

Industrial-Organizational Psychology Training Area
Department of Psychological Sciences
College of Health & Human Sciences
703 Third Street, West Lafayette, Indiana, USA 47907

2021-2022 Communication on Engagement

Statement from CEO-Equivalent

“I continue to support the Purdue Industrial-Organizational Psychology program's participation in the UN Global Compact, as well as their ongoing and continued commitment to the initiative and its principles.”

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About Us

The mission of Purdue University is to serve the citizens of Indiana, the United States, and the world through discovery that expands the realm of knowledge, learning through dissemination and preservation of knowledge, and engagement through exchange of knowledge.

Purdue's College of Health and Human Sciences prepares scholars, develops leaders, translates theory to practice, and advances knowledge of human behavior, health, and quality of life. It is characterized by an interdisciplinary environment for discovery, learning, and engagement; faculty and graduates who are leaders in the health and human sciences; research that advances knowledge and is responsive to ever-changing conditions; applications of knowledge to improve people's well-being; engagement with diverse constituencies and communities to address a broad spectrum of human needs. Its vision is to have an increasingly positive impact on the behavior, health, and quality of life of people through exemplary interdisciplinary education and research; independent researchers and collaborative groups who conduct internationally recognized basic and applied research; talented and creative students who achieve great success in their educational pursuits; highly effective training of leaders to meet current and future global challenges; entrepreneurial initiatives that deliver lasting benefits to people; engagement and partnerships that strengthen our educational programs and increase our contributions to people locally and globally; an academic community that is exemplary in its understanding and appreciation of intellectual and cultural diversity.

The Department of Psychological Sciences is home to distinguished researchers, students, and teachers committed to HHS's mission and vision. The department is known throughout the world, consistently ranked among the top psychology programs, and has hundreds of award-winning alumni making use of their training in psychology. The department's Industrial and Organizational (I-O) Psychology training program is among the oldest in the world, conferring its first degree in 1939. The program has graduated more PhDs, and produced more SIOP

Fellows, than any other I-O program, and is among the top ranked programs in the world. The program consists of six active research laboratories focused on advancing knowledge of the psychology of work. Faculty research largely takes a person-centric perspective focused on employee psychological experience and the impact of such experience on employees, employers, and society at large. Graduate training is based on a science-practice model, where students are trained both as researchers as well as applied scientists equipped to work with organizations on human resource issues.

2021-2022 Activities Aligned with the 10 Principles of the UN Global Compact

Note: Names in bold are current members of Purdue Industrial-Organizational Psychology Training Program.

Service Work

Our program continues to highlight our participation in the Global Compact on the program website: http://www.purdue.edu/hhs/psy/graduate/graduate_training_areas/industrial/index.html

Our program continues to share all application materials, a pitch presentation, internal documents, and our previous COE with the Society of Industrial-Organizational Psychology for use in their Toolkit for I-O Psychology Programs to join the United Nations Global Compact: <https://www.siop.org/About-SIOP/Advocacy/SIOP-and-the-United-Nations/Global-Compact>

Faculty and students are members of the Purdue Diversity, Equity and Inclusion Science Consortium (<https://www.purdue.edu/hhs/consortium/>) within the College of Health and Human Sciences. This interdisciplinary group advances research on the science of diversity, equity, and inclusion and aims to connect people from diverse backgrounds. Past talks have centered on racial disparities, creating cultures of inclusion in higher education, incorporating DEI into research and practice.

Tara Behrend is a Board Member of the National Academies Board on Human-Systems Integration, with a primary focus on developing technologies that are ethical and benefit humanity.

Franki Kung (faculty member) serves as Director of the Purdue Psychological Sciences Faculty Committee on Diversity, Equity, and Inclusion (2022). He previously served as a committee member (2021-2022).

Franki Kung (faculty member) serves as an organizing member of Reviewer Zero (www.reviewerzero.net), a service that reimagines academic peer review to grow a diverse new generation of scholars in psychology and neuroscience. (2020-present).

Sharon Li (graduate student) served as intern for the SIOP-UN Committee (2020-2021).

Chelsea Song (faculty member) serves as a committee member of the Purdue Psychological Sciences Faculty Committee on Diversity, Equity, and Inclusion (2021-2022).

Sang Eun Woo (faculty member) was appointed as the Susan Bulkeley Butler Chair for Leadership Excellence at Purdue University, starting 2023.

