

Hanyi (Haylee) Min

minhanyi@gmail.com
814-867-4843

Department of Psychology, PSU
State College, PA, 16801

ACADEMIC POSITIONS

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| Assistant Professor | August 2018-present |
| Department of Psychology, Pennsylvania State University | State college, PA |
| Assistant Professor | August 2018-August 2021 |
| Department of Psychology, University of Central Florida | Orlando, FL |

EDUCATION

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| Ph.D. Industrial-Organizational Psychology | August 2018 |
| Bowling Green State University | Bowling Green, OH |
| M.A. Industrial-Organizational Psychology | July 2016 |
| Bowling Green State University | Bowling Green, OH |
| M.S. Industrial-Organizational Psychology | December 2013 |
| Illinois Institute of Technology | Chicago, IL |
| B.S. Psychology | July, 2011 |
| Southwestern University of Nationalities | Sichuan, China |

RESEARCH INTERESTS

Application of advanced statistical tools (e.g., machine learning techniques, item response theory) in Industrial/Organizational Psychology;

Measurement of individual differences in working place (e.g. personality);

Gender and culture differences.

PUBLICATIONS

(* denotes the coauthor as an undergraduate or graduate student)

Guo, F.*, **Min, H.**, Jex, S., & Choi, Y.*, (in press). Detecting Measurement Invariance across Age Groups using an Advanced Technique: Item-focused Tree. *Work, Aging, and Retirement*.

Guo, F.*, Sun, T.*, Gallagher, C. M.*, Tavoosi, S.*, & **Min, H.** (in press) Smarter people analytics with organizational text data: Demonstrating using classic and advanced NLP models. *Human Resource Management Journal*.

Min, H., Peng, Y., Shoss, M., & Yang, B. (2021). Using machine learning to investigate the public's emotional responses to work from home during the COVID-19 pandemic. *Journal of Applied Psychology*.

- Gebben, A.*, Revira, M.*, Baz, G.*, Ciarlante, K.*, & **Min, H.** (2021). Identifying dark personality profiles in working adults. *Personality and Individual Differences*.
- Shoss, M., **Min, H.**, Horan, K., Schlotzhauer, A., Nigam, J., & Swanson, N. (2021). The impact of precarious work on going to work sick and sending children to school sick during the COVID-19 pandemic. *Proceeding of the International Journal of Environmental Research and Public Health*.
- Min, H.**, & Su, S. (2020). Examining relationships between personality profiles and organizational health outcomes. *Personality and Individual Differences*.
- Peng, Y. & **Min, H.** (2020). Older employees' postretirement work planning: An application of the theory of planned behavior. *Career Development International*.
- Min, H.**, Matthews, R., Parsons, R. *, Wayne, J., & Barnes-Farrell, J. (2019). A comparison of WFC and FWC measurements using classical test theory and item response theory. *Journal of Business and Psychology*.
- Min., H.**, Pavisic, I.*, Howald, N. *, Highhouse, S., & Zickar, M. (2019). A Systematic Comparison of Three Sadism Measures and Their Ability to Explain Workplace Mistreatment Over and Above the Dark Triad. *Journal of Research in Personality*, 82. <https://doi.org/10.1016/j.jrp.2019.103862>
- Min, H.**, Zickar, M. J., & Yankov, G.P. (2018). Understanding item parameters in personality scales: An explanatory item response modeling Approach. *Personality and Individual Differences*, 128, 1-6.
- Foster, G. C., **Min, H.**, & Zickar, M. J. (2017). Review of item response theory practices in organizational research: Lessons learned and paths forward. *Organizational Research Methods*, 1094428116689708.
- Peng, Y., **Min, H.**, & Chen, Y. (2016). An item response theory analysis of the emotion regulation questionnaire. *Gerontologist*, 56, 281.
- Burris, K., Ayman, R., Che, Y., & **Min, H.** (2014). Asian Americans' and Caucasians' implicit leadership theories: Asian stereotypes, transformational, and authentic leadership, *Journal of Asian American Psychology*, 4, 258-266.

