

# Juseob Lee

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## Education

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### **Doctor of Philosophy in Psychology** | May 2021 (expected)

Department of Psychology, University of Central Florida (Orlando, Florida)

**Major:** Industrial and Organizational Psychology

**Advisor:** Steve M. Jex, Ph.D.

**Research Interests:** Occupational stress, counterproductive work behavior, recruitment

### **Master of Science in Human Resources and Employment Relations** | GPA: 3.97/4.0 | December 2015

School of Labor and Employment Relations, Pennsylvania State University (University Park, Pennsylvania)

**Thesis:** *Applicant Reactions to Different Employment Interview Modalities and Waiting after the Scheduled Time: Examination of the Moderating Effects of General Self-Efficacy*

**Advisor:** Stanley M. Gully, Ph.D.

### **Bachelor of Science in Business Administration with Minor in Psychology** | GPA: 3.97/4.0 | May 2013

Naveen Jindal School of Management, University of Texas at Dallas (Richardson, Texas)

*Summa Cum Laude*

### **Bachelor of Business Administration** (physical attendance: 2006 – 2010) | GPA: 3.7/4.3 | August 2013

School of Business Administration, Kyungpook National University (Daegu, Republic of Korea)

*Degree conferred through the Dual-Degree Program, in partnership with University of Texas at Dallas*

## Peer-Reviewed Publication Outlet

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Lee, J., & Gully, S. M. (2018). Applicant reactions to interview modality and time waiting: An investigation of moderating effects of general self-efficacy. *Academy of Management Proceedings*, 2018(1).

## Manuscripts Under Review

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Lee, J., & Gully, S. M. (*Under Review*). Applicant reactions to interview modality and time waiting: An investigation of moderating effects of general self-efficacy. *International Journal of Selection and Assessment*.

## Book Chapter

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*Note:* \*Others contributed equally.

Shoss, M. K., Eisenberger, R., \*Lee, J., \*Lewis, B., \*Maneethai, D., \*Wen, X., \*Yu, J., & \*Zheng, J. (*Final revision in progress*). Implications of the Changing Nature of Work for the Employee-Organization Relationship. In B. Hoffman, M. K. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*. New York, NY: Cambridge.

## Conference Paper/Presentations

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Lee, J., & Gully, S. M. (2018, August). *Applicant reactions to interview modality and time waiting: An investigation of moderating effects of general self-efficacy*. Oral presentation delivered at the HR Division Traditional Paper Session at the 78<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.

Lee, J., & Gully, S. M. (2018, April). *Applicant reactions to interview modality and time waiting: An investigation of moderating effects of general self-efficacy*. Poster presentation at the 2018 Graduate Research Forum, University of Central Florida, Orlando, FL.

- Lee, J.**, Howard, M. C., Dogru, E. U., Rose, J. C., Millard, L. A., Mahla, E. K., & Gui, F. (2016, April). *Testing pre-training interventions for virtual reality training: Investigating seductive details*. Poster presentation at the 31st annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
- Lee, J.**, Howard, M. C., Rose, J. C., Dogru, E. U., Mahla, E. K., Millard, L. A., & Gui, F. (2016, April). *Extending the uncanny valley theory to simulations*. Poster presentation at the 31st annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
- Howard, M. C., **Lee, J.**, Rose, J. C., Dogru, E. U., Millard, L. A., & Mahla, E. K. (2016, April). *A theory of training-technology fit and virtual reality: A meta-analysis*. Poster presentation at the 31st annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
- Howard, M. C., **Lee, J.**, Dogru, E. U., Rose, J. C., Mahla, E. K., & Millard, L. A. (2016, April). *A meta-analysis of virtual reality hardware, software, and participant populations*. Poster presentation at the 31st annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
- Howard, M. C., Rose, J. C., Dogru, E. U., Millard, L. A., Mahla, E. K., Gui, F., & **Lee, J.** (2016, April). *Knowing an organization, digitally: Simulation games in the socialization process*. Poster presentation at the 31st annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.

