

# Yimin He

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## Education

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- 2020 **Doctor of Philosophy**, *Texas A&M University*, College Station, TX.  
○ **Major:** Industrial/Organizational Psychology  
○ **Dissertation:** The influence of advice-giving and advice-taking on safety behavior: A social network perspective  
○ **Statistics Certificate: Graduate Certificate in Education & Social Sciences Advanced Research Methods (ARM)**
- 2017 **Master of Science**, *Texas A&M University*, College Station, Texas.  
○ **Major:** Industrial/Organizational Psychology  
○ **Thesis:** Improving workplace safety by thinking about what might have been: To what extent does counterfactual thinking influence workplace safety behavior?
- 2015 **Bachelor of Science**, *Peking University*, Beijing, China.  
○ **Major:** Psychology & Economics

## Professional Employment

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- 2020-2023 **Assistant Professor**, *University of Georgia*.
- 2020-2023 **Assistant Professor**, *University of Nebraska at Omaha*.
- 2019-2020 **Senior Research Associate**, Dr. Emily (Yueng-hsiang) Huang, *Oregon Health & Science University*.
- 2017-2020 **Research Assistant**, Drs. Stephanie C. Payne & Isaac Sabat, *Texas A&M University*.
- 2018-2019 **Teaching Assistant**, Statistics and Research Methods, *Texas A&M University*.
- 2012-2015 **Research Assistant**, Dr. Xiang Yao, *Peking University*.

## Research Interests

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Occupational health psychology (e.g., workplace safety, psychological well-being)

Organizational climate (e.g., climate profiles, climate strength)

Social network (e.g., gossip network, helping network)

Quantitative methodologies (e.g., social network analysis, machine learning, computational modeling, meta-analysis)

## Teaching Interests

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Personnel Selection, Statistics (e.g., Social Network Analysis, ANOVA, Regression, Multilevel Modeling, SEM, Machine Learning, etc.), Measurement (Psychometrics), Research Methods, Occupational Health Psychology, Organizational Climate.

## Grants and Contracts

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**He, Y.** (2020-2023). *Improve safety climate and Total Worker Health climate*. Project funded by the Oregon Institute of Occupational Health Sciences at Oregon Health and Science University. Role: PI. Total funded: \$33,020.

**He, Y.** (2021-2022). *Develop and validate a respectful workplace climate scale*. Project funded by the Oregon Institute of Occupational Health Sciences at Oregon Health and Science University. Role: PI. Total funded: \$16,804.

Hammer, L., Huang, Y. H., & Olson, R. (2021-2023). *Development and Validation of a Total Worker Health Climate Scale*. Project funded by National Institute for Occupational Safety & Health. Role: Significant Contributor. Total funded: \$310,000

Huang, Y. H., & **He, Y.** (2020-2022). *Validating Safe Driving Training Effectiveness: Implementing Mobile Lone Worker Safety Climate Survey as Pre-Post-Test Measures to Validate Interventions*. Project funded by United Nations. Role: Co-I. Total funded: \$4,000.

Huang, Y. H., & **He, Y.** (2020-2022). *Development and Validation of the Ansbro Safety Culture Spectrum*. Project funded by SAIF. Role: Co-I. Total funded: \$180,000

Huang, Y. H., & **He, Y.** (2020-2021). *Safety Climate Assessment in Construction*. Project funded by Fortis Construction. Role: Co-I. Total funded: \$35,200.

Huang, Y. H., & **He, Y.** (2020-2021). *Develop Safety Climate Assessment Tools*. Project funded by DeWitt Construction. Role: Co-I. Total funded: \$2,600.

Huang, Y. H., & **He, Y.** (2020-2021). *Assessing Construction Safety Climate*. Project funded by Whitaker/Ellis Builders, Inc. Role: Co-I. Total funded: \$13,000.

Huang, Y. H. (2021-2023). *Applying a Systems Approach and Bayesian Network Analysis to Identify the Key Drivers of Workplace and Safety Climate*. Project funded by Oregon Institute of Occupational Health Sciences. Role: Significant Contributor. Total funded: \$49,996.