BOOK CHAPTER

- Min, H.**, & Shoss, M., (2019). Workplace aggression and violence. Oxford Bibliographies.
- Zickar, M., & **Min, H.**, (2019). History of interest research. In Nye, C., Ed., Vocational Interests in the Workplace.

GRANTS

- Min, H.** (2022 Jan-2022 Dec). There is no vaccine for racism: Investigating the relationship between online discrimination and mental health. Supported by Penn State Center for Social Data Analytics (C-SoDA) program (Direct cost: \$19,571). Role: Primary investigator.
- Lee, J., Jex, S., Currie, R., **Min, H.**, & Mejia, C. (2021 Mar- 2020 Jul). Daily stressors, coping behaviors, and employee well-being in hospitality. Supported by NIOSH Sunshine Education and Research Center pilot project research training program (Direct cost: \$7,400). Role: Co-Investigator.
- Rivera, M. (2021). Team virtuality and psychological safety. SIOP 2021 Graen Grant for Student Research on Leaders and Teams (Faculty supervisor: Hanyi Min).
- Shoss, M., **Min, H.**, Horan, K., & Schlotzhauer, A.* (2020, July). COVID-19 outbreak, precarious work, and employee health and safety. Supported by NIOSH (Direct costs: \$3,497, funded).
- Min, H.**, Jex, S., Lee, J., Hollander, J., & Eid, M., (2019, August). Developing and Validating a Scale about Bedside Manner. Supported by Brandon Young LLC (Direct costs: \$10,085, funded).
- Min, H.**, Peng, Y., Smith, C., Valigosky, M., & Jex, S., (2017, Jun). Negative Responses to Workplace Incivility among Home Care Workers. Supported by NIOSH Education and Research Center Pilot Research Project Grant (Direct costs: \$7,640, funded).
- Peng, Y., **Min, H.**, Pavisic, I., Jex, S. M. & Steiner, V. (2016, Jun). Post-retirement employment among nurses: a case of planned behavior. Supported by NIOSH Education and Research Center Pilot Research Project Grant (Direct costs: \$8,614, funded).
- Min, H.**, & Brooks, M.E. (2016, Feb). Gender differences in organization attraction. Supported by JDI/IPRA Research Enhancement Award at Bowling Green State University (\$1062.5, funded).
- Sim, S., Nesnidol, S., & **Min, H.** (2016, Oct). Examining the equivalence of counterproductive work behavior (CWB) measures. Supported by JDI/IPRA Research Enhancement Award at Bowling Green State University (\$350, funded).
- Min, H.**. The reconceptualization and measurement of workplace interpersonal distrust. SIOP Small Grant Program (\$5830, not funded).

AWARDS

2021 Penn State University C-SoDA Accelerator Award.

2020 Best Paper with International Implications Award OB Division at Academy of Management.

Recipient of the 2017-2018 Bonnie Sandman Award for the top 4th year graduate student in I-O psychology at BGSU. (Award: \$2000)

Recipient of 2016-2017 Graduate Student Senate (GSS) Conference Travel Award, Bowling Green State University.

Recipient of 2015-2016 Graduate Student Senate (GSS) Conference Travel Award, Bowling Green State University.

MANUSCRIPTS UNDER REVIEW

Smith, R., **Min, H.**, Ng, M.*, Haynes, N.*, & Clark, M. (1st round R&R). TITLE REMOVED FOR BLIND REVIEW. *Journal of Business and Psychology*.

Peng, Y., & **Min, H.** (1st round R&R). TITLE REMOVED FOR BLIND REVIEW. *Work, Aging, and Retirement*.

Min, M., Yang, B., & Liu, M. (1st round R&R). TITLE REMOVED FOR BLIND REVIEW. *Personnel Psychology*.

Sun, T., Guo, F.*, Min., M., & Zhang, B., (1st round R&R). TITLE REMOVED FOR BLIND REVIEW. *Personnel Psychology*.