## Research/Academic Experiences

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**Instructor** | Department of Psychology | University of Central Florida | Fall 2018 – Present

Organizational Psychology	INP 4313	<i>face-to-face</i>	Undergraduate-level
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**Graduate Teaching Assistant** | Department of Psychology | University of Central Florida | Fall 2016 – Present

Statistical Methods in Psychology	PSY 3204	<i>face-to-face</i>	Fall 2016; Spring 2017
		<i>online</i>	Spring 2018; Summer 2018
History and Systems of Psychology	PSY 4604	<i>online</i>	Spring 2017
Cross-Cultural Psychology	SOP 3723	<i>online</i>	Summer 2017
Industrial/Organizational Psychology	INP 3004	<i>online</i>	Summer 2017; Fall 2017; Summer 2018
Social Psychology	SOP 3004	<i>face-to-face</i>	Fall 2017
Personality Theory and Research	PPE 3003	<i>mixed-mode</i>	Spring 2018

**Student Director and Researcher** | Department of Psychology | University of Central Florida | Fall 2017 – Present

Employee Health and Well-Being (EHWB) Laboratory, *Advisor*: Steve M. Jex, Ph.D.

**Researcher** | Department of Psychology | University of Central Florida | Fall 2016 – Summer 2017

Computational Psychology Laboratory, *Advisor*: Wei Wang, Ph.D.

**Research Assistant** | Business and CyberPsychology Lab | Pennsylvania State University | May – December 2015

Assisted and took part in the processes of publishing conference and journal papers.

*Supervisor*: Matt C. Howard, Ph.D.

**Meta-Analysis Coding** | Business and CyberPsychology Lab | Pennsylvania State University | Summer 2015

Examination of virtual reality (VR) training effectiveness in clinical, educational, and organizational contexts; analyzed methodologies and classified 350+ journal publications and book chapters into 45+ priori categories (e.g., cognitive, psychomotor, social, and emotional training outcome domains).

*Supervisor*: Matt C. Howard, Ph.D.

**Research and Teaching Assistant** | University of Texas at Dallas | Fall 2012

*Research Assistant*: Assisted data collection, data cleaning, and other processes of publishing journal papers.

*Teaching Assistant*: Strategic Management (BPS4305.005; 008), International Business (IMS3310.501)

## Invited Academic Presentations

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Lee, J. (April 6, 2018). Presenter. Being proactive at a time of uncertainty: An investigation on the role of job insecurity on training intention and utilization. (15 min). Research presented at the brownbag series. Department of Psychology, University of Central Florida, Orlando, FL.

Lee, J. (April 14, 2017). Presenter. Media Richness in Online Recruitment (15 min). Research presented at the brownbag series. Department of Psychology, University of Central Florida, Orlando, FL.

Lee, J. (March 24, 2017). Presenter. Team Research in Industrial and Organizational Psychology (45 min). Presented at the faculty meeting. Department of Mechanical and Aerospace Engineering (MAE), University of Central Florida, Orlando, FL.

## Professional/Consulting Experience

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**Consultant** | Department of Psychology | University of Central Florida | Orlando, FL | August 2018 – Present

*Projects:* Training Program Development for Supervisors on Delegating Work; Consulting provided as a practicum part of the course requirement (Industrial Psychology II; INP 7251).

**I/O Researcher**, Assesta | Seoul, Republic of Korea | April 2016 – June 2016

*Projects:* Item design for the aptitude test for a state-owned corporation and selection interview question design for a metropolitan municipal government.

## Academic Service

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**Chair, Recruitment Committee** | SPIOP | UCF | Fall 2018 – Present

The Recruitment Committee is responsible for the representation of the UCF I/O Programs and SPIOP to those who do not belong to the SPIOP or UCF I/O Programs but potentially wish to, at the time of interest.

**Vice President, Student Professionals for Industrial and Organizational Psychology (SPIOP)** | UCF | Fall 2018 – Present

Student Professionals for Industrial and Organizational Psychology (SPIOP) is a student-governed organization to promote graduate and undergraduate students' understanding and involvement within the field of Industrial/Organizational Psychology.

**Committee Member, UCF I/O Psychology Website/Newsletter Committee** | Fall 2017 – Summer 2018

Website/Newsletter Committee concerns information/updates presented on the I/O program webpages for student recruiting purposes, interviews for new faculty/staff members, and newsletter, *IOpenner*.

**Coordinator, Student Development Sessions** | UCF | Fall 2017 – Spring 2018

Coordinated student development sessions for the industrial/organizational psychology program at UCF.

**Panelist, Panel Discussion on I/O Psychology** | UCF | February 13, 2018

Participated as a panelist for a panel discussion on the introduction to I/O psychology, hosted by SPIOP (Student Professionals for Industrial and Organizational Psychology) at UCF.