Huang, Y. H. (2022-2023). *A Total Worker Health Approach to Improving Tradeswomen's Safety, Health and Well-being: Key Stressors and Solutions*. Project funded by National Institute for Occupational Safety & Health. Role: Significant Contributor. Total applied: \$400,000

- Huang, Y. H.. (2020-2021). *Applying a Systems Approach and Bayesian Network Analysis to Identify the Key Drivers of Workplace Safety Climate*. Project submitted to National Institute for Occupational Safety & Health. Role: Significant Contributor (not funded).
- Schroeder, A. N, **He, Y.**, & Bricka, T. M.. (2020-2021). *Identify Effective Organizational Crisis Response Strategies Employed By Healthcare Organizations During The COVID-19 Pandemic*. Project submitted to Russell Sage Foundation. Role: Co-PI (not funded).
- Carter-Sowell, A. R., **He, Y.**, & Liu, S.. (2016-2017). *The Power of Social Climate Change: Studies of Chronic Ostracism Experiences in the TAMU Academic Community*. Project funded by the Texas A&M University Office for Diversity. Role: Co-PI. Total funded: \$3,000.00.

## Peer-Reviewed Publications

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\* denotes student co-author

- He, Y.**, Sheng, Z., Griffin, M., & Yao, X. (conditionally accepted). A Multilevel Model Linking Altruistic Motivation to Workplace Safety: The Role of Servant Leadership. *Journal of Organizational Behavior*.
- \*Bricka, T. M., **He, Y.**, & Schroeder, A. N. (2023). Difficult times, difficult decisions: Examining the impact of perceived crisis response strategies during COVID-19. *Journal of Business and Psychology*, 1-21.
- Huang, Y.-H., Lee, J., Chen, Z., DeArmond, S., Kelly, A., & **He, Y.** (2023). A Spanish translation of Zohar and Luria's safety climate scale and a test of measurement equivalence. *Safety Science*, 165, 106191. <https://doi.org/10.1016/j.ssci.2023.106191>
- Costa, P. L., McDuffie, J. W., V. Brown, S. E., **He, Y.**, Ikner, B. N., Sabat, I. E., & Miner, K. N. (2023). Microaggressions: Mega problems or micro issues? A meta-analysis. *Journal of Community Psychology*, 51(1), 137-153. <https://doi.org/10.1002/jcop.22885>
- He, Y.**, Payne, S. C., Beus, J. M., Muñoz, G. J., Yao, X., & Battista, V. (2022). Organizational climate profiles: Identifying meaningful combinations of climate level and strength. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001036>
- He, Y.**, Lee, J., Huang, Y. H., & Yao, X. (2022). Error disclosure climate and safety climate trajectories: The mediating role of counterfactual sharing. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-022-09830-2>
- Wang, Y., **He, Y.**, Sheng, Z., & Yao, X. (2022). When does safety climate help? A multilevel study of COVID-19 risky decision making and safety performance in the context of business reopening. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-022-09805-3>
- Folberg, A. M., Zhu, M., **He, Y.**, & Ryan, C. S. (2022). The primacy of nurturance and