Faculty Research

Dr. Tara Behrend's Workplaces and Virtual Environments Lab (wave-lab.org) focuses on generating knowledge by conducting rigorous research with real world impact in order to improve human-technological systems and inform policy. Main research topics include technology-mediated interviews, electronic surveillance and monitoring, and technology and learning.

Dr. Franki Kung's Conflict and Mindset Collaboratory (www.conflictmindset.org) generates actionable insights that help individuals and organizations to resolve disputes between people and groups optimally. Ongoing projects focus on developing more constructive negotiation tactics, minimizing tensions that arise from cultural conflicts, and promoting diversity and cultural synergy in the workplace.

Dr. Melissa Robertson's Relationships and Work Lab (relationshipsandworklab.com) focuses on how social relationships contribute to workers' development, well-being, and inclusion. She is particularly interested in evidence-based strategies to promote the development of workers from socially disadvantaged backgrounds. Ongoing projects focus on the effective mentorship and supervision of workers from stigmatized backgrounds (e.g., individuals from minoritized racial/ethnic groups; individuals with disabilities) and mentoring as an attachment relationship.

Dr. Chelsea Song's Diversity in Hiring Lab examines topics related to recruitment, selection, and person-job fit, with an aim to increase gender and racial equality within the workforce. Ongoing projects examine the relationship between individual differences (e.g., personality and vocational interests) and workplace outcome; and optimize hiring and admission decisions to take into account diversity and other objectives.

Dr. Louis Tay's Well-Being and Measurement Lab (<https://www.wam-lab.com/>) continues to carry out research on well-being in general, different types of worker well-being, and prosocial behavior and its relation to well-being. This includes research on character and its sensitivity to contextual factors, character and its relation to health behaviors and well-being, how leisure time influences worker well-being, and how to best model virtue. Project recently completed on inequity and well-being in societies. Project underway on gender inequality and well-being in the workplace.

Dr. Sang Eun Woo's Laboratory for Careers and Individual Differences has several ongoing research projects focusing on the roles of personal and situational characteristics -- as well as the dynamic interplay between the two -- in predicting various well-being outcomes in the workplace (e.g., satisfaction, motivation, perceived social support).

Course Content Taught

Introduction to Industrial-Organizational Psychology

Covers equal employment opportunities; organizational justice and fairness; diversity in the workplace; work stress, emotions at work, worker well-being; and inclusivity in the workplace.

Personnel Selection and Performance Appraisal

Covers equal employment opportunities (e.g., based on race, sex, age, etc.)

Work Motivation and Job Satisfaction

Covers issues of human basic needs that need to be fulfilled to experience well-being and effectiveness at work (e.g., autonomy, belongingness).

Culture and Diversity at Work

Highlights the need to understand minoritized populations in research, covers cross-cultural and diversity issues in the workplace, and discusses evidence-based strategies to promote better intergroup understanding, collaboration, and conflict resolution.

Introduction to Research Design in Psychology

Covers generalizability and cross-cultural relevance of psychological research; Ethical treatment of human subjects in research; Open science and ethical research practice; Intellectual property and citation.

Seminar in Research Methods in Industrial-Organizational Psychology

Covers generalizability and cross-cultural relevance of psychological research; Open science and ethical research practice; Addressing grand challenges and UN principles in academic research.

Science of Well-Being

Covers human well-being and the human rights; national and economic conditions that promote well-being; organizational practices that enable well-being

Invited Colloquia Speakers and Focused Discussions

Colloquium Talk: **Peter Mancarella**. (I-O Psychology, Purdue University). Exploring patterns of EPM acceptability. Research presented at the I-O colloquium. February 4, 2021.

Colloquium Talk: Kristen Shockley (University of Georgia). COVID-19 Research: How Dual Earners with Young Kids are Managing and Evidence-Based Recommendations for Remote Work. Research presented at the I-O colloquium. February 18, 2021.

Colloquium Talk: Derek Avery (University of Houston). Black in Business: Reflections on the Role of Race in Industrial and Organizational Psychology and Organizational Behavior. Research presented at the I-O colloquium. March 18, 2021.

Colloquium Talk: **Victoria Scotney** (I-O Psychology, Purdue University). Beliefs about Seeking and Receiving Help: Measurement of the Recipient's Perspective of Helping Behavior.

Research presented at the I-O colloquium, April 8, 2021.

Colloquium Talk: Louis Hickman (Virginia Tech). Machine Learning Personnel Assessments: Investigations of Validity, Generalizability, and Fairness. Research presented at the I-O colloquium, September 9, 2021.

