of Applied Psychology*, 93, 818-830.
78. Wang, M. (2007). Profiling retirees in the retirement transition and adjustment process: Examining the longitudinal change patterns of retirees' psychological well-being. *Journal of Applied Psychology*, 92, 455-474. (Recipient of 2008 Academy of Management HR Division

*Scholarly Achievement Award*).

79. Wang, M., & Bodner, T. E. (2007). Growth mixture modeling: Identifying and predicting unobserved subpopulations with longitudinal data. *Organizational Research Methods, 10*, 635-656.
80. Wang, M., & Takeuchi, R. (2007). The role of goal orientation during expatriation: A cross-sectional and longitudinal investigation. *Journal of Applied Psychology, 92*, 1437-1445.
81. Takeuchi, R., Wang, M., & Marinova, S. V. (2005). Antecedents and consequences of psychological workplace strain during expatriation: Cross-sectional and longitudinal investigation. *Personnel Psychology, 58*, 925-948.

#### Additional Refereed Articles

82. Baranik, L., Zhu, Y., Wang, M., & Zhuang, W.\* (in press). When does witnessing patient mistreatment hurt nurses' performance? Gauging the moderation roles of self-concern and other-orientation. *Journal of Managerial Psychology*.
83. Chen, L., Gong, Y., Song, Y., & Wang, M. (in press). From creative environment to administrative innovation: Creation and implementation in top management teams. *Journal of Creative Behavior*.
84. Ghetta, A., Hirschi, A., Wang, M., Rossier, J., & Herrmann, A. (in press). Birds of a feather flock together: How congruence between worker and occupational personality relates to job satisfaction over time. *Journal of Vocational Behavior*.
85. Ng, T. W. H., Shao, Y., Koopmann, J., Wang, M., Hsu, D. Y., & Yim, F. H. K. (2022). The effects of idea rejection on creative self-efficacy and idea generation: Intention to remain and perceived innovation importance as moderators. *Journal of Organizational Behavior, 43*, 146-163.
86. Spurk, D., Hirschi, A., Wang, M., Valero, D., & Kauffeld, S. (in press). Latent profile analysis: A review and "how to" guide of its application within vocational behavior research. *Journal of Vocational Behavior*.
87. Chang, C., Shao, R., Wang, M., & Baker, N.\* (2021). Workplace interventions in response to COVID-19: An occupational health psychology perspective. *Occupational Health Science, 5*, 1-23.
88. Gelfand, M. J., Jackson, J. C.\*, Pan, X.\*, Nau, D., Pieper, D., Denison, E., Dagher, M., van Lange, P., Chiu, C., & Wang, M. (2021). The relationship between cultural tightness-looseness and COVID-19 cases and deaths: A global analysis. *The Lancet Planetary Health, 5*, e135-e144.
89. Hofmans, J., Morin, A.J.S., Breitsohl, H. †, Ceulemans, E. †, Chénard-Poirier, L.A. †, Driver, C.C. †, Fernet, C. †, Gagné, M. †, Gillet, N. †, González-Romá, V. †, Grimm, K.J. †, Hamaker, E.L. †, Hau, K.-T. †, Houle, S.A. †, Howard, J.L. †, Kline, R.B. †, Kuijpers, E. †, Leysen, T. †,

- Litalien, D. †, Mäkikangas, A. †, Marsh, H.W. †, McLarnon, M.J.W. †, Meyer, J.P. †, Navarro, J. †, Olivier, E. †, O'Neill, T.A. †, Pekrun, R. †, Salmela-Aro, K. †, Solinger, O.N. †, Sonnentag, S. †, Tay, L. †, Tóth-Király, I. †, Vallerand, R.J. †, Vandenberghe, C. †, Van Rossenberg, Y.G.T. †, Vantilborgh, T. †, Vergauwe, J. †, Vullings, J.T. †, Wang, M. †, Wen, Z. †, & Wille, B. † (2021). The baby and the bathwater: On the need for substantive-methodological synergy in organizational research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 497-504.
90. Wilckens, M. R., Wöhrmann, A. M., Deller, J., & Wang, M. (2021). Organizational practices for the aging workforce: development and validation of the Later Life Workplace Index. *Work, Aging and Retirement*, 7, 352-386.
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92. Bian, J., Min, J., Prosperi, M., & Wang, M. (2020). Are preregistration and registered reports vulnerable to hacking? *Epidemiology*, 31, e32.
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  26. Wang, M., & Zhan, Y.\* (2012). Employee-organization relationship in older workers. In L. M. Shore, J. A-M. Coyle-Shapiro, & L. Tetrick (Eds.), *The Employee-Organization Relationship: Applications for the 21<sup>st</sup> Century* (pp. 427-452). New York: Psychology Press.
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  28. Wang, M., Sinclair, R. R., & Deese, M. N. (2010). Understanding the causes of destructive leadership: A dual process model. In T. Hansbrough & B. Schyns (Eds). *When leadership goes wrong: Destructive leadership, mistakes and ethical failures* (pp. 73-97). Charlotte, NC: Information Age Publishing.
  29. Wang, M., Adams, G. A., Beehr, T. A., & Shultz, K. S. (2009). Career issues at the end of one's career: Bridge employment and retirement. In S. G. Baugh and S. E. Sullivan (Eds.), *Maintaining Focus, Energy, and Options through the Life Span* (pp. 135-162). Charlotte, NC: Information Age Publishing.
  30. Wang, M., Liu, S.\* , & Zhan, Y.\* (2009). Industrial and organizational psychology. In N. Zhang (Ed.), *Psychology - Series on Western Research on the Humanities and Social Sciences* (pp. 342-378). Beijing, China: China Renmin University Press.
  31. Shultz, K. S., & Wang, M. (2008). The changing nature of mid and late careers. In C. Wankel (Ed.), *21st Century Management: A Reference Handbook* (Volume 2, pp. 130-138). Thousand Oaks, CA: Sage Publications.
  32. Jex, S., Wang, M., & Zarubin, A. (2007). Aging and occupational health. In K. S. Shultz and G. A. Adams (Eds.), *Aging and Work in the 21<sup>st</sup> Century* (pp. 199-224). Mahwah, NJ: LEA.
  33. Wang, M. (2007). Expatriates. In Steven. G. Rogelberg (Ed.), *The Encyclopedia of Industrial/Organizational Psychology* (pp. 232-235). New York: Sage.

34. Chen, Y., & Wang, M. (2006). Ageism. In N. J. Salkind (Ed.), *The Encyclopedia of Human Development*. New York: Sage.

### Book Review

- Wang, M. (2007). Book Review for Performance Measurement: Current perspectives and Future Challenges. *Psychometrika*, 72, 455-456.

### Miscellaneous Publications

- Tippins, N. T., North, M. S., & Wang, M. (2020). The irrelevance of generational differences at work. *TLNT* (<https://www.tlnt.com/the-irrelevance-of-generational-differences-at-work/>).
- Wang, M. (2019). The state of *Work, Aging and Retirement*: An editorial. *Work, Aging and Retirement*, 1, 1-2.
- Wang, M., Alterman, V., & Huang, S. (2018). Bridge employment. In Mark H. Bornstein (Ed.), *The SAGE Encyclopedia of Lifespan Human Development*. New York: Sage.
- Wang, M., Dulberg, L., & Qureshi, A. (2018). Mandatory retirement. In Mark H. Bornstein (Ed.), *The SAGE Encyclopedia of Lifespan Human Development*. New York: Sage.
- Wang, M. (2015). Inaugural editorial. *Work, Aging and Retirement*, 1, 1-3.
- Wang, M., & Hesketh, B. (2012). Achieving well-being in retirement: Recommendations from 20 years' research. *Society for Industrial-Organizational Psychology (SIOP) White Paper Series*, SIOP.
- Griffith, R. L., & Wang, M. (2010). The internationalization of I-O Psychology: We're not in Kansas anymore. *The Industrial-Organizational Psychologists*, 48, 41-45.
- Wang, M. (2009). A message from the membership committee. *Society for Occupational Health Psychology Newsletter*, 5, 4.
- Wang, M. (2008). A message from the membership committee. *Society for Occupational Health Psychology Newsletter*, 3, 8.
- Wang, M. (2007). SIOP members as citizen leaders. *The Industrial-Organizational Psychologists*, 44, 32.