Min, H., & Zickar, M. (under review). TITLE REMOVED FOR BLIND REVIEW. *Journal of Business and Psychology*.

GRANTS UNDER REVIEW

Ingraham, K., **Min, H.**, Jex, S., & Mejia, C. (under review). Empathy sensitization and abusive supervisor. NIOSH (Direct costs: \$90,592).

Peng, Y., & Min, H. (under review). The Career Cost of Working While at School? A Latent Change Examination of Work-School Conflict and Job Search. NSF (Direct costs: \$498,107)

SELECTED WORKING MANUSCRIPTS

Min, H., Guo, F.*, Sun, T., Liu, M., & Oswald, F. (Manuscript writing). Replicate the procedure in black box: A guideline of reporting machine learning results in organization research. Target: *Journal of Applied Psychology*.

Min, H. & Yang, B., (Data analysis). Linking the public's emotional responses to WFH and cyber-behavior during the COVID19 pandemic. Target: *Personnel Psychology*.

Min., H., Distaso, M.*, Naranjo, A.*, Baz, G.*, & Su, S., (Data analyses). Bifactor models of mistreatment scales. Target: *Organizational Research Methods*.

Min., H., Grinley, A.*, Vermilion, B.*, & Pittman, R.*, (Data collection). Using deep learning to investigate subtle discrimination in recommendation letters. Target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS/POSTERS

25. Choi, Y., Jex, S., & Min, H., (2021, November). Examining the roles of family factors on retirees' life and family satisfaction and health. Work, Stress, and Health (virtual conference).
24. Schlotzhauer, A., Shoss, M., Horan, K., **Min, H.**, Nigam, J., & Swanson, N. (2021, November). Pathogens and peer pressure: The effect of coworkers on compliance with COVID-19 safety protocols. Work, Stress, and Health (virtual conference).
23. Feng G., **Min, H.**, & Wang, Y., (2021, April). Is trust invariant across groups? A psychometric test of differential item functioning. In T., Sun, Item Response Theory III: New Updates in Research and Applications. Symposium to be presented at the 36nd annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
22. Shoss, M., **Min, H.**, Horan, K., Schlotzhauer, A., Nigam, J., & Swanson, N. (2021, Jan). The impact of precarious work on going to work sick and sending children to school sick during the COVID-19 pandemic. Poster presented at the 3rd International Electronic Conference on Environmental Research and Public Health (ECERPH-3), online conference.
21. Wang, Y., Sheng, Z., & **Min, H.** (2020, August). What Drives Employees' Trust at Work? A Meta-Analysis of Antecedents Across Referents and Culture. Poster presented at the 80th annual conference of the Academy of Management, Vancouver, Canada.
20. **Min, H.**, & Su, S. (2020, June). Personality profiles and organizational health outcomes [Poster session cancelled because of COVID-19]. Poster presented at the 35th annual conference of the Society for Industrial and Organizational Psychology, Houston, Texas.
19. Huang, S.*, Samo, A.*, **Min, H.**, Brooks, M., Highhouse, S., McAbee, S. (2019, November). Exploring the ambiguity aversion nomological net. Poster to be presented at the 40th Society for Judgment and Decision-Making Annual Conference, Montreal, Canada.
18. **Min, H.**, Dovel, J.*, Guo, F.*, Zickar, M., & Highhouse, S. (2019, April), Examining Video-based Situational Judgment Test with Explanatory Item Response Theory. In T., Sun & F., Drasgow, Advance in Item Response Theory II. Symposium presented at the 34th annual

conference of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.