- dominance/assertiveness: Unidimensional measures of the big two mask gender differences in subdimensions. *International Review of Social Psychology*, 35(1), 16. <http://doi.org/10.5334/irsp.690>
- \*Shi, B., **He, Y.**, Lee, J., Huang, Y., Li, Y. (2022). Safety climate profiles in remote workers: Association with key predictors and outcomes at the team level. *Safety Science*, 145, 105477. <https://doi.org/10.1016/j.ssci.2021.105477>
- He, Y.**, Huang, Y.-H., Lee, J., \*Lytle, B., Asmore, A. S., & Goh, Y. M. (2022). A mixed-methods approach to examining safety climate among truck drivers. *Accident Analysis and Prevention*, 164, 106458. <https://doi.org/10.1016/j.aap.2021.106458>
- Huang, Y.-H., Sears, J. M., **He, Y.**, Courtney, T. K., Rega, E., & Kelly, A. (2022). The utility of a safety climate scale among workers with a work-related permanent impairment who have returned to work. *Work*, 73(3), 927–936. <https://doi.org/10.3233/wor-205285>
- Lee, J., Huang, Y. H., Dainoff, M. J., & **He, Y.** (2021). Where to focus? Insights from safety personnel and external safety consultants on lessons learned about safety climate interventions – A qualitative approach. *Journal of Safety Research*, 79, 51–67. <https://doi.org/10.1016/j.jsr.2021.08.005>
- Huang, Y. H., Chang, W. R., Cheung, J. H., Lee, J., Kines, P., & **He, Y.** (2021). The role of employee perceptions of safety priorities on safety outcomes across organizational levels. *Ergonomics*, 64(6), 768–777. <https://doi.org/10.1080/00140139.2020.1859139>
- Miner, K. N., Costa, P. L., **He, Y.**, & Wooderson, R. L. (2021). Your politics are making me sick! Political identity-based workplace incivility and physical health complaints during two U.S. presidential elections. *Occupational Health Science*, 5(3), 361-389. doi:10.1007/s41542-021-00092-7
- Xu, X., Le, N., **He, Y.**, & Yao, X. (2020). Team conscientiousness, team safety climate, and safety performance within teams: A cross-level mediation model. *Journal of Business and Psychology*, 35(4), 503-517. <https://doi.org/10.1007/s10869-019-09637-8>
- Huang, Y. H., **He, Y.**, Lee, J., & Hu, C.Y. (2020). Key drivers of trucking safety climate from the perspective of leader-member exchange: Bayesian network predictive modeling approach. *Accident Analysis and Prevention*, 150, 105850. <https://doi.org/10.1016/j.aap.2020.105850>
- He, Y.**, Walker, J.M., Payne, S.C., and Miner, K.N. (2020). Explaining the negative impact of workplace incivility on work and non-work outcomes: The roles of negative rumination and organizational support. *Stress and Health*, 37(2), 297-309. <https://doi.org/10.1002/smi.2988>
- He, Y.**, Zimmerman, C. A., Carter-Sowell, A. R., & Payne, S. C. (2020). It's the recurring thoughts that matter: Rumination over workplace ostracism. *Occupational Health Science*, 4(4), 519–540. <https://doi.org/10.1007/s41542-020-00076-z>
- He, Y.**, Payne, S. C., Yao, X., & Smallman, R. (2020). Improving workplace safety by thinking about what might have been: A first look at the role of counterfactual thinking. *Journal of Safety Research*, 72, 153-164. <https://doi.org/>

10.1016/j.jsr.2019.12.010.

- He, Y.,** Wang, Y., & Payne, S. C. (2019). How is safety climate formed? A meta-analysis of the determinants of safety climate. *Organizational Psychology Review*, 9(2-3), 124-156. [https://doi.org/ 10.1177/2041386619874870](https://doi.org/10.1177/2041386619874870)
- He, Y.,** Donnellan, B. M., & Mendoza, A. M. (2019). Five-Factor personality domains and job performance: A second order meta-analysis. *Journal of Research in Personality*, 82, 103848. [https://doi.org/ 10.1016/j.jrp.2019](https://doi.org/10.1016/j.jrp.2019)
- He, Y.,** Costa, P., Walker, J., Miner, K. N., & Wooderson, R. L. (2019). Political identity dissimilarity, workplace incivility, and declines in well-being. *Stress and Health*, 35(3), 256-266. [https://doi.org/ 10.1002/smi.2856](https://doi.org/10.1002/smi.2856)
- Miner, N. K., Smittick, L. A., **He, Y.,** & Costa, P. (2019). Organizations behaving badly: Antecedents and consequences of uncivil workplace environments. *Journal of Psychology: Interdisciplinary and Applied*, 5(5), 528-554. [https://doi.org/ 10.1080/00223980.2019.1578191](https://doi.org/10.1080/00223980.2019.1578191)
- He, Y.,** Yao, X., Wang, S., & Caughron, J. (2016). Linking failure feedback to individual creativity: The moderation role of goal orientation. *Creativity Research Journal*, 28(1), 52-59. [https://doi.org/ 10.1080/10400419.2016.1125248](https://doi.org/10.1080/10400419.2016.1125248)