### Media Coverage

#### TV & Radio Interviews

NPR, ABC, BBC, CBC, Al Jazeera News Channel

#### Newspaper and Internet Coverage

Associated Press, BBC News, NPR, New York Times, Time, The Wall Street Journal, Washington Post, USA Today, US News & World Report, Reuters, Reader's Digest, Los Angeles Times, Science Daily, O-The Oprah Magazine, Glamour Magazine, Huffington Post, CNET News, National Post, Metro Newspapers, Business News Daily, Yahoo Finance, Business Insurance, Disability Scoop, The Times of India, Correio Braziliense [Brazil], etc.

### **Competitive Research Grant Awards**

- Research Grant (FAIN-2120500) (US \$350,000) 10/1/2021-9/30/2024  
National Science Foundation, USA  
Diversity as an Organizational Capability: A Multilevel Examination of Board Composition and Firm Effectiveness  
Role: Co-PI
- Research Grant (U19OH010154) (US \$1,355,707) 9/1/2021-8/31/2023  
Centers for Disease Control and Prevention  
Development and Validation of a TWH Climate Scale  
Role: Subaward-PI
- Research Grant (FAIN-2040807) (US \$999,177) 2/1/2021-1/31/2024  
National Science Foundation, USA and Amazon Inc.  
Using Machine Learning to Address Structural Bias in Personnel Selection  
Role: Co-PI
- RAPID Grant (SES-2030830) (US \$120,925) 5/11/2020-5/10/2021  
National Science Foundation, USA  
Effective Recovery for Organizations from the COVID-19: Optimizing Strategic Responses  
Role: Co-PI
- Research Grant (#P0131220) (US \$200,000) 7/1/2019-12/31/2019  
Florida Department of Health (#B5511A)  
Centers for Disease Control and Prevention (NU90TP921998-01-00)  
First Responder Needs Assessment  
Role: PI
- Research Grant (100019\_166035 / 1) (CHF 320,000) 5/1/2016-4/30/2019  
Swiss National Science Foundation  
Development of Work Orientations at the Beginning of Working Life: Exploring Antecedents and Processes  
Role: Co-Investigator
- R01 Grant (1R01AA022113-01A1) (US \$2,703,239) 3/5/2014-2/28/2020  
NIAAA  
The College-to-work Transition & Alcohol Misuse: An Etiologic Study  
Role: Co-Investigator
- IPA Grant (SES-1608248) (US \$181,917) 1/13/2016-8/12/2016  
National Science Foundation, USA  
Role: PI
- IPA Grant Supplement (SES-1543414) (US \$12,356) 1/13/2015-1/12/2016  
National Science Foundation, USA  
Role: PI
- IPA Grant (SES-1523751) (US \$311,520) 1/13/2015-1/12/2016  
National Science Foundation, USA  
Role: PI
- IPA Grant (SES-1415467) (US \$287,411) 1/13/2014-1/12/2015  
National Science Foundation, USA  
Role: PI



- Australian Discovery Project (Australian \$327,000) 1/1/2014-12/31/2016  
Australian Research Council  
A Mental Model of Remaining Lifetime: Its Impact on Late-career Adjustment  
Role: Co-Investigator
- Hong Kong ECS Grant (HK \$609,546) 1/1/2014-6/30/2015  
Research Grants Council of Hong Kong  
Police Incivility Associated with Suspect Aggression: A Multi-level Investigation  
Role: Co-Investigator
- Research Endowment Grant (HK \$400,000) 1/1/2012-12/31/2014  
City University of Hong Kong  
How Third-party Reacts to Others' Received Unfair Treatment? The Integration of  
Instrumental and Moral Perspectives of Justice  
Role: Co-Investigator
- Research Endowment Grant (US \$52,000) 9/1/2011-8/31/2017  
Liberty Mutual Research Institute for Safety  
Safety Climate at Organizational and Group Levels  
Role: PI
- Research Endowment Grant (US \$12,000) 1/1/2011-12/31/2011  
Institute for Workplace Studies & Smithers Institute, Cornell University  
Adjustment Stressors and Newcomer Alcohol Use: The Impact of Social Environment  
Role: PI
- Medical Research Foundation Grant (US \$29,306) 3/1/2007-12/31/2008  
Cross-Cultural Adjustment and Alcohol Consumption: A Daily Process Study.  
Role: PI
- Faculty Enhancement Grant (US \$8,000) 7/1/2008-12/31/2008  
Portland State University  
Bridge Employment and Retirees' Health: A Longitudinal Investigation  
Role: PI
- Alfred P. Sloan Foundation Grant (US \$44,080) 7/1/2006-6/30/2008  
Aging and Workplace Flexibility among Unionized Construction Workers  
Role: Co-Investigator
- Faculty Enhancement Grant (US \$6,048) 7/1/2006-9/30/2008  
Portland State University  
Why Retirees Work: Predicting Bridge Employment Decisions  
Role: PI

### **Competitive Workshop Grant Awards**

- Conference and Workshop Grant (US \$10,000) 9/1/2007-8/31/2008  
National Institute of Occupational Safety and Health  
Workshops on Job Stress & Cardiovascular Health in China  
Role: Workshop Organizer and Lecturer

### **Professional Activities**

#### Professional Affiliations

- Founding Member of Society for Occupational Health Psychology (SOHP)
- Member of Academy of Management (AoM)
- Member of American Psychology Association (APA)
- Member of APA Division 14: Society for Industrial and Organizational Psychology (SIOP)
- Member of APA Division 20: Adult Development and Aging

#### Chaired Professional Committees

- Chair of the Special Committee for Membership Requirement Evaluation for SIOP (December 2013 – April 2014)
- Chair of the Membership Committee for SIOP (April 2012 – April 2014)
- Member at Large, SOHP (January 2010 – January 2012)
- Co-Chair of the International Affairs Committee for SIOP (August 2008 – 2011)
- Chair of the AoM HR Division Early Career Achievement Award Committee (2012)
- Chair of the Membership Committee for SOHP (January 2008 – December 2009)
- Chair of the AoM HR Division Scholarly Achievement Award Committee (2009)
- Chair of the Call for Proposal and Flanagan Award Committee for SIOP Annual Conference (April 2008 – 2009)

#### Professional Committee Members

- SIOP Award Committee (2012)
- AoM Dissertation Award Committee (2011)
- AoM HR Division Best Student Convention Paper Award Committee (2010)
- SIOP Professional Practice Committee (August 2008 – 2009)
- SIOP Annual Conference Strategic Program Planning Committee (April 2006 – 2009)
- Membership Committee of SOHP (August 2005 – 2009)
- APA Division 14 Program Committee (November 2006-2008)
- Work, Stress, and Health 2009 Conference Planning Committee
- Work, Stress, and Health 2006 Conference Liaison Committee

#### Ad Hoc Reviewer

- *Academy of Management Discoveries*
- *Academy of Management Journal*
- *Academy of Management Review*
- *Accident Analysis & Prevention*
- *Applied Psychology: An International Journal*
- *Current Directions in Psychological Science*
- *Current Psychology*
- *Group and Organizational Management*
- *Human Relations*
- *International Journal of Behavioral Development*
- *Journal of Applied Psychology*
- *Journal of Business and Psychology*
- *Journal of Management*

- *Journal of Occupational Health Psychology*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Organizational Behavior*
- *Journals of Gerontology: Psychological Sciences*
- *Journals of Gerontology: Social Sciences*
- *Lancet Public Health*
- *Leadership Quarterly*
- *Management Research Review*
- *Organization Science*
- *Organizational Behavior and Human Decision Processes*
- *Organizational Research Methods*
- *Personality and Individual Differences*
- *Personality Disorders: Theory, Research, and Treatment*
- *Personnel Psychology*
- *Proceedings of the National Academy of Sciences (PNAS)*
- *Psychological Bulletin*
- *Psychology and Aging*
- *Quality of Life Research*
- *Research on Aging*
- *Social Behavior and Personality*
- Annual AoM Conference
- Annual APA Convention
- Annual SIOP Conference
- Biannual International Conference on Work, Stress, and Health