17. **Min, H.** (2019, April). The Reconceptualization and Measurement of Workplace Interpersonal Distrust. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.
16. Samo, A.*, Huang, S.*, **Min, H.**, Brooks, M. E., Highhouse, S., & McAbee, S. T. (2018, November), Ambiguity Aversion and Ambiguity Seeking Are Not Opposite Ends of the Same Continuum: A Psychometric Examination of Ellsberg-Type Tasks. Poster presented at the 39th annual conference of the Society for Judgment and Decision Making, New Orleans, Louisiana.
15. **Min, H.** & Highhouse, S., (2018, April). Measurement Issues in Dark Personality. Symposium to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
14. **Min., H.**, Pavisic, I., Howald, N., Highhouse, S., & Zickar, M.. Evaluation and comparison of three sadism scales. In H. Min & S. Highhouse, Measurement Issues in Dark Personality. Symposium to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
13. **Min., H.**, Matthews, R., Parsons, R., & Wayne, J., (2018, April). Comparisons of WFC Measures using Psychometric Criteria. In V. Morganson & M. DeNoia, Measurement Issues in Work-Family Research. Symposium to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
12. Nesnidol, S., Howald, N., Wise, S., **Min, H.**, Peng, Y., & Matthews, R. A., (2018, April). Insufficient effort responding in online samples: Researcher and participant perceptions and practice. In Nesnidol, S. & Matthews, R. A., Causes and perceptions of insufficient effort responding and its effects. Symposium to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
11. **Min, H.**, Zickar, M., & Yankov, G., (2017, April). Understanding item parameters in personality scales: An explanatory item response modeling approach. In H. Min & M. J. Zickar, Item Response Theory: New Directions for Research and Practice. Symposium presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
10. **Min, H.** & Zickar, M., (2017, April). Item Response Theory: New Directions for Research and Practice. Symposium to be presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
9. **Min, H.**, & Brooks, M. (2017, April). Gender differences in organization attraction. Poster to be presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

8. **Min, H.**, Wang, Y., & Sheng, Z., (2017, April). Social interactions as antecedents of employee trust: An meta-analytic review. Poster to be presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
7. Sheng, Z., Wang, Y., & **Min, H.**, (2017, April). Positive versus Negative Antecedents for Employee Trust: A Meta-Analytic Review. Poster to be presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
6. Foster, G., **Min, H.**, Zickar, M., & King, R., (2017, April). The use of double-barreled items in ideal point scales. In Williamson, R., Ideal point IRT modeling, Advances in Personality Assessment. Symposium to be presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
5. Peng, Y., **Min, H.**, & Chen, Y. (2016, Nov). Age differences in the habitual use of emotion regulation strategies: A comparison between Chinese and American adults. Symposium presentation at The Gerontological Society of America's 69th Annual Scientific Meeting, New Orleans, LA.
4. Peng, Y., & **Min, H.** (2016, May). The measure in variance of emotion regulation across American and Chinese adults: An IRT analysis. Poster presented at the 28th Annual Conference for the Association for Psychological Science (APS) at Chicago, IL.
3. Wang, Y., Barratt, C. L., **Min, H.**, & Zhang, Y. (2016, April). Gender Stereotypes and Mentoring across Gender Compositions. Symposium presented at the 31st Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.
2. Ahem, S., **Min, H.**, & Ayman, R. (2014, May). Sources of Received Support across Six Countries: A Profile Analysis. Symposium presented at the 29th Annual Conference for the Society for Industrial & Organizational Psychology Conference (SIOP) at Honolulu, HI.
1. Burris, K., Che, Y., **Min, H.**, & Ayman, R. (2013, April). Implicit Leadership Theories: Asian Stereotypes, Transformational and Authentic Leadership. Poster presented at the 28th Annual Conference for the Society for Industrial & Organizational Psychology Conference (SIOP) at Houston, TX.