## Manuscripts Under Revision or Review

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- He, Y.,** Beus, J. M., Lytle, B., Parkinson, S., & Wang, Y. (under review). [Details omitted for blind reviewing]. *Journal of Applied Psychology*.
- Beus, J. M., & **He, Y.** (under review). [Details omitted for blind reviewing]. *Personnel Psychology*
- He, Y.,** Sheng, Z., Barnes, C. M., Shang, S., & Wang, M. (under review). [Details omitted for blind reviewing]. *Journal of Applied Psychology*.
- He, Y.,** Sheng, Z., & Yao, X. (1st R&R). [Details omitted for blind reviewing]. *Journal of Organizational Behavior*.
- Sheng, Z., Serban, A., **He, Y.,** Cortina, J. M., & Yao, X. (1st R&R). [Details omitted for blind reviewing]. *Journal of Business and Psychology*.
- Huang, Y. H., **He, Y.,** Lee, J., & Courtney, T. (2nd R&R). [Details omitted for blind reviewing]. *Journal of Occupational and Organizational Psychology*.
- Sabat, I. E., **He, Y.,** Nguyen, D. M., & Liu, S. C. (1st R&R). [Details omitted for blind reviewing]. *Journal of Business and Psychology*.

## Manuscripts in Preparation

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- Shang, S., Sheng, Z., & **He, Y.** A meta-analysis of work-family outcomes. Target: *Journal of Applied Psychology*.
- He, Y.,** Barnes, C. M., & Wu, W. Team gossip networks. Target: *Journal of Applied Psychology*.

- He, Y.,** Zhang, B., & Sheng, Z. Longitudinal social network analysis. Target: *Organizational Research Methods*.
- Maznevski, M., **He, Y.,** Piers, S., & Stahl, G. A meta-analysis of team diversity. Target: *Journal of International Business Studies*.
- Lytle, B., Choi, J., Zhang, B., & **He, Y.** Bi-factor model of personality tests from different sources. Target: *Journal of Vocational Behavior*.
- Wang, Y., Weinberger, J., Kelner, S., & **He, Y.** Motivation and leadership development: using a natural language approach. Target: *Personnel Psychology*.

## Conference Presentations

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- Huang, YH., Anger, K., Giordano, F., Chlevin, C., **He., Y.,** Courtney, T.K., Lee, J., Kelly, A., Rega, E., Olson, R., Wang, M. (2023, November). Developing and Validating a Total Worker Health® Climate Scale. Poster accepted for presentation at the American Psychological Association Work Stress, and Health 2023, Miami, FL.
- He, Y.,** Sheng, Z., Barnes, C. M., Shang, S., Wang, M. (2023 August). How is gossip viewed in the eye of the recipient? A social network examination of recipients' attribution of prosocial motivation, helping behaviors, and gossip centrality. Poster accepted for presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA.
- Fiscus, J. R., Alvarez, M. S., **He, Y.,** & Sheng, Z. (2022, April). Who Uses Abusive Supervision to Punish Deviant Employees. Poster accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.
- Fiscus, J., Zhu, G., Sheng, Z., **He, Y.,** & Yao, X. (2022, April). How Abusive Supervision Can Lead to OCBs and CWBs through Discrete Emotions. Poster accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.
- Alvarez, M. S., **He, Y.,** Sheng, Z., Griffin, M. A., & Yao, X. (2022, April). Altruistic motivation and workplace safety: The role of servant leadership. Poster accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Huang, Y. H., **He, Y.,** Lee, J., Lytle, B., Asmone, A.S., & Goh, Y. M. (2022, May). *A mixed-methods approach to examining safety climate among truck drivers*. National Occupational Injury Research Symposium (NOIRS).
- Lytle, B., Lan, T., Goh, Y.M., Safiena, S., **He, Y.,** & Huang, Y. H. (2022, April). *Influence of safety climate on trucking accident: A machine learning approach*. Poster accepted for presentation at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Serban, A., Sheng, Z., **He, Y.,** Cortina, J. M., & Yao, X. (2021, August). *From help to helpful help: A social network examination of antecedents and outcomes of helpfulness*. Paper to be presented at the annual conference of the Academy of