#### External Reviewer for Programs, Departments, and Colleges

Chinese University of Hong Kong, Hong Kong, February 2018

Research Assessment Exercise (RAE) 2020, University Grants Committee, Hong Kong, 2020-2021

#### Invited Keynote, Colloquia, and Workshops

EEOC, Online Presentation on ML Bias in Personnel Selection, February 2022

Oregon State University, Corvallis, OR, September 2021

APA Division 20, Online Workshop on Advancing Age Inclusivity in Psychology, August 2021

AOM OB Division Ph.D. Consortium, Online, August 2021

AOM OB Division BLM in the Academy Session Speaker, Online, February 2021

AOM IACMR Division Speakers Series, Online, January 2021

AOM OB Division Ph.D. Consortium, Online, August 2020

Vrije University Amsterdam, The Netherlands, March 2020

Toulouse Business School and Toulouse School of Management, France, March 2020

ISM University of Management and Economics, Lithuania, March 2020

University of Sydney, Sydney, Australia, September 2019

AOM OB Division Half-way There Consortium, Boston, MA, August 2020

Chinese University of Hong Kong, Hong Kong, June 2019

Shanghai Jiao Tong University, Shanghai, China, May 2019  
Shannxi Normal University, Xi'an, China, May 2019  
Durham University, Durham, United Kingdom, November 2018  
Shanghai Jiao Tong University, Shanghai, China, July 2018  
Sun Yat-sen University, Guangzhou, China, June 2018  
Hong Kong University of Science and Technology, Hong Kong, June 2018  
University of Illinois at Urbana-Champaign, Urbana-Champaign, IL, March 2018  
Leipzig University, Leipzig, Germany, January 2018  
Shanghai Jiao Tong University, Shanghai, China, December 2017  
Georgia Institute of Technology, Atlanta, GA, September 2017  
German AOW Congress (10th), Dresden, Germany, September 2017  
Australia Psychological Society 12th I-O Psychology Conference, Sydney, Australia, July 2017  
Shanghai Jiao Tong University, Shanghai, China, July 2017  
Sun Yat-sen University, Guangzhou, China, June 2017  
The University of Hong Kong, Hong Kong, June 2017  
Hong Kong University of Science and Technology, Hong Kong, June 2017  
Chinese University of Hong Kong, Hong Kong, April 2017  
University of Michigan, Ann Arbor, MI, March 2017  
University of Minnesota, Minneapolis, MN, February 2017  
Sun Yat-sen University, Guangzhou, China, December 2016  
Macquarie University, North Ryde, NSW, Australia, November 2016  
Tourism & Ageing Conference, Lisbon, Portugal, October 2016  
University of South Florida, Tampa, FL, September 2016  
Shanghai Jiao Tong University, Shanghai, China, July 2016  
UWV, Amsterdam, Netherlands, June 2016  
Netherlands Institute for Advanced Study, Wassenaar, Netherlands, March 2016  
White House Social and Behavioral Sciences Team, Washington DC, February 2016  
Sun Yat-sen University, Guangzhou, China, December 2015  
White House Social and Behavioral Sciences Team, Washington DC, December 2015  
Peking University, Beijing, China, August 2015  
Shanghai Jiao Tong University, Shanghai, China, July 2015  
Sun Yat-sen University, Guangzhou, China, June 2015  
The Hong Kong Polytechnic University, Hong Kong, June 2015  
Congressional Debriefing, Washington DC, May 2015  
University of Maryland, College Park, MD, April 2015  
Georgia Institute of Technology, Atlanta, GA, March 2015  
George Washington University, Washington DC, March 2015  
Macquarie University, North Ryde, NSW, Australia, February 2015  
University of New South Wales, Sydney, Australia, February 2015  
University of Groningen, Groningen, Netherlands, November 2014  
Sun Yat-sen University, Guangzhou, China, June 2014  
Pennsylvania State University, State College, PA, April 2014  
Sun Yat-sen University, Guangzhou, China, July 2013  
Academy of the Social Sciences in Australia, Brisbane, Australia, May 2013  
University of Queensland, School of Psychology, Brisbane, Australia, May 2013  
University of Queensland, School of Business, Brisbane, Australia, May 2013

University of Queensland, Public Talk, Brisbane, Australia, May 2013  
Peking University, Beijing, China, May 2013  
Sun Yat-sen University, Guangzhou, China, July 2012  
Shanxi Normal University, Xi'an, China, June 2012  
Radboud University Nijmegen, Nijmegen, Netherlands, June 2012  
VU University of Amsterdam, Amsterdam, Netherlands, June 2012  
University of South Florida, Tampa, FL, March 2012  
Bowling Green State University, Bowling Green, OH, March 2012  
University of Trento, Revereto, Italy, November 2011  
University of Miami, Miami, FL, September 2011  
University of British Columbia, Vancouver, Canada, February 2011  
Macquarie University, North Ryde, NSW, Australia, July 2010  
Bowling Green State University, Bowling Green, OH, May 2010  
Syracuse University, Syracuse, NY, February 2010  
University of Maryland, College Park, MD, February 2010  
Peking University, Beijing, China, September 2009  
Shanxi Normal University, Xi'an, China, September 2009  
George Mason University, Fairfax, VA, September 2009  
University of Barcelona, Barcelona, Spain, June 2009  
University of Paris V, Paris, France, May 2009  
Clemson University, Clemson, SC, March 2009  
University of British Columbia, Vancouver, Canada, November 2008  
University of Connecticut, Storrs, CT, October 2008  
Yale University, New Haven, CT, October 2008  
Human Resources Research Organization (HumRRO), Washington D. C., March 2008  
Singapore Management University, Singapore, December 2007  
Peking University, Beijing, China, September 2007

#### Invited Presentations in Professional Development Workshops

AoM OB Divisions, Doctoral Student Consortium, Online, August 2020  
AoM OB Divisions, Halfway There Consortium, Boston, MA, August 2019  
AoM OB, HR, CM Divisions, Mentoring Graduate Students, Atlanta, GA, August 2017  
AoM HR Division, International Student Consortium, Atlanta, GA, August 2017  
AoM RM Division, Ask the Methodological Experts, Vancouver, BC, August 2015  
AoM HR, CM Division, Funding Opportunities for Academy of Management Scholars, Philadelphia, PA, August 2014  
AoM OB Division Doctoral Consortium, Orlando, FL, August 2013  
AoM GDO Division Junior Faculty Consortium, Orlando, FL, August 2013  
INGroup Network Conference Doctoral Consortium, Atlanta, GA, July 2013  
AoM OB Division Doctoral Consortium, Boston, MA, August 2012  
APA Invited Speech on Retirement Research, Orlando, FL, August 2012  
AoM Workshop on the Productivity Process, Montreal, Canada, August 2010  
AoM HR Division Junior Faculty and Doctoral Consortium, Anaheim, CA, August 2008  
SIOP Doctoral Consortium, San Francisco, CA, April 2008  
SIOP Pre-Conference Workshop, San Francisco, CA, April 2008

