

Shiyang Su

University of Central Florida
4111 Pictor Lane
Orlando, Florida 32816

Phone: +1-407-823-3446
Email: shiyang.su@ucf.edu

APPOINTMENTS

Assistant Professor, I/O Psychology <i>Department of Psychology</i> <i>University of Central Florida, Orlando, FL</i>	2018 - present
Visiting Assistant Professor, I/O Psychology <i>Department of Psychology</i> <i>University of Central Florida, Orlando, FL</i>	2017 - 2018
Assessment Intern Consultant <i>Pearson, Bloomington, MN</i>	2013 - 2014

EDUCATION

Doctor of Philosophy, Educational Psychology (Measurement Track) University of Minnesota Twin Cities, Minneapolis, MN	2017
Master of Science, Statistics University of Minnesota Twin Cities, Minneapolis, MN	2017
Master of Arts, Educational Psychology University of Minnesota Twin Cities, Minneapolis, MN	2013
Bachelor of Arts, Education Beijing Normal University, Beijing, China	2011

PUBLICATIONS

(Authorship ordered by contribution. Asterisk (*) indicates student when the project was started.)

- Shoss, M., **Su, S.**, Schlotzhauer, A.*, & Carusone, N.* (2023). Working hard or hardly working? An examination of job preservation responses to job insecurity. *Journal of Management*, 01492063221107877.
- Peng, Y., Park, Y., **Su, S.**, & Ma, J.* (2023). Developing and testing a model of dynamic changes in work-school conflict and workplace deviance over time. *Journal of Business and Psychology*, 1-17.
- Peng, Y., Cong, L., **Su, S.**, & Rosenblatt, A.* (2022). The hidden performance costs of professional isolation? A latent change score model of professional isolation during the early stage of COVID-19 pandemic. *Applied Psychology*. <https://doi.org/10.1111/apps.12420>
- Shoss, M., **Su, S.**, Schlotzhauer, A.*, & Carusone, N.* (2022). Job insecurity harms both employees and employers. *Harvard Business Review*, 1-6.
- **Su, S.**, Taylor, S. G. & Jex, S. M. (2022). Change of heart or change of mind? Explaining the dynamic relationship between experienced and perpetrated incivility change. *Journal of Occupational Health Psychology*, 27(1), 22-36.

- Wang, C., Weiss, D. J., **Su, S.**, Suen, K.* , Basford, J., & Chevillie, A. L. (2022). Multidimensional computerized adaptive testing: A potential path toward the efficient and precise assessment of applied cognition, daily activity, and mobility for hospitalized patients. *Archives of Physical Medicine and Rehabilitation*, 103(5), S3-S14.
- Naranjo, A.* , Shoss, M., Gebben, A.* , DiStaso, M.* , & **Su, S.** (2021). When minor insecurities project large shadows: A profile analysis of cognitive and affective job insecurity. *Journal of Occupational Health Psychology*, 26(5), 421–436.
- Morrison, K.* , **Su, S.**, Keck, M.* , & Beidel, D. C. (2021). Psychometric properties of the PCL-5 in a sample of first responders. *Journal of Anxiety Disorders*, 77, 102339.
- **Su, S.**, Wang, C., & Weiss, D. J. (2021). Performance of the S-X² Statistic for the multidimensional graded response model. *Educational and Psychological Measurement*, 0013164420958060.
- Min, H., & **Su, S.** (2020). Examining relations between personality profiles and organizational health outcomes. *Personality and Individual Differences*, 164, 110118.
- Marcus, J., Kahraman, F.* , **Su, S.**, & Fritzsche, B. A. (2019). Capturing intranational cultural variation in international business research: Microsocietal differences in collectivism across Turkey. *Journal of World Business*, 54(6), 101020.
 - *Finalist for the 2019 JWB Best Phenomenon-based Paper Award:*
<https://www.journals.elsevier.com/journal-of-world-business/news/journal-of-world-business-2019-awards>
- **Su, S.**, & Davison, M. (2019). Improving the predictive validity of reading comprehension using response times of correct item responses. *Applied Measurement in Education*, 32(2), 166-182.
- Wang, C., Weiss, D.J., & **Su, S.** (2019). Modeling response time and responses in multidimensional health measurement. *Frontiers in Psychology (Quantitative Psychology and Measurement)*, 51(10), 1-10.
- Wang, C., **Su, S.**, & Weiss, D. J. (2018). Robustness of parameter estimations to assumptions of normality in the multidimensional graded response model. *Multivariate Behavioral Research*, 53(3), 403-418.
- Davison, M., Davenport, E., Chang, Y., Vue, K., & **Su, S.** (2015). Criterion-related validity: Assessing the value of subscores. *Journal of Educational Measurement*, 52(3), 263-279.
- Cheng, L., **Su, S.**, Pang, P., & Chen, J. (2012). The influential factors of private mathematic tutoring of elementary and secondary students in Beijing (Chinese). *Journal of Educational Studies*, 43(8), 69-75.