Colloquium Talk: Jordan Nielsen (OBHR, Purdue University). Examining the Threatened Manager: Leader Identity Threat, Actual-Ideal Self-Incongruence, and Leader Well-being. Research presented at the I-O colloquium, September 23, 2021.

Journal Club Discussion: An urgent call for I-O psychologists to produce timelier technology research by **White** et al. (2021). September 30, 2021.

Colloquium Talk: **Bradley Pitcher** (I-O Psychology, Purdue University). Why Are People Willing to Do Dirty Work? Scale Development and an Examination of Initial Evidence. Research presented at the I-O colloquium, October 7, 2021.

Colloquium Talk: Lauren Kuykendall (George Mason University) (2021, October). Looking Back and Looking Forward: Reflections on a Decade Studying Employee Well-Being. Research presented at the I-O colloquium, October 21, 2021.

Journal Club Discussion: Racial inequality in psychological research: Trends of the past and recommendations for the future by Roberts et al. (2020). November 4, 2021.

Colloquium Talk: **Daphne Hou** (I-O Psychology, Purdue University). Measuring Vocational Interests at The Dimensional Level: The Development and Validation of Three Short Scales. Research presented at the I-O colloquium, November 18, 2021.

Journal Club Discussion: Anchoring relationships at work: High-quality mentors and other supportive work relationships as buffers to ambient racial discrimination by Ragins et al. (2017). December 2, 2021.

Colloquium Talk: Allison Gabriel (University of Arizona). Retreating or Repairing? Examining the Alternate Linkages between Partner-Instigated Incivility at Home and Daily Helping at Work. January 20, 2022.

Colloquium Talk: Lillian Eby (University of Georgia). Mindfulness as a Strategy for Improving Relationships and Reducing Stress. February 10, 2022.

Colloquium Talk: **Rick Yang** (I-O Psychology, Purdue University). A Dual-Concern Framework of Goal Conflict Management Strategies: Conceptualization, Measurement, and Implications. February 24, 2022.

Colloquium Talk: Julie Olson-Buchanan (Fresno State University). Voice and Societal Well Being: Framing with Tiles. March 3, 2022.

Colloquium Talk: Ivan Hernandez (Virginia Tech). New Directions in I-O Psychology: Applying Deep Neural Networks to Improve Text Measurement and Creativity. March 10,

2022.

Colloquium Talk: Dorian Boncoeur (University of Notre Dame). To Express or Suppress? How A Climate of Authenticity Shapes the Affective and Behavioral Consequences of Loneliness at Work. April 7, 2022.

Colloquium Talk: **Meaghan Tracy** (I-O Psychology, Purdue University). Does Work Context Matter? Evaluating the Moderating Effect of Remote Work vs. In-Person Work on the Relation between Personality and Job Satisfaction. April 14, 2022.

Colloquium Talk: Veronica Derricks (Indiana University–Purdue University Indianapolis). Not my organization: Exploring the efficacy of organizational solidarity statements as identity-safety cues for Black Americans. September 15, 2022.

Colloquium Talk: Meredith Woehler (Krannert School of Business, Purdue University). How Little We Know About Unequal Networks & Unequal Network Returns: The Case for Studying Gender & Race. October 6, 2022.

Colloquium Talk: YoungAh Park (University of Illinois at Urbana-Champaign). Emotional Labor Work and Health-Related Behaviors. October 20, 2022.

Colloquium Talk: Zhenyu Yuan (University of Illinois Chicago). Being on the Same Page Matters: A Meta-Analytic Investigation of Leader–Member Exchange (LMX) Agreement. October 27, 2022.

Colloquium Talk: Teri Kirby (Social Psychology, Purdue University). The Who and How of Diversity. November 10, 2022.

Colloquium Talk: Kelly Scherer (Scherer Leadership Consulting). Executive Development and Assessment in Corporate Consulting. December 1, 2022.

Grants Awarded

Robertson, M. M., & Shrout, R. (2022). Can we talk about my chronic illness? Chronic illness disclosure and concealment at work and home [Healthy Lifestyles and Vital Longevity Research Award]. Purdue University.

Robertson, M. M. (2022). Understanding behavioral dynamics in mentoring relationships [Health and Human Sciences Research Renewal Grant]. Purdue University.

Melson-Silimon, A., Lumbreras, J., **Robertson, M. M.**, & Carter, N. (2021). Capturing the dynamic nature of code-switching and racial identity management among Black workers [Center for Research and Engagement in Diversity Seed Grant]. University of Georgia.

