

## Haylee (Hanyi) Min

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Department of Psychology, UCF  
Orlando, FL, 32816

### EDUCATION

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

### RESEARCH INTERESTS

- Application of item response theory in Industrial/Organizational Psychology;
- Measurement of individual differences in working place (e.g. personality);
- Gender and culture differences.

### PUBLICATIONS

- 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*.
- 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.
- 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

- Zickar, M., & Min, H., (in press). History of interest research. In Nye, C., Ed., *Vocational Interests in the Workplace*.

### GRANTS

- 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**

Recipient of the 2017-2018 Bonnie Sandman Award for the top 4<sup>th</sup> 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**

Min., H., Pavisic, I., Howald, N., Highhouse, S., & Zickar, M.. Enjoyment from Others' Suffering? Impact of Sadistic Personality on Work and Non-work Outcomes (invited for full submission).

Foster, G. C., Min, H., Zickar, M. J., & King, R.. An evaluation of the use of double-barreled items in ideal point scales (1<sup>st</sup> round R&R).

Nesnidol, S., Howald, N., Wise, S., Min, H., Peng, Y., & Matthews, R. A. Insufficient effort responding in online samples: Researcher and participant perceptions and practice (under review).

Min., H., Matthews, R., Parsons, R., & Wayne, J.. A comparison of WFC and FWC measurements using classical test theory and item response theory (under review).

### **SELECTED WORKING MANUSCRIPTS**

Min., H., & Brooks, M.E.. Gender differences in organization attraction. (Manuscript writing)  
Target: *Journal of Applied Psychology*.

Min, H. The Reconceptualization and Measurement of Workplace Interpersonal Distrust. (Data collection) Target: *Journal of Applied Psychology*.

### **CONFERENCE PRESENTATIONS/POSTERS**

15. Min, H. & Highhouse, S., (2018, April). Measurement Issues in Dark Personality.

Symposium to be presented at the 33<sup>rd</sup> 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 33<sup>rd</sup> 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 33<sup>rd</sup> 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.



**Administration Intern**, Museum of Contemporary Art, Chicago, IL (01/2013-05/2013)

- Collected data from existing documents and developed a new data system to monitor volunteer's working hours and frequency.
- Formalized and documented administration procedures, policies, and operations.

**Consulting Intern**, POWERSUATION, Chicago, IL (07/2012-11/2012).

- Prepared and organized daily files or profiles for training seminars and identified exercises for training material.
- Marketed research for expanding business in China.
- Collected detailed information about opening business in China.

**Intake and Administrative Assistant**, IIT Center for Research & Service, College of Psychology, IIT (Illinois Institution of Technology), Chicago, IL (11/2011-03/2012).

- Intake of children and families for a major Center client – CPS (Chicago Public Schools) – for children taking admissions tests to system-wide gifted and other academically accelerated programs.
- Quality control and preparation of scantron and computer-scored test booklets.

**SERVICE****Reviewer**

- Journal of Research in Personality 2018
- Journal of Occupational Health Psychology 2017

**Conference Reviewer**

- Society for Industrial and Organizational Psychology 2017
- Academy of Management 2018

**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**

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: SAS, SPSS, R, MPLUS, AMOS,

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

**SELECTED COURSEWORK**

- Organizational Behavior
- Personnel Selection & Evaluation
- Seminar in Leadership
- Graduate Statistics I and II
- Performance Appraisal
- Multivariate Statistics
- Introduction to Big Data and Data Mining(CARMA)
- Psychometric Theory
- Seminar in Industrial Training
- Graduate Seminar (Meta-Analysis)
- Assessment Center
- Individual Assessment
- Structural Equation Modeling
- Analysis of Big Data (CARMA)