Manuscripts under Review

- Schlotzhauer, A.* , Ng, M.* , & **Su, S.** (revised and resubmitted). [Title hidden for peer review]. *Journal of Business and Psychology*
- Chen, Z., Frederick, E.* , Cui, C.* , & **Su, S.** (under review). [Title hidden for peer review]. *Physical Review Physics Education Research*

CONFERENCE PROCEEDINGS, TECHNICAL REPORTS, EDUCATIONAL PROGRAMS (Authorship ordered by contribution. Asterisk (*) indicates student.)

- Shoss, M.K., Jundt, D.K., & **Su, S.** (2023). *Variability in repeated adaptive performance (VARI) examining personality predictors*. US Army Research Institute, Fort Belvoir, VA

- Ciarlante, K. E.*, Shoss, M. K., & **Su, S.** (2022). Testing the effects of stressor trajectory on counterproductive work behavior. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 17766). Briarcliff Manor, NY 10510: Academy of Management.
- Naranjo, A.*, Goia, E., Donnelly, S.*, Jundt, D., **Su, S.**, & Shoss, M. K. (2022). Tutorial for integrating and hosting experimental lab tasks online using AWS. *The Industrial-Organizational Psychologist*, 60(1), 43–53.
- **Su, S.**, Horan, K. A., & Jex, S. M. (2019). Work-nonwork interface and health behaviors. *Pilot Research Project Final Report*. NIOSH Sunshine Education Research Center, University of South Florida.

CONFERENCE PRESENTATIONS

(Authorship ordered by contribution. Asterisk (*) indicates student.)

Chaired Conference Sessions

- **Su, S.** (Co-Chair), Jundt, D. K. (Co-chair), & Shoss, M. K. (Co-Chair) (2022). *Applying novel methodological and statistical paradigms to the study of adaptation* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

International Conference Presentations

- **Su, S.** & Yu, H.* (2023, November). *Lack of Sleep, Exercise, and COVID-Prevention Health Behaviors as a Result of Perceived Scarcity: Examining Competing Mediating Mechanisms*. Paper accepted at the 2023 Work, Stress, Health conference, Miami, FL, United States.
- Schlotzhauer, A.*, & **Su, S.** (2023, November). *Loyal but leaving? A latent profile analysis of the exit-voice-loyalty-neglect model*. Paper accepted at the 2023 Work, Stress, Health conference, Miami, FL, United States.
- Ng, M.*, & **Su, S.** (2023, November). *Striking a nerve, Striking a chord: Investigating the moderating role of music on stressor-strain relationships*. Poster accepted at the 2023 Work, Stress, Health conference, Miami, FL, United States.
- Ng, M.*, Schlotzhauer, A.*, & **Su, S.** (2023, April). *What's the context? Comparing contextualization approaches in the Big Five*. Poster accepted at the 2023 annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- Sharma, R.*, Schlotzhauer, A. E.*, Shoss, M. K., & **Su, S.** (2023, April). Job insecurity as a mediator between organizational crisis and knowledge hiding [Conference Poster]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, USA.
 - *Top 10 SIOP Poster*
- **Su, S.**, Wang, C., & Weiss, D. J. (2023, April). Incorporating response times into multidimensional rating Scale Measurement. In Davison M. L. (Chair), *Improving Assessment Decisions with Collateral Information about Incorrect Responses and Response Times*. Symposium accepted at the 2023 National Council on Measurement in Education Annual Meeting, Chicago, IL, United States.
- Ciarlante, K.*, Shoss, M.K., & **Su, S.** (2022, August). *Testing the effects of stressor trajectory on counterproductive work behavior*. Paper presented at the 2022 Academy of Management Annual Meeting, Seattle, WA, United States.
- Choi, Y.*, **Su, S.**, Jex, S.M., & Min, H. (2022, May). *Examining the effect of family-to-work interface on*

older workers' subjective well-being and perceived ability to work: The mediating role of personal sense of control. Poster presented at the 2022 Annual Convention of Association for Psychological Science, Chicago, IL, United States.