Management. (Conference conducted virtually due to COVID-19)

\*Academy of Management Best Papers Proceedings

Shi, B., **He, Y.**, Lee, J., Huang, Y., Li, Y. (2021, August). *Organizational and individual contributing factors to safety climate in healthcare industries – Bayesian network predictive modeling approach*. Paper to be presented at the annual conference of the Academy of Management. (Conference conducted virtually due to COVID-19)

Huang, Y., **He, Y.**, Lee, J., Hu, C., Shi, B., Li, Y. (2021, April). *Key drivers of trucking safety climate from the perspective of leader-member exchange: Bayesian network predictive modeling approach*. Poster accepted at the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Shi, B., **He, Y.**, Lee, J., Huang, Y., Li, Y. (2021, April). *Safety climate profiles in remote workers: associations with predictors and outcomes*. Poster accepted to the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Huang, Y. H., Cheung, J. H., Lee, J., MacKenna, P., & **He, Y.** (2021, April). *Safety climate: perceptual discrepancies across organizational hierarchy*. Poster accepted to the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**He, Y.**, Sheng, Z, Xu, X., & Yao, X. (2020, April). *Social network and performance similarity*. Poster accepted to the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference cancelled due to COVID-19)

Liu, S.-N. C., Phetmisy, C., Miller, S. J., **He, Y.**, & Sabat, I. E. (2020, April). *Shouldn't you sound American by now? The negative workplace experiences of U.S. immigrants with foreign accents*. Poster accepted to the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference cancelled due to COVID-19)

Payne, S. C., Dumlao, S. V., Holland, D. B., **He, Y.**, Hernandez-Munoz, J. J., & Mulcahy, A. M. (2020, April). Reporting and disclosing medical errors: The role of a just culture. In S. C. Payne & S. V. Dumlao (Chairs), *Promoting a culture of reporting health concerns*. Symposium to be presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

Payne, S. C., **He, Y.**, & Smallman, R. (2019, August). *The function of counterfactual thinking in the workplace*. Poster to be presented at the annual conference of the Academy of Management, Boston, MA.

Dray, K. K., Martin, R. C., Liu, S.-N. C., **He, Y.**, Sabat, I. E., & Carter-Sowell, A. (2019, August). *It's cold outside: The effects of workplace ostracism and diversity climate on workplace outcomes*. In D. Nag and K. P. Jones (Chairs), Novel advances on the impact of diversity climate on employee behavior. Symposium to be presented at the annual conference of the Academy of Management, Boston, MA.