**Conference Presentations** (in chronic order; \* denotes student co-authors)

1. Froidevaux, A., Urbanaviciute, I., Shao, Y., Da Motta Veiga, S., Wang, M., & Krings, F. (2021, October). *Changes in perceived age discrimination over time: Patterns, covariates, and consequences*. Paper presented at the biennial meeting of the Age in the Workplace Research Network. Groningen, the Netherlands.
2. Song, Y., Fang, Y., Wang, M., Kammeyer-Mueller, J., Shi, J., & Guan, H. (2021, April). *Employee migrant status and work adjustment: A social cohesion perspective*. Poster presented at the 36<sup>th</sup> Society for Industrial and Organizational Psychology Annual Meeting, virtual conference.
3. Li, Y., Burmeister, A., Wang, M., Asencio, R., Zhu, Y., & Jin, Y. (2020, August). *Age diversity, knowledge exchange, and team innovation: The moderating role of team task reflexivity*. Symposium conducted at 2020 Academy of Management Annual Meeting, virtual conference.
4. Zhang, N., Xu, H., & Wang, M. (2020, August). *Validity concerns of using machine learning in management research*. Paper presented at 2020 Academy of Management Annual Meeting, virtual conference.
5. Pryor, C., Alterman, V., & Wang, M.\* (2019). *Top decision makers' political orientation, nonmarket strategy, and the pursuit of opportunity*. Paper presented at the Babson College Entrepreneurship Research Conference: Babson Park, MA.
6. Wang, M. (2019, August). *Examining how individual, social, and contextual factors affect job search self-regulation*. Discussion conducted at 2019 Academy of Management Annual Meeting, Boston, Massachusetts.
7. Wang, M. (2019, August). *Examining the instigation and receipt of antisocial work behaviors*. Discussion conducted at 2019 Academy of Management Annual Meeting, Boston, Massachusetts.
8. Baranik, L., Zhuang, W., Wang, M., & Zhu, Y. (2019, April). *Examining mistreatment, self-concern and other orientation among nurses*. Symposium conducted at the 34<sup>th</sup> Annual Conference of Society for Industrial Organizational Psychology, National Harbor, Maryland.
9. Debus, M., Körner, B., Wang, M., & Kleinmann, M. (2019, April). *Overqualification and job performance: A dual pathway model*. Symposium conducted at the 34<sup>th</sup> Annual Conference of Society for Industrial Organizational Psychology, National Harbor, Maryland.
10. Shao, Y., Song, Y., Wang, M., Gilbert, E., Lam, C., & Shi, J. (2019, April). *The team-level antecedents of leaders' voice evaluation and its impact on teams*. Symposium conducted at the 34<sup>th</sup> Annual Conference of Society for Industrial Organizational Psychology, National Harbor, Maryland.
11. Sitzmann, T., Song, Y., & Wang, M. (2019, April). *Confounded effect? The relationship between learning and course satisfaction*. Symposium conducted at the 34<sup>th</sup> Annual Conference of Society for Industrial Organizational Psychology, National Harbor, Maryland.
12. Chen, L., Gong, Y., Song, Y., & Wang, M. (2018, August). *Linking creative environment, creativity, and innovation: The role of external contingencies*. Paper presented at 2018 Academy of Management Annual Meeting, Chicago, Illinois.

13. Froidevaux, A., Koopmann, J., Wang, M., & Bamberger, P. (2018, August). *Is student loan debt good or bad for finding employment after college?* Symposium conducted at 2018 Academy of Management Annual Meeting, Chicago, Illinois.
14. Takeuchi, R., Li, Y., & Wang, M. (2018, June). *Performance profiles of expatriates: Examining the effects of work experiences on the longitudinal change patterns of expatriate performance.* Paper to be presented at the 8th biennial meeting of International Association for Chinese Management Research, Wuhan, China.
15. Burmeister, A. & Wang, M. (2018, April). *The content and valence of age stereotypes toward older and younger workers.* Symposium conducted at the 33<sup>rd</sup> Annual Conference of Society for Industrial Organizational Psychology, Chicago, Illinois.
16. Wang, M. (2018, April). *SIOP select: SIOP's role in promoting robust science in I-O psychology.* Panel discussion conducted at the 33<sup>rd</sup> Annual Conference of Society for Industrial Organizational Psychology, Chicago, Illinois.
17. Wang, M. (2018, April). *Organizational practices contributing to successful aging at work.* Discussion conducted at the 33<sup>rd</sup> Annual Conference of Society for Industrial Organizational Psychology, Chicago, Illinois.
18. Wang, M. (2018, January). *Leveraging ageing workforce and age diversity to achieve organizational goals: A human resource management perspective.* Conference on Current and Emerging Trends in Aging and Work, Miami, Florida.
19. Koopmann, J., Johnson, R. E., Wang, M., Lanaj, K., Wang, G., & Shi, J. (2017, August). *An emotional resource view on how and when regulatory focus differentially predicts citizenship.* Symposium conducted at 2017 Academy of Management Annual Meeting, Atlanta, Georgia.
20. Song, Y., Wang, M., Liu, Y., & Shi, J. (2017, August). *Different effects of daily leadership behaviors on team prosocial outcomes.* Symposium conducted at 2017 Academy of Management Annual Meeting, Atlanta, Georgia.
21. Wang, M. (2017, August). *What contributes to job search self-regulation? Understanding individual and contextual factors.* Discussion conducted at 2017 Academy of Management Annual Meeting, Atlanta, Georgia.
22. Fasbender, U., & Wang, M. (2017, April). *Intergroup Contact Quality and Hiring Older People.* Symposium conducted at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida.
23. Froidevaux, A., Zhan, Y., Shi, J., Hirschi, A., Alterman, V., & Wang, M. (2017, April). *Personality and Identity's Impact on Three Conceptions of Bridge Employment.* Symposium conducted at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida.
24. von Bonsdorff, M. E., Zhan, Y., Song, Y., Alterman, V., & Wang, M. (2017, April). *Examining Bridge Employment from a Self-Employment Perspective.* Symposium conducted at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida.
25. Wang, M. (2017, April). *Not Ready for AARP Yet? Exploring I-O Midcareer Issues.* Panel

- discussion conducted at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida.
26. Wang, M. (2017, April). *Alliance Special Session: 100 Years of I-O Research: Contributions From Around the Globe*. Special event conducted at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida.
  27. Wang, M. (2017, April). *Executive Board Special Session: Getting Engaged in I-O Advocacy and Federal Research Funding Opportunities*. Special event conducted at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida.
  28. Wang, M. (2017, April). *Invited Speaker Session: Reflections on the State of Science*. Special event conducted at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida.
  29. Zhang, Z., Kim, J. K., Wang, M., & Fleenor, J. (2017, April). *Expatriate Managers' Participative Leadership: Examining Antecedents and Outcomes*. Poster presented at the 32<sup>nd</sup> Annual Conference of Society for Industrial-Organizational Psychology, Orlando, Florida. (Recipient of 2017 Best International Poster Award, Annual Conference for SIOP).
  30. Li, Y., Wang, M., Alterman, V., Song, Y., Liu, Y., Koopmann, J., & Shi, J. (2016, August). *The impact of relative leader treatment on team members' conflict management process and outcomes*. Symposium conducted at 2016 Academy of Management Annual Meeting, Anaheim, California.
  31. Walker, D., van Jaarsveld, D., Ma, D., & Wang, M. (2016, April). *Does the Source Matter? Gendered Faculty Experience of Academic Incivility*. Symposium conducted at the 31<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, California.
  32. Wang, M. (2016, April). *Executive Board Special Session: How to Advocate for I-O and Unlock Federal Funding Opportunities*. Discussion conducted at the 31<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, California.
  33. Wang, M. (2016, April). *Exploring Strategies to Buffer the Detrimental Impacts of Customer Mistreatment*. Discussion conducted at the 31<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, California.
  34. Wang, M. (2016, April). *The Power of Doing: Connecting Overqualification to Proactive Behaviors*. Discussion conducted at the 31<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, California.
  35. Wang, M. (2016, April). *Alliance Special Session: Meet the Experts: An International Panel on Work and Health*. Panel discussion conducted at the 31<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, California.
  36. Wang, M. (2016, April). *Who is Mistreating Whom? Investigating Novel Drivers of Workplace Mistreatment*. Symposium conducted at the 31<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, California.
  37. Xie, B., Su, Z., Liu, Y., Wang, M., & Zhang, M. (2016, November). *Chinese cancer patients' and family caregivers' health information sources*. Paper presented at the Gerontological Society of America's 69th Annual Scientific Meeting, New Orleans, LA.