Forbush, K., Chen, Y., Kristensen, K., Denning, M., Doan, A., Gaddy, M., Mitchell, K., Oehlert, M., **Song, Q. C.**, Watson, D., Wiese, J. (2022). Assessment of eating disorder and comorbidity risk and resilience in a nationally representative sample of recent military enlistees [Peer Reviewed Medical Research Program]. Department of Defense.

Presentations Given

- Anker, J. G., Fecteau, D. B., Eby, L. T., **Robertson, M.** (2022, April). Heroism as a personal resource during COVID-19. In J. G. Anker & L. T. Eby (Co-Chairs), Experiences and perceptions of meaningful and heroic work during crisis. Symposium presented at the 2022 Society for Industrial and Organizational Psychology Conference, Seattle, WA.
- Argueta-Rivera, J., & **Robertson, M.** (2021, July). Mentor support of mentees from racial and ethnic minority groups. Presentation at the 2022 BIG 10 Summer Research Opportunities Program Exhibit, West Lafayette, IN.
- Bauer, K., **Yang, Z.**, & **Kung, F. Y. H.** (2022, May). Increasing Your Own Happiness Through Motivating Others. Poster Presentation at the 14th Annual Meeting of Society for the Science of Motivation, Chicago, IL, United States.
- De Corte, W. & **Song, Q. C.** (2021, April). Pareto-optimal (PO) designs for two-stage complex selection/assignment. In Q. C. Song (Chair), Multi-Objective Optimization in the Workplace 2.0: Applications in Selection. Symposium presentation at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference.
- Denny, A., **Robertson, M.**, & **Zhang, F.** (2022, July). An integrated conceptual definition of cultural awareness. Poster presented at the 2022 Louis Stokes Alliance for Minority Participation Conference, West Lafayette, IN.
- Denny, A., **Robertson, M.**, & Zhang, F. (2022, April). An integrated conceptual definition of cultural awareness. Poster presented at the 2022 Purdue Undergraduate Research Conference, West Lafayette, IN.
- Eby, L. T., **Robertson, M.**, & Fecteau, D. B. (2022, April). Myths and urban legends related to mentoring. In D. B. Fecteau, L. T. Eby, & **Robertson, M. M.** (Co-Chairs), Myths and urban legends about work-related relational phenomena. Symposium presented at the 2022 Society for Industrial and Organizational Psychology Conference, Seattle, WA.
- Fecteau, D. B., Anker, J. G., Eby, L. T., **Robertson, M.**, & Patel, K. (2021, April). Making kindness count: Positive activity interventions as a treatment for depressive symptoms. In D. Fecteau & L. T. Eby (Co-Chairs), Advancing our understanding of mental illness at work. Symposium presented at the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Li, S.**, & **Kung, F. Y. H.** (2022, September). Preliminary evidence for the mechanistic dehumanization of Asian Americans at Work. Poster presentation at the annual meeting of the Asian American Psychological Association National Convention. Virtual.
- Li, S.**, Lapka, S., **Kung, F. Y. H.** (2022, February). Cross-cultural mindsets in the engineering field. Symposium talk presented at the annual meeting of the Society for Personality and Social Psychology. San Francisco, CA, USA.