**He, Y.**, Liu, S.-N. C., Nguyen, D. M., & Sabat, I. E. (2019, April). *Antecedents, outcomes,*

- and moderators of workplace diversity climate: A meta-analysis.* Poster to be presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Keiser, N. L., Payne, S. C., **He, Y.**, & Xiang, Y. (2019, April). *Safety climate dispersion: Assessing patterned differences in safety perceptions.* Poster to be presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Costa, P., **He, Y.**, Walker, J., & Miner, K. N. (2019, April). *Using micro to macro perspectives to advance mistreatment research and practice.* Paper to be presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Le, T. N., Xu, X., **He, Y.**, & Xiang, Y. (2019, April). *Team conscientiousness and safety: A multilevel perspective.* Poster to be presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Liu, S.-N. C., **He, Y.**, & Bergman, M. E. (2019, April). *Low cost interventions to reduce repetitive strain injury symptoms.* Paper to be presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Costa, P., He, Y., Walker, J., Brown, S., & Miner, K. N. (2018, April). *Microaggression: A meta-analysis.* Poster presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- He, Y.**, Payne, S. C., Beus, J. M., Muñoz, G. J., Xiang, Y., & Wu, W. (2018, April). *Organizational climate profiles: Identifying meaningful and valuable combinations of climate level and strength.* Poster presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Martin, R. C., **He, Y.**, Liu, S. C., Dray, K. K., Sabat, I. E., & Carter-Sowell, A. (2018, March). *Out in the cold: The effects of workplace ostracism and diversity climate on workplace outcomes.* Poster presented at the Student Research Week, College Station, TX.
- Payne, S. C. & **He, Y.** (2017, October). *Benchmarking safety culture survey practices in the chemical process industry.* Paper to be presented at the 20th annual Mary Kay O'Connor Process Safety Center International Symposium. College Station, TX.
- He, Y.**, Wang, Y., & Payne, S. C. (2017, August). *How is safety climate formed? A meta-analysis of the determinants of safety climate.* Paper presented at the 77th annual meeting of the Academy of Management Conference, Atlanta, Georgia, United States.
- He, Y.**, Payne, S. C., & Yao, X. (2017, August). *Improving workplace safety by thinking about what might have been: To what extent does counterfactual thinking influence workplace safety behavior?* Paper presented at the 77th annual meeting of the Academy of Management Conference, Atlanta, Georgia, United States.
- He, Y.**, Payne, S. C., & Yao, X. (2017, March). *Improving workplace safety by thinking*



*about what might have been: To what extent does counterfactual thinking influence workplace safety behavior?* Poster presented at the Student Research Week, College Station, TX.

**He, Y.,** Costa, P. Walker, J., Miner, K. N., & Wooderson, R. L. (2017, April). *Political identity dissimilarity, workplace incivility, and declines in wellbeing: A longitudinal investigation*. Paper presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

**He, Y.,** Walker, J., & Payne, S. C. (2015, March). *Explaining the negative impact of workplace incivility on work and non-work outcomes: The role of negative rumination*. Poster presented at the Student Research Week, College Station, TX.

## Teaching Experiences

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Graduate Courses	Job Analysis and Performance Management Multilevel Modeling Using R Statistics for Psychology Using R
Undergraduate Courses	Research Methods Statistics for Psychology

## Invited Talks

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He, Y. (2022, March). *The influence of advice-giving and advice-taking on safety behavior: a social network perspective*. Invited presentation at the Bowling Green State University Department of Psychology, Bowling Green, OH.

He, Y. (2021, March). *The influence of advice-giving and advice-taking on safety behavior: a social network perspective*. Invited presentation at the Texas A&M University Department of Psychological & Brain Sciences, College Station, TX.

He, Y. (2018, July). *How leaders promote creativity and innovation in Singapore public service*. Invited presentation at Civil Service College, Singapore.

He, Y. (2017, November). *Improving workplace safety by thinking about what might have been: To what extent does counterfactual thinking influence workplace safety behavior?* Invited presentation at the Texas A&M University Department of Psychological & Brain Sciences, College Station, TX.

## Technical Reports

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**He, Y.,** Phoa, E., & Pek, S. M. (2018, August). *How Leaders Promote Creativity and Innovation in Singapore Public Service*. Final report submitted to the Civil Service College in Singapore.

Payne, S. C., & **He, Y.** (2016, June). *TOTAL Safety Climate Survey Report*. Final report submitted to the Health, Safety, and Environment Department of TOTAL Petrochemicals and Refining USA, Inc.

TAMU ADVANCE Social Science Studies Team. (2016, January). Over 30 TAMU college-level Psychologically Healthy Workplace 2015 Faculty Climate Survey Data Reports. Submitted to the Dean of Faculties.