38. Lanaj, K., Johnson, R. E., & Wang, M. (2015, August). *When lending a hand depletes the will: The costs and benefits of helping*. Symposium conducted at 2015 Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.
39. Liu, S., Wang, M., Shi, J., & Bacharach, S. (2015, August). *A dynamic model of change in job search intensity: The role of job seekers' social networks*. Symposium conducted at 2015 Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.
40. Wang, M. (2015, August). *New developments in customer mistreatment research*. Discussion conducted at 2015 Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.
41. Avery, D. R., Wang, M., Franklin, D.A., Zhou, L., & Shi, J. (2015, April). *When Misbehavior Matters Most: How Antisocial Behavior Affects Team Performance*. Poster presented at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
42. Wang, M. (2015, April). *Addictions and Vices and Work, Oh My*. Discussion conducted at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
43. Wang, M. (2015, April). *Applying for and Getting Grants-Granting Agencies*. Discussion conducted at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
44. Liu, Y., Zhou, L., Kammeyer-Mueller, J., & Wang, M. (2015, April). *Moods, Self-Efficacy, and Interview Strategies: Carry-Over Effects in Interviews*. Poster presented at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
45. Li, Y., Wang, M., Yao, X., & Huang, Z. (2015, April). *Exploring the Role of Coping Using the Daily Diary Method*. Symposium conducted at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
46. Wang, M. (2015, April). *Alliance for Organizational Psychology Special Session: Ethics and Malpractice in I-O Research: Problems, Solutions, and Prospects*. Panel discussion conducted at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
47. Zhou, L., & Wang, M. (2015, April). *A Formal Model of Team Leader Regulatory Processes*. Symposium conducted at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
48. Wang, M. (2015, April). *Aging and Work Issues: Research, Best Practices, and the Future*. Panel discussion conducted at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
49. Zhan, Y., Li, Y., Wang, M., & Shi, J. (2015, April). *Sleep Quality, Vigor, and Extrarole Behaviors: A Daily Diary Study*. Symposium conducted at the 30<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.
50. Fasbender, U., Wang, M., Voltmer, J. B., & Deller, J. (2015, April). *Postretirement Employment Decisions and Meaning of Work*. Symposium conducted at the 30<sup>th</sup> Annual

Conference of Society for Industrial-Organizational Psychology, Philadelphia, Pennsylvania.

51. Liu, S., Bamberger, P., Wang, M., Shi, J., Bacharach, S., & Melloy, R. (2014, August). *Onboard with an alcohol-focused work style? An examination of newcomer emergent behavior patterns*. Paper presented at 2014 Academy of Management Annual Meeting, Philadelphia, PA.
52. Zhou, L.\*, Venkataramani, V., Wang, M., & Liao, H. (2014, August). *Liked or avoided by others? The influence of employees' and team leaders' informal social network positions on work-central employees' voice*. Paper presented at 2014 Academy of Management Annual Meeting, Philadelphia, PA.
53. Fasbender, U., Deller, J., & Wang, M. (2014, May). *The role of psychological aging experience in post-retirement employment*. Poster presented at the 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
54. Hu, X., Zhan, Y., Wang, M., & Shi, J. (2014, May). *Employees' reactions to customer mistreatment: Moderating role of HRM practices*. Symposium conducted at the 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
55. Shao, R., Zhou, L.\*, Wang, M., & Alterman, V.\* (2014, May). *Survivors' reactions to layoff: The role of corporate social responsibility*. Poster presented at the 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
56. Sitzmann, T., Wang, M., & Alterman, V.\* (2014, May). *The survey effect: Does administering surveys alter trainees' behavior?* Symposium conducted at the 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
57. Zhan, Y., Wang, M., & Shi, J. (2014, May). *Motivation and working after retirement: Testing the role of gender*. Symposium conducted at the 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
58. Zhou, L.\*, Gelfand, M. J., Li, Y.\*, Wang, M., Aktas, M., & Frick, S. E. (2014, May). *Interaction between leader network ties and subordinate cultural values*. Poster presented at the 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
59. Zhou, L.\*, Wang, M., Liu, Y.\*, Shi, J., & Liu, S. (2014, May). *Follower- and leader-rated ethical leadership and follower outcomes*. Symposium conducted at the 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
60. Wang, M., Liu, Y.\*, Kammeyer-Muller J., & Shi, J. (2013, August). *Newcomers' use of proactive socialization tactics and person-organization fit*. In A. Garza, & F. Morgeson (Chairs), *Person-environment fit: Unanswered questions and new directions*. Symposium conducted at 2013 Academy of Management Annual Meeting, Orlando, FL.
61. Liu, Y.\*, Wang, M., Chang, C., Zhou, L.\*, & Shi, J. (2013, May). *Daily work-family conflict and aggression toward family and friends: A moderated mediated model*. Poster presented at the 10<sup>th</sup> International Conference on Occupational Stress and Health, Los Angeles, CA.
62. Santoro, J. M.\*, Zhou, L.\*, Wang, M., Kammeyer-Mueller, J. D., Halvorsen-Ganepola, M. D., & Sequeira Grass, S. (2013, April). *Mood moderates the indirect relationship between interviewing self-efficacy and performance*. Poster presented at the 28<sup>th</sup> Annual Conference

of Society for Industrial/Organizational Psychology, Houston, TX.

63. Zhou, L.\*, Penn, L. T.\*, Wang, M., Shi, J., Santoro, J. M.\*, & Liu, Y.\* (2013, April). *Ethical leadership buffers negative effects of group moral identity diversity*. Poster presented at the 28<sup>th</sup> Annual Conference of Society for Industrial/Organizational Psychology, Houston, TX.
64. Zhou, L.\*, Wang, M., Liu, Y.\*, Penn, L. T.\*, & Shi, J. (2013, April). *Resources from supervisors to subordinates: Measurement development and theoretical integration*. Poster presented at the 28<sup>th</sup> Annual Conference of Society for Industrial/Organizational Psychology, Houston, TX.
65. Cheung, S. Y., Gong, Y., Wang, M., Zhou, L.\*, & Shi, J. (2012, December). *Cognitive and affective crossfire: Joint effects of functional diversity and affect-based trust on knowledge sharing and innovation in teams*. Paper presented at 2012 Asia Academy of Management Conference, Seoul, South Korea.
66. Avery, D. R., Wang, M., Volphone, S. D.\*, & Zhou, L.\* (2012, April). *The impact of sex dissimilarity in the empowerment-performance relationship*. Poster presented at the 27<sup>th</sup> Annual Conference of Society for Industrial/Organizational Psychology, San Diego, CA.
67. Shi, J., Liu, Y.\*, Zhou, L.\*, & Wang, M. (2012, April). *Subordinate's political skill and supervisor's dependence on subordinate*. Poster presented at the 27<sup>th</sup> Annual Conference of Society for Industrial/Organizational Psychology, San Diego, CA.
68. Wang, M., Zhou, L.\*, Liu, S., & Yao, X. (2012, April). *Team employee development climate and team effectiveness: Examining the team-level mediating roles of knowledge sharing, learning behavior, and social capital seeking*. Symposium conducted at the 27<sup>th</sup> Annual Conference of Society for Industrial/Organizational Psychology, San Diego, CA.
69. Zhou, L.\*, Wang, M., Belanger, J., Zhan, Y., & Liu, S. (2012, April). *Mood influence on training motivation and training transfer*. Symposium conducted at the 27<sup>th</sup> Annual Conference of Society for Industrial/Organizational Psychology, San Diego, CA.
70. Zhu, L.\*, Thau, S., Aquino, K., Leavitt, K., Duffy, M., Wang, M., & Zhou, L.\* (2011, November). *Social consequences of moral identity symbolizations*. Paper presented at 2011 Southern Management Association Meeting, Savannah, GA.
71. Xie, B., Wang, M., Feldman, R., & Zhou, L.\* (2011, November). *Measuring the relationship between age and preferences for health information and decision-making*. Paper presented at the 64<sup>th</sup> Annual Scientific Meeting of the Gerontological Society of America (GSA), Boston, MA.
72. Zhou, L.\*, Wolkoff, L., Liu, S., Zhan, Y., Wang, M., & Shi, J. (2011, May). *Commuting stress and self-regulation at work: Moderating roles of commuting means efficacy and task significance*. Poster presented at the 9th International Conference on Work, Stress and Health, Orlando, FL. (Recipient of 2011 Best Student Research Award, the 9th International Conference on Work, Stress and Health).
73. Baranik, L. E., Wang, M., Gong, Y., & Shi, J. (2011, April). *Customer-related social stressors, rumination, and social sharing: A longitudinal investigation*. Poster presented at the 26th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.
74. Liu, S., Wang, M., Zhan, Y., Zhou, L.\*, Wolkoff, L., & Shi, J. (2011, April). *A study of the*