TEACHING EXPERIENCE

Graduate Courses

- Industrial Psychology, UCF, Spring 2021
- Research Methods, UCF (PSYC6216C), Fall 2020
- Recruitment, Selection, and Placement, UCF (PSYC6318), Spring & Fall 2020
- Industrial Psychology I, UCF (PSYC7214), Fall 2018 & 2019
- Seminar in IO-Interpersonal Mistreatment, UCF (PSYC6933), Spring 2019
- Seminar in IO-Personnel Selection, UCF (PSCY6933), Fall 2019

Undergraduate Courses

- Introduction to Industrial and Organizational Psychology, UCF (INP3004), Spring 2021
- Survey Studies in Psychology, UCF (PSYC 3320C), Spring 2020
- Quantitative Methods, BGSU (PSYC 2700), Fall 2017
- Introduction to Laboratory Methods in Psychology, BGSU (PSYC 2900), Spring 2017 & 2018

SERVICE

Reviewer

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|---|------|
| • Occupational Health Science | 2021 |
| • Personnel Assessment and Decisions | 2020 |
| • Current Psychology | 2020 |
| • Stress and Health | 2020 |
| • Journal of Research in Personality | 2018 |
| • Journal of Occupational Health Psychology | 2017 |

Conference Reviewer

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| • Society for Industrial and Organizational Psychology | 2016-2019 |
| • Academy of Management | 2018-2019 |

Service on Graduate Committees

Master thesis committee

- Moses Rivera (on-going)
- Saba Tavoosi (on-going)
- Kenzie Dye (on-going)
- Tisnue Jean-Baptiste (on-going)
- Ann Schlotzhauer (2021 Spring)
- Rebecca Pittman (on-going)
- Jenna Beltramo (on-going)
- Hillary Chandler (2020 Fall)
- Michael DiStaso (2020 Spring)
- Matthew Ng (2019 Spring)

Doctoral qualifying committee

- Katherine Ciarlante (on-going)
- Richard Currie (2019 Summer)
- Juseob Lee (2019 Summer)
- Xinyue (Elaine) Zhao (on-going)

Dissertation committee

- Katherine Ciarlante (on-going)
- Xinyue (Elaine) Zhao (on-going)
- Richard Currie (2021 Summer)
- Jamie Striler (on-going)
- Nicole Carusone (on-going)

- Xin Peng (2020 Spring)

Curriculum Revision Committee for I/O program, University of Central Florida

- Member 08/2018-Current

Post Doc Hiring and Supervisory Committee for I/O Program, University of Central Florida

- Member 10/2018-04/2019

Admission Committee for I/O Program, University of Central Florida

- Member 11/2018-Current

Website Committee for I/O program, University of Central Florida

- Faculty advisor 08/2018-Current

Search Committee for I/O Assistant Professor (selected position), Bowling Green State University

- Student representative 02/2017-05/2017

Recruitment Committee, Bowling Green State University

- Committee member 2014-2015

Robert M. Guion & Patricia C. Smith Distinguished Lecture Committee, Bowling Green State University

- Chair 2017-2018
- Apprentice 2015-2016

Invited Talks

Baruch College, 2021-*Understanding The Public's Emotion Responses to WFH with Machine Learning Techniques*. Presented as a guest speaker at I/O program brown bag speech series: Washington, D.C..

George Washington University, 2021- *Understanding The Public's Emotion Responses to WFH with Machine Learning Techniques*. Presented as a guest speaker at I/O program brown bag speech series: New York City, NY.

Louisiana State University, 2020-A Measure of Interpersonal Distrust: Scale Development and Validation. Presented as a guest speaker at I/O program brown bag speech series: Baton Rouge, LA.

Florida Institute of Technology, 2019-*Applying Psychometrics Tools (IRT) to Subclinical Sadism*, Presented as a guest speaker at I/O program brown bag speech series: Melbourne, FL.

University of Findlay, 2017-*Introduction to Industrial/Organizational Psychology*, Presented as part of Orientation to Psychology class: Findlay, OH.

Bowling Green State University, 2017-*Psychometric Applications at Bowling Green State University*, Presented to recruits for BGSU's I-O psychology doctoral program: Bowling Green, OH.

Bowling Green State University, 2017-*Gender differences in organization attraction*, Presented as part of weekly BGSU I/O Brownbag: Bowling Green, OH.

TECHNICAL SKILLS

Statistical Software: R, Python, SAS, SPSS, MPLUS, AMOS,

IRT Software: IRTPRO, IRTEQ, VisualDF, R (MIRT and FLIRT), MODFIT