## Applied Experiences

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- 2017-2018      **Research Associate**, *Civil Service College in Singapore*.
- **Project Advisor:** Eliza Phoa and Pek Sze Min
  - Generate a proposal exploring various leadership behaviors that could promote creativity and innovation in Singapore public service.
  - Validate a creativity measure contextualized in Singapore public service.
  - Conduct relative importance analysis to identify the relative contribution of leadership behaviors in facilitating creativity and innovation and use R to visualize the results.
  - Generate technical reports and present them to researchers and directors in Civil Service College in Singapore.
- 2017-2018      **Research Assistant**, *Texas A&M Health Science Center*, Improving self-efficacy about medication error disclosure through clinical simulation.
- **Faculty Advisor:** Dr. Stephanie Payne
  - Assist in designing well-structured surveys regarding medication error disclosure and self-efficacy about disclosure.
  - Help to design the simulation study to examine the effects of medication error disclosure training on self-efficacy about disclosure.
- 2015-2016      **Research Assistant**, Benchmarking Safety Culture Survey Practices.
- **Faculty Advisor:** Dr. Stephanie Payne
  - Propose some worthy ideas and help with designing and programming the benchmarking safety culture survey to Qualtrics.
  - Code and analyze data collected at 2015 Mary Kay O'Connor Process Safety Center International Symposium.
  - Assist in generating reports for the conference.
- 2015-2017      **Research Assistant**, *TOTAL Petrochemicals and Refining USA, Inc.*, TOTAL Safety Climate Assessment.
- **Faculty Advisor:** Dr. Stephanie Payne
  - Program TOTAL safety climate survey to Qualtrics.
  - Help to generate technical reports for TOTAL Petrochemicals and Refining USA, Inc.
- 2016-2018      **Research Assistant**, *Texas A&M ADVANCE center*, Faculty Climate Survey.
- **Faculty Advisor:** Dr. Stephanie Payne
  - Generate technical reports regarding diversity climate, workplace mistreatment, job attitudes, and performance across colleges and departments at Texas A&M University for the NSF-funded ADVANCE

grant.

## Honors & Awards

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2018	Best IPER Poster Presentation, <i>Texas A&amp;M University</i>
2018	Student Research Week Poster Award, <i>Texas A&amp;M University</i>
2018	Psychology Department Travel Award, <i>Texas A&amp;M University</i>
2017	OGAPS Graduate Student Presentation Award, <i>Texas A&amp;M University</i>
2017	Student Research Week Poster Award, <i>Texas A&amp;M University</i>
2017	Psychology Department Travel Award, <i>Texas A&amp;M University</i>
2014	Youth Scholarship, <i>Peking University</i>
2013	Excellence in Academy Award, <i>Peking University</i>

## Professional Affiliations and Services

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**Member**, Society for Industrial and Organizational Psychology (SIOP)  
**Member**, Academy of Management (AOM)  
**Member**, International Association for Chinese Management Research (IACMR)  
**Editorial Board Member**, Applied Psychology: An International Review  
**Reviewer**, Occupational Health Science  
**Reviewer**, Journal of Occupational Health Psychology  
**Reviewer**, Accident Analysis & Prevention  
**Reviewer**, Society for Industrial and Organizational Psychology (SIOP)

## Skills

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Statistic	Social Network Analysis (e.g., Stochastic actor-oriented model, exponential random graph model), Meta-analysis, Structural Equation Modeling, Longitudinal Analysis, Multilevel Modeling, Mixture Modeling, Item Response Modeling, Bayesian Modeling, Monte Carlo Simulation Studies, Machine Learning (e.g., decision trees and rules, artificial neural networks, random forests, support vector machine), Natural Language Processing, Computational Modeling
Software Programming	RStudio, Python, Mplus, SPSS, IRTpro, SAS, Stata, Amos, Jupyter R, Python, Julia, C, C++, Bash, Matlab, SQL, LaTeX