- Li, S., & Kung, F.Y.H.** (2021, April). Perceived immigrant contribution (PIC): Conceptualization, scale development, and organizational implications. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Virtual.
- Ravid, D. M., Tomczak, D. L., **White, J. C., & Behrend, T. S.** (2021, April). *An incubator for electronic performance monitoring and work privacy research*. Incubator session held at the 36th Annual Conference of the Society of Industrial and Organizational Psychology.
- Robertson, M.,** Lumbreras, J. B., & Melson-Silimon, A. (2022, April). The effects of protégé race/ethnicity on mentoring relationships: A grounded theory review. In J. B. Lumbreras & A. Melson-Silimon (Co-Chairs), *Beyond the margins: Workplace experiences of racial and ethnic minorities*. Symposium presented at the 2022 Society for Industrial and Organizational Psychology Conference, Seattle, WA.
- Song, Q. C.,** Shin, H. J., Tang, C., Hanna, A. & **Behrend, T. S.,** (2022, April). Machine learning enhances the prediction of career choices. In Chris Nye (Chair), *The power of vocational interests: Understanding choices, attitudes, and behavior*. Symposium presentation at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Tang, C., Newman, D. A., **Song, Q. C.** & Wee, S. (2022, April). Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, and empirical Bayes-analysis. In Q. C. Song (Co-Chair) & Wee, S. (Co-Chair), *Multi-Objective Optimization in the Workplace 3.0: Advancing research on adverse impact in personnel selection*. Symposium presentation at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Tang, C., Newman, D. A., **Song, Q. C.** & Wee, S. (2021, April). Pareto-optimal tradeoffs for three notions of test fairness: Equality, test equity, performance equity. In Q. C. Song (Chair), *Multi-Objective Optimization in the Workplace 2.0: Applications in Selection*. Symposium presentation at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, Virtual Conference.
- Trainer, H.g , Eby, L. T., **Robertson, M.,** & Fecteau, D. B.g (2021, April). Understanding relational behavior using micro-behavioral observational coding. In H. Trainer & L. T. Eby (Co-Chairs), *Toolkits for physiological measurement, behavioral coding and computation modeling*. Alternative session presented at the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Thapa, S.,** Mondal, **Tay, L.,** A., Newman, D.B., & De Choudhury, M. (2022, August 12-14). Public expressions of gratitude to God vs inter human gratitude [Poster presentation]. *American Psychological Association*, Minneapolis, USA.
- Thapa, S.,** Mondal, A., Newman, D.B., De Choudhury, M., & **Tay, L.** (2022, May 27-29). Community Religiosity and Gratitude: State-Level Religiosity Relates to Public Expressions of Gratitude Towards Other Humans Rather Than God [Poster presentation]. *Association for Psychological Science*, Chicago, USA.
- Yang, Z. & Kung, F. Y. H.** (2022, May). A Dual-Concern Framework and Measurement of Goal

Conflict Management Strategies. Poster Presentation at the 14th Annual Meeting of Society for the Science of Motivation, Chicago, IL, United States.

Yang, Z., Chao, M. M., & Kung, F. Y. H. (2022, April). Wise Reasoning and Interpersonal Negotiation Outcomes. Poster Presentation at the 37th Annual Convention of the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Yang, Z. & Kung, F. Y. H. (2022, February). Lay Theories of Multitasking and Implications for Multiple Goal Pursuit. Poster Presentation at the 24th Annual Convention of the Society for Personality and Social Psychology, San Francisco, CA, United States.

Publications

Beck, E., & **Thapa, S.** (2022). Dynamic Systems Analysis. In the *Mobile Sensing in Psychology: Methods and Applications*. Guilford Press.

D'Mello, S. K., **Tay, L.**, & Southwell, R. (2022). Psychological measurement in the information age: Machine-learned computational models. *Current Directions in Psychological Science*, 31(1), 76-87.

Forbush, K. T., Swanson, T. J., Gaddy, M., Oehlert, M., Doan, A., Morgan, R., O'Brien, C., Christian, K., **Song, Q. C.**, Watson, D., & Wiese, J. (2022). Design and methods for the Longitudinal Eating Disorders Assessment Project (LEAP) research consortium for veterans. *International Journal of Methods in Psychiatric Research*. doi:10.1002/mpr.1941.

Hickman, L., Bosch, N., Ng, V., Saef, R., **Tay, L.**, & **Woo, S. E.** (2022). Automated video interview personality assessments: Reliability, validity, and generalizability investigations. *Journal of Applied Psychology*, 107(8), 1323–1351.

Kujanpää, M., Syrek, C., **Tay, L.**, Kinnunen, U., Mäkikangas, A., Shimazu, A., ... & De Bloom, J. (2022). Needs-based off-job crafting across different life domains and contexts: Testing a novel conceptual and measurement approach. *Frontiers in Psychology*.

Li, S. & Kung, F.Y.H. (2022). Assessing perceptions of immigrant contribution: Scale development and organizational implications. *Academy of Management Discoveries, Special Issue: Migrant Management: Tensions, Challenges, and Opportunities for Inclusion*.

Li, S. & Kung, F.Y.H. (2021). Leveraging mindset to facilitate multicultural collaborations. In Wong, M.S., Weiner, L., Cerniak, J., & Yee, L.T.S. (Eds.), *Incorporating diversity in classroom settings: Real and engaging examples for various psychology courses*. (Vol 1: Ability, age, culture, ethnicity/race, gender, religion, sexual orientation, and socioeconomic status) (pp 172-177). Society for the Teaching of Psychology.

Newman, D. A., Tang, C., **Song, Q. C.**, & Wee, S. (2022). Dropping the GRE, keeping the GRE, or using GRE-optional admissions? Considering tradeoffs and fairness. *International Journal of Testing*. 22(1), 43-71. doi:10.1080/15305058.2021.2019750.