- Ewy, G., Mudunkotowe, S., Gray, G., Miller, L. A., & **Su, S.** (2022, May). *Preference of patients with ESKD for remaining on dialysis or proceeding with an at-risk kidney transplant.* Poster presented at the International Society for Pharmacoeconomics and Outcomes Research (ISPOR) 2022, Washington, DC, United States.
- **Su, S.**, Shoss, M. K., Jundt, D. K., & Tavoosi, S.* (2022, April). The COVID-19 pandemic and repeated adaptation: Evidence for different trajectories. In **Su, S.** (Co-Chair), Jundt, D. K. (Co-Chair), & Shoss, M. K. (Co-Chair), *Applying novel methodological and statistical paradigms to the study of adaptation.* Symposium presented at the 2022 annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
- Schlotzhauer, A.*, Shoss, M. K., & **Su, S.** (2022, April). Changes in workplace knowledge hiding during the COVID-19 pandemic. In Currie, R. A. (Co-Chair), & Ehrhart, M. G. (Co-Chair), *Transferring knowledge in the workplace: Why employees choose to hide knowledge.* Symposium presented at the 2022 annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
- Tavoosi, S.*, & **Su, S.** (2022, April). *The language of counterproductive work behavior: A computerized text analysis method.* Poster presented at the 2022 annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
- **Su, S.**, & Jex, S. M. (2021, November). *Examining the dynamic relationship between emotional exhaustion and CWB: Emotion-focused coping.* Poster virtually presented at the 2021 Work, Stress and Health Conference.
- Horan, K. A., **Su, S.**, & Nakahara, W*. (2021, November). *Work nonwork interface and health behaviors.* Poster virtually presented at the 2021 Work, Stress and Health Conference.
- Schlotzhauer, A.*, Ng, M.*, & **Su, S.** (2021, August). *Location, location, location: Comparing methods of scale contextualization.* Poster virtually presented at the 2021 Annual Convention of the American Psychological Association.
- Peng, Y., Cong, L., **Su, S.**, & Rosenblatt, A.* (2021, April). A longitudinal examination of professional isolation during the COVID-19 pandemic. In Saef, R. M. (Chair), *The implications of COVID-19 related job demands for occupational health.* Symposium presented at the 36th annual meeting of the Society for Industrial and Organizational Psychology.
- Horan, K. A., **Su, S.**, & Jex, S. M. (2020, April). Too little, too much, or just right: Sleep, fatigue, and exercise. In Bowling, N. A. & Horan, K. A. (Chairs), *Research advances in the situational and person predictors of CWB.* Symposium virtually presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Min, H., & **Su, S.** (2020, April). *Personality profiles and organizational health outcomes.* Poster accepted at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX (in-person conference canceled due to COVID-19).
- Naranjo, A.*, Beltramo, J.*, **Su, S.**, & Jex, S. M. (2020, April). *Physical consequences of experienced incivility: The role of perseverative cognition.* Poster virtually presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

- Lee, J. *, **Su, S.**, Broksch, E. *, & Jex, S. M. (2020, April). *Sleep on helping through positive affect: Moderating role of recovery*. Poster virtually presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- **Su, S.**, Jex, S. M., & Taylor, S. (2019, November). *Examine the dynamics of workplace incivility spiral using multivariate latent change score model*. Paper presented at the 2019 Work, Stress and Health Conference, Philadelphia, PA.
- Naranjo, A. *, Gebben, A. *, DiStaso, M. *, Shoss, M. K., & **Su, S.** (2019, November). *Patterns of insecurity: Predicting latent job insecurity profiles*. Poster presented at the 2019 Work, Stress and Health Conference, Philadelphia, PA.
- Shoss, M. K., **Su, S.**, & Carusone, N. * (2019, May). *Working hard or hardly working? Reciprocal relationships between job insecurity and performance*. Paper presented at the 19th European Association for Work and Organizational Psychology Congress, Turin, Italy.
- Marcus, J., Kahraman, F., **Su, S.**, & Fritzsche, B. A. (2019, April). *Individualism and collectivism in 81 Turkish provinces: Microsocieties of Turkey*. Paper presented at the 27th National Management and Organizations Congress, Antalya, Turkey.
- **Su, S.**, & Jex, S. M. (2019, April). *Inside the workplace incivility spiral: Moderating roles of gender and civility norms*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Davison, M., Wang, Q., **Su, S.** (2017, April). *Item response models incorporating item response times*. Paper presented at the 2017 Annual Meeting of the National Council on Measurement in Education, San Antonio, TX.
- Wang, Q., Liu, B., **Su, S.**, & Davison, M. (2017, April). *A simulation study of MOCCAs response conditional IRT models*. Paper presented at the 2017 Annual Meeting of the National Council on Measurement in Education, San Antonio, TX.
- **Su, S.**, & Varma, K. (2016, April). *Analyzing measurement invariance on STEM attitudes and gender differences in STEM-themed versus traditional elementary schools*. Paper presented at the 2016 Annual Meeting of the American Educational Research Association, Washington D.C.
- **Su, S.**, Bart, W. M., & Elbedour, S. M. (2014, April). *Predictive factors of teacher maltreatment in schools for Bedouin Arab in Israel: An examination by the hierarchical linear modeling approach*. Paper presented at the 2014 Annual Meeting of the American Educational Research Association, Philadelphia, PA.
- **Su, S.** & Varma, K. (2013, August). *Impact of STEM-focused instruction on K-5 Students' STEM attitude and identity*. Poster presented at the 121st Annual Convention of the American Psychological Association, Honolulu, HI.
- Varma, K., Ross, P., Lawrenz, F., Roehrig, G., Human, D., McGuire, L., Chen, Y.-C., **Su, S.** & Jang, Y.-J. (2013, April). *Unpacking the elements of scientific reasoning*. Poster presented at the 86th Annual Meeting of National Association for Research in Science Teaching, Rio Grande, Puerto Rico.