- antecedents of perceived overqualification*. Symposium conducted at the 26th Annual Conference of Society for Industrial/Organizational Psychology, Chicago, IL.
75. Wang, M., Liu, S., Liao, H., & Shi, J. (2010, August). *Daily customer mistreatment and employees' negative mood in the next morning: Investigating the mediation role of rumination and the moderation role of POS*. Paper presented at the 2010 Academy of Management Annual Meeting, Montreal, Canada.
76. Zhang, Z., Wang, M., & Shi, J. (2010, August). *Why (not) change? Effects of leader-follower congruence in proactive personality on LMX and work outcomes*. Paper presented at the 2010 Academy of Management Annual Meeting, Montreal, Canada.
77. Alonso, A., Diaz Granados, D., Oliver, J., Reichman, W., & Wang, M. (2010, April). *The birth of the international affairs committee: Goals and actions*. Special event conducted at the annual conference of Society for Industrial and Organizational Psychology, Atlanta, GA.
78. Chan, D., & Wang, M. (2010, April). *Mixture latent Markov modeling: Unobserved heterogeneity in longitudinal qualitative change*. Symposium conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
79. Liu, S.\*, Wang, M., Zhan, Y.\*, & Zhou, L\*. (2010, April). *Multilevel mediation analyses: A new procedure using bootstrap method*. Symposium conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
80. Liu, S.\*, Wang, M., Zhan, Y.\*, Zhou, L.\*, Liao, F.\*, & Shi, J. (2010, April). *Counterproductive work behaviors as a result of overqualification*. Symposium conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
81. McCune, E., Truxillo, D. T., Bauer, T., & Wang, M. (2010, April). *Negative pre-training events and personality interact to affect training motivation*. Poster conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
82. Wang, M. (2010, April). *An aging workforce: Processes, outcomes, and solutions*. Discussion conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
83. Wang, M. (2010, April). *Pattern-oriented methodology in I-O psychology: Taking the next step*. Panel discussion conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
84. Wang, M. (2010, April). *Advancing workforce planning: Opportunities and challenges*. Panel discussion conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
85. Zhan, Y.\*, Liu, S.\*, Murphy, L., Wang, M., Bodner, T., & Zhou, L.\* (2010, April). *Retirement decision: A meta-analytic review of its predictors*. Symposium conducted at the 25th Annual Conference of Society for Industrial/Organizational Psychology, Atlanta, GA.
86. Cheng, J.-M., Cunningham, C. J. L., Wang, M., & Shi, J. (2009, November). *The*

- relationship between personality, stressors, and strains among Chinese workers.* Paper presented at Work, Stress, and Health Conference 2009, San Juan, Puerto Rico.
87. Drown, D., Murphy, L., Hahn, D., Burlacu, G.\*, Wang, M., & Shi, J. (2009, November). *Effects of supervisory humor style on P-O fit and emotional exhaustion.* Paper presented at Work, Stress, and Health Conference 2009, San Juan, Puerto Rico.
88. Sears, L. E., Sinclair, R. R., Wang, M., & Shi, J. (2009, November). *A model of economic stress and employee outcomes.* Paper presented at Work, Stress, and Health Conference 2009, San Juan, Puerto Rico.
89. Wang, M., Barnes-Farrell, J., & Fisher, G. G. (2009, November). *Using archival data to understand Occupational Health Psychology issues: Methodological challenges and opportunities.* Symposium presented at Work, Stress, and Health Conference 2009, San Juan, Puerto Rico.
90. Zhan, Y.\*, Wang, M., Liu, S.\*, & Shi, J. (2009, November). *Daily negative mood and daily emotional labor: Moderating roles of emotional intelligence and perceived emotional demand.* Paper presented at Work, Stress, and Health Conference 2009, San Juan, Puerto Rico. (Recipient of Student Research Competition Award)
91. Wang, M., Liao, H., Zhan, Y.\*, Shi, J., & Zhang, Z. (2009, August). *Daily customer mistreatment and employee sabotage against customers: A resource perspective.* Paper presented at the 2009 Academy of Management Annual Meeting, Chicago, IL.
92. Zhan, Y.\*, Liu, S.\*, Murphy, L., Wang, M., Bodner, T., & Zhang, Z. (2009, August). *Predicting Retirement Decision: A Meta-analytic Review.* Paper presented at the 2009 Academy of Management Annual Meeting, Chicago, IL.
93. Ford, D., Truxillo, D., Wang, M., Guidry, B., & Hendrickson, J. (2009, April). *Sources of rating inaccuracy in job analysis: A field experiment.* Symposium conducted at the 24th Annual Society for Industrial/Organizational Psychology Conference, New Orleans, LA.
94. Liu, S.\*, Wang, M., Liao, F.\*, Costa, A.\*, Zhan, Y.\*, & Shi, J. (2009, April). *Work-family conflict and alcohol use: A daily study.* Poster presented at the 24th Annual Society for Industrial/Organizational Psychology Conference, New Orleans, LA.
95. Murphy, L., Hammer, L., & Wang, M. (2009, April). *Exploring relationships between work-family conflict, psychological detachment, and work engagement.* Poster presented at the 24th Annual Society for Industrial/Organizational Psychology Conference, New Orleans, LA.
96. Wang, M., Burlacu, G.\*, Costa, A.\*, Liao, F.\*, Zhan, Y.\*, & Liu, S.\* (2009, April). *Predicting longitudinal change patterns of bridge employment: A dynamic perspective.* Symposium conducted at the 24th Annual Society for Industrial/Organizational Psychology Conference, New Orleans, LA.
97. Wang, M., Sinclair, R., Deese, M., & Shi, J. (2009, April). *Social antecedents of destructive leadership in the Chinese military.* Symposium conducted at the 24th Annual Society for Industrial/Organizational Psychology Conference, New Orleans, LA. (Featured on SIOP

website).

98. Zhou, L.\*, Shi, J., Xu, C., & Wang, M. (2009, April). *Measurement and moderator of political skill in Chinese*. Poster presented at the 24th Annual Society for Industrial/Organizational Psychology Conference, New Orleans, LA.
99. Atwater, L., Wang, M., Smither, J., & Fleenor, J. (2008, August). *Do cultural characteristics affect the relationship between self and others' ratings of leadership?* Paper presented at the 2008 Academy of Management Annual Meeting, Anaheim, CA.
100. Wang, M. (2008, August). *New perspectives on performance appraisal: Toward an integrated model*. Discussion presented at the 2008 Academy of Management Annual Meeting, Anaheim, CA.
101. Zhan, Y.\*, Wang, M., & Liu, S\*. (2008, August). *Individual adaptability and work-related outcomes: Organizational tenure as a moderator*. Poster presented at the 116th Annual Convention of the American Psychological Association, Boston, MA.
102. Mohr, C., Wang, M., Wendt, S.\*, & Liu, S.\* (2008, July). *Work stress and alcohol use across cultures*. Symposium to be presented at the 29th International Congress of Psychology, Berlin, Germany.
103. Ford, D., McFarland, L., Zhan, Y.\*, Wang, M., & Truxillo, D. (2008, April). *The social dynamics of rater consensus: Individual difference effects*. Poster presented at the 23rd Annual Society for Industrial/Organizational Psychology Conference, San Francisco, CA.
104. Ford, D., Truxillo, D., Wang, M., Ployhard, R., & Bauer, T. (2008, April). *Individual differences and the quality of job analysis ratings*. Poster presented at the 23rd Annual Society for Industrial/Organizational Psychology Conference, San Francisco, CA.
105. Liu, S.\*, Wang, M., Piccolo, R. F., Zhan, Y.\*, & Shi, J. (2008, April). *Core self-evaluation in China: Predicting job satisfaction and job performance*. Poster presented at the 23rd Annual Society for Industrial/Organizational Psychology Conference, San Francisco, CA.
106. Murphy, L., Hammer, L., Wang, M., & Shi, J. (2008, April). *The benefits of nonwork experiences for employee health and performance*. Symposium conducted at the 23rd Annual Society for Industrial/Organizational Psychology Conference, San Francisco, CA.
107. Sears, L., Sinclair, R., Wang, M., & Shi, J. (2008, April). *Economic stress and turnover in American and Chinese*. Poster presented at the 23rd Annual Society for Industrial/Organizational Psychology Conference, San Francisco, CA.
108. Shultz, K., Wang, M., & Olson, D. (2008, April). *Role overload and underload in relation to stress and health*. Poster presented at the 23rd Annual Society for Industrial/Organizational Psychology Conference, San Francisco, CA.
109. Liu, S.\*, Wang, M., & Zhan, Y\*. (2008, March). *Work family conflict, work stress and alcohol use: A daily study*. Symposium conducted at the 7th International Conference on Work, Stress, and Health, Washington D.C. (*Recipient of Student Research Competition*