- Padilla, H., Zuercher, H., **Robertson, M. M.**, DeJoy, D. M., & Wilson, M. (2021). Reach, uptake, and satisfaction between three delivery modes of FUEL Your Life. *Health Promotion Practice*, 22(3), 415-422.
- Ravid, D. M., **White, J. C.**, & **Behrend, T. S.** (2021). Implications of COVID-19 for privacy at work. *Industrial and Organizational Psychology*, 14(1-2), 194-198.
- Ravid, D. M., **White, J. C.**, Tomczak, D. L., Miles, A. F., & **Behrend, T. S.** (2022). A meta-analysis of the effects of electronic performance monitoring on work outcomes. *Personnel Psychology*.
- Robertson, M. M.**, Eby, L. T., Fecteau, D. B., & Anker, J. G. (in press). Contact and impact on the frontline: Effects of relational job architecture and perceived safety climate on strain and motivational outcomes. *Journal of Occupational Health Psychology*.
- Robertson, M. M.**, & Eby, L. T. (2021). To grandmother's house you go: A cross-lagged test of the association between grandchild care and work-family conflict. *Journal of Vocational Behavior*, 129, 103603.
- Shim, Y., Jebb, A. T., **Tay, L.**, & Pawelski, J. O. (2021). Arts and humanities interventions for flourishing in healthy adults: A mixed studies systematic review. *Review of General Psychology*, 25(3), 258-282.
- Song, Q. C.**, Tang, C., Newman, D. A., & Wee, S. (in press). Adverse impact reduction and job performance optimization via Pareto-optimal weighting: A shrinkage formula and regularization technique using machine learning. *Journal of Applied Psychology*.
- Song, Q. C.**, Tang, C., Alexander III, L., Hickman, L., & **Kim, Y.** (in press). Multi-objective optimization for personnel selection: A guide, tutorial, and user-friendly tool. *Personnel Psychology*.
- Song, Q. C.**, Shin, H. J., Tang, C., Hanna, A., & **Behrend, T. S.** (2022). Investigating machine learning's capacity to enhance the prediction of career choices. *Personnel Psychology*. doi:10.1111/peps.12529.
- Song, Q. C.**, Tang, C., & Wee, S. (2021) Making sense of model generalizability: A tutorial on cross-validation in R and Shiny. *Advances in Methods and Practices in Psychological Science*. 4(1), 1-17. doi:10.1177/2515245920947067.
- Tay, L.**, **Woo, S. E.**, Hickman, L., Booth, B. M., & D'Mello, S. (2022). A Conceptual Framework for Investigating and Mitigating Machine-Learning Measurement Bias (MLMB) in Psychological Assessment. *Advances in Methods and Practices in Psychological Science*, 5(1)
- Thapa, S.**, Vaziri, H., Shim, Y., **Tay, L.**, & Pawelski, J. (in press). Development and Validation of the Mechanisms of Engagement in the Arts and Humanities Scales. *Psychology of Aesthetics, Creativity, and the Arts*.

Wee, S., Newman, D. A., **Song, Q. C.**, & Schinka, J. A. (2021). Vocational interests, gender, and job performance: Two person-occupation cross-level interactions. *Personnel Psychology*, 74(2), 323-368. doi:10.1111/peps.12411.

White, J. C., & **Behrend, T. S.** (in press). Workplace surveillance shapes worker experiences. Invited chapter in D. Blustein & L. Flores (Eds), *Rethinking Work*. Routledge.

White, J. C., & **Behrend, T. S.** (2021). Rater attributions of malfunctions in videoconference interviews. *Work, Aging and Retirement*.

White, J. C., Ravid, D. M., Siderits, I. O., & **Behrend, T. S.** (2022). An urgent call for IO psychologists to produce timelier technology research. *Industrial and Organizational Psychology*, 15(3), 441-459.

Woo, S. E., LeBreton, J. M., Keith, M. G., & **Tay, L.** (2022). Bias, fairness, and validity in graduate-school admissions: A psychometric perspective. *Perspectives on Psychological Science*,

Wu, H., **Song, Q. C.**, Proctor, R. W., & Chen, Y. (2022). Family relationships under work from home: Exploring the role of adaptive processes. *Frontiers in Public Health*. doi:10.3389/fpubh.2022.782217.

Zhao, M. Y., & **Tay, L.** (2022). From ill-being to well-being: Bipolar or bivariate? *The Journal of Positive Psychology*.