Regional Conference Presentations

- **Su, S.**, Horan, K. A., & Jex, S. M. (2021, February). *Work-nonwork interface and health behaviors*. Presented virtually at the 2021 conference of Southeast Regional Research Symposium, Tampa, FL.

Other Invited Presentations

- Shoss, M.K., Jundt, D.K., & Su, S. (2020, October; 2021, March; 2022, March; 2023, March). *Variability in repeated adaptive performance (VARI) examining personality predictors*. Invited Presentation at the US Army Research Institute Program Review Meeting 2020, 2021 and 2022.

RESEARCH FUNDING

Received Extramural Funding

Project/Proposal Title: *A Discrete Choice Study to Assess Patients' Preference when Making Therapeutic Decisions*

Agency: LanneM TM, LLC

Status: **Funded**

Role: PI (100%)

Total Award Amount: \$21,936.00

Total Award Period Covered: 08/31/21 – 12/31/23

Project/Proposal Title: *Variability in Repeated Adaptive Performance (VARI): Examining Personality Predictors*

Agency: US Army Research Institute

Status: **Funded**

Role: Co-PI (PI: Mindy Shoss)

Total Award Amount: \$372,526.00 at UCF

Total Award Period Covered: 12/01/19 – 02/28/23

Project/Proposal Title: *Effectiveness of Trauma Management Therapy and Prolonged Exposure Therapy for the Treatment of Post-Traumatic Stress Disorder in an Active Duty Sample: A Comparison Study*

Agency: US Army Medical Research Acquisition Activity

Status: **Funded**

Role: Co-PI (PI: Deborah Beidel)

Total Award Amount: \$10,572,866.00

Total Award Period Covered: 05/16/18 – 05/15/23

Project/Proposal Title: *PPD: Turnover Solution*

Agency: PPD Development, LP (Private Funding)

Status: **Funded**

Role: Co-PI (PI: Kristin Horan)

Total Award Amount: \$5,701.00

Total Award Period Covered: 11/15/21– 11/14/22

Project/Proposal Title: *Work-Nonwork Interface & Health Behaviors*

Agency: NIOSH/CDC Sunshine Education Research Center, University of South Florida

Status: **Funded**

Role: PI

Total Award Amount: \$7,560.00

Total Award Period Covered: 08/28/18 – 06/30/19

Project/Proposal Title: *The Training Solution: Increasing ADD Awareness in the Workplace*

Agency: Attention Deficit Disorder Association

Status: **Funded**

Role: Co-PI (PI: Steve Jex)

Total Award Amount: \$9,395.00

Total Award Period Covered: 10/24/18 – 05/06/19

Project/Proposal Title: *Predicting Personality from LinkedIn Profiles Using Machine Learning and Natural Language Processing*

Agency: Psi Chi

Status: **Funded**

Role: Co-PI, Faculty Supervisor (PI: Saba Tavoosi)

Total Award Amount: \$1,500.00

Total Award Period Covered: 12/01/23 – 8/30/24

Received Intramural Funding

Project/Proposal Title: *Transforming Assessment in STEM Gateway Courses Using Open Problem Repository Assessment (OPRA)*