Award)

110. Sears, L., Murphy, L., Sinclair, R., Davidson, S., & Wang, M. (2008, March). *Insufficient staffing: missed breaks, overtime, and safe nursing care delivery*. Symposium conducted at the 7th International Conference on Work, Stress, and Health, Washington D.C.
111. Yang, H., Schnall, P., Baker, D., Huang, Y., Wang, M., Landsbergis, P., Li, J. et al. (2008, March). *Beijing Workshop on Work Stress*. Symposium conducted at the 7th International Conference on Work, Stress, and Health, Washington D.C.
112. Erdheim, J., & Wang, M. (2007, April). *Do the Big Five relate to goal orientation?* Poster presented at the 22nd Annual Society for Industrial/Organizational Psychology Conference, New York, NY.
113. Wang, M. (2007, April). *Potential problems with incorporating international components into I/O education*. Symposium conducted at the 22nd Annual Society for Industrial/Organizational Psychology Conference, New York, NY.
114. Wang, M., Ford, D., Liu, S.\*, & Zhan, Y.\* (2007, April). *Examining stable and temporal variance components in the Abridged Job in General scale: A longitudinal investigation*. Symposium conducted at the 22nd Annual Society for Industrial/Organizational Psychology Conference, New York, NY.
115. Wang, M., Shultz, K., Zhan, Y.\*, & Liu, S.\* (2007, April). *Antecedents and health outcomes of bridge employment: A longitudinal investigation*. Symposium conducted at the 22nd Annual Society for Industrial/Organizational Psychology Conference, New York, NY.
116. Takeuchi, R., Wang, M., & Gong, Y. (2006, August). *Goal orientation and emotional stability effects on expatriates: The role of psychological workplace strain and self-efficacy*. Symposium conducted at the 66th annual meeting of the Academy of Management, Atlanta, GA.
117. Guidroz, A. M., Wang, M., & Perez L. M. (2006, May). *Conflict and emotional exhaustion: Another look at the burnout progression*. Poster presented at the 21st Annual Society for Industrial/Organizational Psychology Conference, Dallas, TX.
118. Takeuchi, R., Wang, M., & Gong, Y. (2006, May). *Mediating effects of self-efficacy and psychological workplace strain for expatriates*. Symposium conducted at the 21st Annual Society for Industrial/Organizational Psychology Conference, Dallas, TX.
119. Wang, M. (2006, May). *Retirement transition and adjustment process: Examining psychological well-being change patterns*. Poster presented at the 21st Annual Society for Industrial/Organizational Psychology Conference, Dallas, TX.
120. Wang, M., & Russell, S. S. (2006, May). *The relationship between facet and general job satisfaction: A comparison using Chinese and American workers*. Symposium conducted at the 21st Annual Society for Industrial/Organizational Psychology Conference, Dallas, TX.
121. Whinghter, L. J., Cunningham, C., Wang, M., & Burnfield, J. (2006, May). *Frustration in graduate school: The role of goal orientation*. Poster presented at the 21st Annual Society for Industrial/Organizational Psychology Conference, Dallas, TX.

122. Wang, M., & Chen, Y. (2006, April). *Age differences in attitude change: Influences of cognitive resources and motivation on responses to argument quantity*. Poster presented at the 2006 Cognitive Aging Conference, Atlanta, GA.
123. Wang, M., & Broadfoot, A. A. (2006, March). *Profiling retirees: Examining the change patterns of retirees' psychological well-being*. Symposium conducted at the 6th International Conference on Work, Stress, and Health, Miami, FL.
124. Wang, M., Burnfield, J., Cunningham, C., & Whinghter, L. J. (2006, March). *Linking achievement goals to health outcomes: Examining mediating psychological variables*. Poster presented at the 6th International Conference on Work, Stress, and Health, Miami, FL.
125. Cunningham, C., Whinghter, L. J., Wang, M., Schwetschenau, H., Douglass, O., & Jex, S. M. (2005, August). *Positive correlates of exercise in the workplace*. Symposium conducted at the 113th Annual Convention of the American Psychological Association, Washington, DC.
126. Wang, M., Burnfield, J., Crossley, C. D., & Erdheim, J. (2005, April). *A goal orientation perspective on expatriation: An empirical examination*. Poster presented at the 20th Annual Society for Industrial/Organizational Psychology Conference, Los Angeles, CA.
127. Wang, M., Hakel, M., Whinghter, L. J., Liao, F., & Liang, J. (2005, April). *Examining different types of work experience on expatriate longitudinal performance*. Poster presented at the 20th Annual Society for Industrial/Organizational Psychology Conference, Los Angeles, CA.
128. Erdheim, J., & Wang, M. (2005, April). *Linking the Big Five personality construct to organizational commitment*. Poster presented at the 20th Annual Society for Industrial/Organizational Psychology Conference, Los Angeles, CA.
129. Little, I. S., Wang, M., & Russell, S. S. (2005, April). *Hypothesizing DTF of work stress across Chinese and American workers*. Poster presented at the 20th Annual Society for Industrial/Organizational Psychology Conference, Los Angeles, CA.
130. Takeuchi, R., Wang, M., Marinova, S. V., & Liang, J. (2005, April). *A social exchange perspective on expatriation: An empirical examination*. Poster presented at the 20th Annual Society for Industrial/Organizational Psychology Conference, Los Angeles, CA.
131. Whinghter, L. J., Cunningham, C., & Wang, M. (2005, April). *Deal with it: Coping style and occupational stress*. Poster presented at the 20th Annual Society for Industrial/Organizational Psychology Conference, Los Angeles, CA.
132. Blanchard-Fields, F., Chen, Y., Horhota, M., & Wang, M. (2004, June). *Cross cultural and age differences in the correspondence bias*. Poster presented at the 16th Annual Convention of American Psychological Society, Chicago, IL.
133. Wang, M., Crossley, C. D., Walker, A., & Blackburn, J. (2004, April). *Perceived organizational support and well-being as predictors of expatriates' success*. Poster presented at the 19th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.



134. Wang, M., & Russell, S. S. (2004, April). *Measurement equivalence of the job descriptive index across Chinese and American workers: Results from confirmatory factor analysis and item response theory*. Poster presented at the 19th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.
135. Crossley, C. D., Stanton, J., & Wang, M. (2004, April). *State and trait negative affect as predictors of job-search success*. Poster presented at the 19th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.
136. Ladato, M., Jex, S. M., & Wang, M. (2004, April). *Moderating stressor-strain relationships with efficacy and altruism: A multilevel study*. Poster presented at the 19th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.
137. Takeuchi, R., Wang, M., & Marinova, S. V. (2004, April). *Centrality of work stress for expatriates during international assignments: The pervasive role of stress and its consequences*. Poster presented at the 19th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.
138. Gordon, N. S., McAuley, J. D., Miller, J. P., Wang, M., & Pang K. C. H. (2003, November). *A comparison of simultaneous temporal processing in young and elderly rats and humans*. Poster presented at the 33rd Annual Meeting of the Society for Neuroscience, New Orleans, LA.
139. Wang, M., & Chen, Y. (2003, August). *Age differences in flexible correction processes of social judgment*. Poster presented at the 111th Annual Convention of American Psychology Association, Toronto, Ontario, Canada.
140. Walker, A., Wang, M., & Lodato, M. A. (2003, April). *Incremental validity of peer/leader ratings in a multisource feedback application*. Poster presented at the 18th Annual Society for Industrial/Organizational Psychology Conference, Orlando, FL.
141. Tisak, M. S., Chen, Y., Tisak, J., Goldstein, S., & Wang, M. (2003, April). *Adolescent misconduct behaviors: The perspective of parents vs. adolescents across two cultures*. Poster presented at the 2003 Biennial Meeting of Society for Research in Child Development, Tampa, FL.
142. Chen, Y., Wyrobeck, J., Miller, J., & Wang, M. (2002, April). *Age differences in self-regulation: Are you aware of your age stereotypes?* Poster presented at the 2002 Cognitive Aging Conference, Atlanta, GA.