Agency: UCF COS

Status: **Funded**

Role: Co-PI (PI: Zhongzhou Chen)

Total Award Amount: \$35,000.00

Total Award Period Covered: 02/01/23 – 12/31/23

Project/Proposal Title: *Research Mentoring Program Award for Assistant Professors*

Agency: UCF Office of Research (OR)

Status: **Funded**

Role: Mentee (Mentors: Mark Ehrhart, Mindy Shoss)

Total Award Amount: \$3,000.00

Total Award Period Covered: 2019 - 2021

HONORS AND AWARDS

2023 Top Poster Award, Society for Industrial/Organizational Psychology Annual Conference for Sharma et al. (2023)

2019 Finalist for the Journal of World Business Best Phenomenon-based Paper Award for Marcus et al. (2019)

2014 John P. Yackel/Pearson Graduate Internship

2013 GradSEHD Travel Award

2013 GAPSA Travel Award

PROFESSIONAL SERVICE

Ad-Hoc Reviewer

Conferences

- Society for Industrial and Organizational Psychology
- Academy of Management Annual Meeting

Journals

- Journal of Organizational Behavior
- Journal of Occupational Health Psychology
- Educational and Psychological Measurement
- Technology, Mind, and Behavior
- Scandinavian Journal of Psychology
- Journal of Educational Measurement
- Measurement and Evaluation in Counseling and Development
- Journal of Research in Science Teaching

Service for Professional Societies

- Society for Industrial and Organizational Psychology Student Travel Awards Committee
Role: Committee member/reviewer

Professional Memberships

Society for Industrial and Organizational Psychology
American Psychological Association

COURSES TAUGHT

University of Central Florida

Graduate (PhD and MS level)

PSY7219: Advanced Research Method III

PSY7315: Psychometric Theory and Practice

PSY6216C: Research Methodology

INP 6933: Seminar in I/O Psychology (Learning R for data analysis)

Undergraduate

PSY3302: Psychological Measurement (Online)

University of Minnesota Twin Cities

EPSY3119/EDHD5001: Learning, Cognition and Assessment

Lab instructor

STUDENT ADVISING

Doctoral Dissertations

Chair/Co-chair

- Betsir Zemen, Ph.D. (I/O psychology, 2020)
Role: Co-Chair
- Saba Tavoosi, M.S. (Ph.D. Student of I/O psychology)
Role: Chair
- Yeeun Choi, M.S. (Ph.D. Student of I/O psychology)
Role: Co-Chair

Committee member

- Juseob Lee, Ph.D. (I/O psychology, 2021)
Role: Committee member
- Katherine Ciarlante, Ph.D. (I/O psychology, 2022)
Role: Committee member
- Matthew Ng, M.S. (Ph.D. Student of I/O psychology)
Role: Committee member
- Amanda Grinley, M.S. (Ph.D. Student of I/O psychology)
Role: Committee member
- Nina Steigerwald, M.S. (Ph.D. Student of I/O psychology)
Role: Committee member
- Barret Vermilion, M.S. (Ph.D. Student of I/O psychology)
Role: Committee member
- Manuel Jesus Herrera Legon, Ph.D. (Clinical Psychology, 2021)
Role: Committee member
- Nicholas James, Ph.D. (Clinical Psychology, 2020)
Role: Committee member

Master's Theses

Chair

- Saba Tavoosi, M.S. (I/O psychology, 2022)
Role: Chair
- Turku Erengin, M.S. (I/O psychology, 2021)
Role: Chair
- Haohao Yu, Ph.D. Student of I/O psychology
Role: Chair

Committee member

- Barret Vermilion, M.S. (I/O psychology, 2022)
Role: Committee member
- Nina Steigerwald, M.S. (I/O psychology, 2022)
Role: Committee member
- Haroon Pervez, M.S. (I/O psychology, 2022)
Role: Committee member
- Lindsey Lane, M.S. (I/O psychology, 2022)
Role: Committee member
- Amanda Grinley, M.S. (I/O psychology, 2021)
Role: Committee member
- Jenna Beltramo, M.S. (I/O psychology, 2021)
Role: Committee member
- Mitchell Eid, M.S. (I/O psychology, 2020)
Role: Committee member
- Austin Carter, (I/O psychology, 2017)
Role: Committee member

Honors Ungraduated Thesis

- Sydney Mazur, B.A. (2023)
Role: Committee member
- Mayleen Gonzalez, B.A. (2022)
Role: Committee member

RESEARCH GROUP & LAB INVOLVEMENT

Director: UCF Psychometrics Lab

2018 ~ present