#### Selected Technical Reports

- Jex, S. M., Wang, M., & De La Rosa, G. (2006). *The relationship between stress and the stability of army soldier performance: A multiple Criterion approach*. Technical report prepared for Walter Reed Army Institute of Research, Department of Defense, Washington D. C.
- Wang, M., & Howard, M. (2004). *Linking the customer satisfaction to casino financial outcomes*. Technical report prepared for Harrah's Entertainment, INC., Memphis, TN.

- Wang, M., & Howard, M. (2004). *An examination of secret shopper ratings and supervisor ratings on spotlight behaviors for key service positions: Do spotlight behaviors improve customer satisfaction?* Technical report prepared for Harrah's Entertainment, INC., Memphis, TN.
- Whinghter, L. J., Cunningham, C., Wang, M., Schwetshenau, H., Douglas, O., & Jex, S. M. (2004). Premcor Lima Refinery employee Fitness program evaluation. Technical report prepared for Premcor Lima Refinery, Lima, OH.
- Jex, S. M., Whinghter, L. J., Cunningham, C., Wang, M., Schwetshenau, H., Douglas, O., & (2004). *Stress and health: Evaluating HCR Manor Care's on-site fitness facility.* Technical report prepared for HCR Manor Care, Toledo, OH.

### **Teaching Experience**

- **University of Florida (July 2011 – present)**
  - MAN 7108 (Research Methods)
  - MAN 7267 (Work Groups & Teams in Organizations)
  - MAN 5246 (Organizational Behavior)
- **University of Maryland (January 2009 – May 2011)**
  - PSY 603 (Introduction to Organizational Psychology)
  - PSY 708 (Psychometrics)
  - PSY 798 (Work Motivation)
  - PSY 798 (Categorical Data Analysis)
  - PSY 888 (Aging and Longitudinal Methodology)
- **Portland State University (September 2005 – December 2008)**
  - PSY 510/610 (Item Response Theory and Latent Categorical Variable Analysis)
  - PSY 510/610 (Multilevel Modeling and Longitudinal Analysis)
  - PSY 510/610 (Criterion Theory and Performance Appraisal)
  - PSY 521/621 (Univariate Quantitative Methods)
  - PSY 448/548 (Work Motivation)
  - PSY 410/510 (Cross-Cultural Issues in HR Practice)
  - PSY 362 (Organizational Psychology)
  - PSY 361 (Industrial Psychology)
- **Portland State University (September – December 2006)**
  - Voluntary Structural Equation Modeling Seminar
- **Portland State University (December 2006)**
  - Voluntary MPlus Statistical Software Tutorial Seminar
- **Portland State University (May 2006)**
  - Guest speaker for STAT 530 (Survival Analysis)
- **Bowling Green State University (September 2003 – May 2004)**
  - Graduate level statistic labs for Psyc 667 and Psyc 668 (Advanced Statistics)
- **Bowling Green State University (March 2004)**

Ad hoc instructor for Psyc 310 (Life Span Development)

### **Graduate Student Advising**

#### **Doctoral Dissertation (Committee Chair; Original Placement/Current Placement Listed)**

University of Florida

- Le Zhou (2014; University of Minnesota/University of Minnesota)
- Jaclyn Koopmann (2016; Auburn University/Auburn University)
- Yihao Liu (2017; University of Illinois at Urbana-Champaign/University of Illinois at Urbana-Champaign)
- Yixuan Li (2018; Purdue University/University of Florida)
- Yifan Song (2019; Temple University/Temple University)
- Valeria Alterman (2020; University of Miami/University of Miami)
- Yiduo Shao (2022; University of Iowa/University of Iowa)

University of Maryland

- Songqi Liu (2011; Pennsylvania State University/Georgia State University)
- Yujie Zhan (2011; Wilfred Laurier University/Wilfred Laurier University)

#### **DBA Dissertation (Committee Chair)**

University of Florida

- William Poellnitz (2021)
- Thomas Bussen (2021)
- Michelle Lopez (2022)

#### **Doctoral Dissertation (Committee Member)**

University of Florida

- Alex Rubenstein (2014)
- Andrew Woolum (2017)
- Min-Hsuan Tu (2019)
- Binyamin Cooper (2020)
- Remy Jennings (2022)

Leuphana University of Lüneburg, Germany

- Anne Wohrmann (2013)
- Ulrike Fasbender (2014)
- Martin Puppertz (2017)

VU University Amsterdam, Netherlands

- Tugba Polat (2015)
- Jesse T. Vullings (2021)

University of Lausanne, Switzerland

- Ariane Froidevaux-Rosselet (2016)

University of Maryland

- Juliet Aiken (2011)
- Susan Campbell (2011)
- Anna Sheveland (2012)
- Julia O'Brian (2012)
- Emily Feinberg (2012)

Portland State University

- Kristin Charles (2007)
- Gabriela Burlacu (2012)

#### Master Thesis (Committee Chaired)

University of Maryland

- Le Zhou (2011)

Portland State University

- Songqi Liu (2008)
- Yujie Zhan (2008)

#### Master Thesis (Committee Member)

University of Maryland

- Hyeyoung Shin (2010)
- Emily Feinberg (2009)
- Julie O'Brien (2009)

Portland State University

- Gabby Burlacu (2009)
- Hoang Gia Thu (2009)
- Damon Drown (2008)
- Lauren Murphy (2008)
- Lindsay Sears (2008)
- Daniel Hahn (2008)
- Dave Cadiz (2008)
- Stacie Wendt (2008)
- Elizabeth McCune (2007)
- Kristi Zimmerman (2007)

#### Comprehensive Exam Committees (Committee Chaired)

University of Maryland

- Songqi Liu (2010)
- Yujie Zhan (2010)
- Julia O'Brien (2010)

#### Comprehensive Exam Committees (Committee Member)

University of Maryland

- Emily Feinberg (2010)
- Anna Sheveland (2010)

Portland State University

- Debora Ford (2008)
- Rachel Daniels (2008)
- Kristi Zimmerman (2008)
- Clayton Yonce (2007)
- Michael Buck (2006)

## **College Committee**

### **Committee Members**

University of Florida

- Research Committee, Warrington College of Business Administration (August 2016 - July 2017)
- Faculty Advisory Committee, Warrington College of Business Administration (August 2012 - July 2016)
- Specialized Graduate Programs Committee, Warrington College of Business Administration (August 2013 - July 2014)
- Minority Mentor Committee, Warrington College of Business Administration (August 2012 - July 2013)

## **Departmental Committee**

### **Chaired Committees**

University of Maryland

- Co-Chair of Graduate Admission Committee, SDOS program (2009 – 2010)

### **Committee Members**

University of Maryland

- Social Psychology Faculty Search Committee, Department of Psychology (August 2009 - March 2010)
- Undergraduate Stat-Methods-Labs Committee, Department of Psychology (October 2009 - December 2009)

Portland State University

- Graduate Committee, Department of Psychology, Portland State University (2006-2008)

## **Consulting Experiences**

- Insight Worldwide, Inc. (2009-present)
- Joint Staff High-Risk Behavior Working Group, Department of Defense (2015)
- The Asia Foundation (2013)
- Unicru (2006-2007)
- Harrah's Entertainment, Inc. (2005-2007)