**Coordinator, I/O Psychology Developmental Reading Group** | UCF | Summer 2017

Coordinated a series of reading/discussion sessions for a review of literature in topics of industrial and organizational psychology, including but not limited to, performance as a criterion, organizational development, leadership, groups, and multi-level analyses. Nine weekly meetings were held in the summer.

**Committee Member, UCF I/O Psychology Doctoral Student Recruitment/Selection Committee** | Fall 2016 - Spring 2017

Designed structured interview questions and interview processes and organized/assisted prospective student visits for the 2017-2018 doctoral student intake.

**Conference Assistant, 2<sup>nd</sup> Global Conference of International Human Resource Management** | May 2015

Assisted processes of the conference held at the School of Labor and Employment Relations, PSU (University Park).

## Professional Development

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**2018 Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium** (May 30 – August 11,

2018). A series of online webinars with face-to-face reception at the 78<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.

**2018 SIOP Doctoral Consortium** (April 18, 2018). 2018 Annual conference, Society for Industrial/Organizational Psychology, Chicago, IL.

**Workshop on Statistical Analysis with Latent Variables Using Mplus: Regression and Mediation Analysis using Mplus** (Aug. 16) and **Dynamic Structural Equation Modeling of Intensive Longitudinal Data using Mplus Version 8** (Aug. 17-18). Bloomberg School of Public Health, Johns Hopkins University, Baltimore, MD.

**Pathways to Success – Graduate Student Development Series.** College of Graduate Studies, UCF.

*Authorship, Credit and Collaborative*

<i>Scholarship and Research: Ethical Pitfalls to Avoid</i>	7/14/2017	<i>Thesis or Dissertation Formatting Using Microsoft Word's Hidden Tools</i>	5/23/2017
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<i>Developing Your Teaching Persona</i>	6/14/2017	<i>Dealing with Communication Anxiety</i>	5/22/2017
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<i>Library Research and Literature Review Strategies</i>	5/25/2017	<i>How It Works for You: Networking Techniques</i>	2/8/2017
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<i>Presentation Skills</i>	5/25/2017	<i>IRB Institutional Review Board</i>	1/25/2017
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<i>Finding Data Sources</i>	5/24/2017	<i>Citation Management</i>	10/3/2016
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<i>Useful Apps All Grad Students Should Love and Use</i>	5/24/2017		
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## Honors/Awards

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### Honors & Professional Memberships

*Dual Degree Program:* Degree conferred from University of Texas at Dallas and Kyungpook National University

*Dean's List:* Naveen Jindal School of Management, University of Texas at Dallas (FA 2011; SP 2012; FA 2012)

*Beta Gamma Sigma:* International honor society for students in business majors

*Society for Industrial and Organizational Psychology (SIOP)*

*Academy of Management (HR, OB, and RM Divisions)*

*Society for Human Resource Management (SHRM)*

### Scholarships & Grants

Student Government (SGA) Travel Grant	UCF	\$400	Summer 2018
Employee Health and Well-being Lab Grant	UCF	\$400	Summer 2018
Department Conference Travel Grant	UCF	\$200	Spring 2018
Internal Scholarship	Penn State	\$750	Summer 2014
Chartwell Investment Partners Scholarship	Penn State	\$2,000	Fall 2013
Global 100 Scholarship	KNU	\$2,500	Fall 2013
Transfer Academic Excellence Scholarship	UT Dallas	\$1,000 each	FA 2011; SP 2012; FA 2012; SP 2013
Dual Degree Program Scholarship	KNU	\$1,700 each	FA 2011; SP 2012; FA 2012; SP 2013
Office of International Affairs Scholarship	KNU	\$1,100	FA 2011
Vision Scholarship II	KNU	\$380	Fall 2007
Academic Excellence Scholarship	KNU	\$370 each	Fall 2006; Spring 2011

UCF: University of Central Florida; Penn State: Pennsylvania State University; UT Dallas: University of Texas at Dallas; KNU: Kyungpook National University Scholarships from KNU were calculated as KRW ₩1,000 = USD \$1 for convenience.

## Others

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*Meteorological Observer, Republic of Korea Air Force (ROKAF)* | March 2008 – May 2010

Operational Weather Squadron, ROKAF 5th Tactical Airlift Wing, Busan, Republic of Korea

Conducted meteorological observations (minute-based); provided weather service to military/civil control towers and airports; recorded and analyzed weather data (META); honorably discharged as a staff sergeant for the completion of military service

***Graduate Record Examination (GRE)***

Quantitative Reasoning, 166 (92<sup>nd</sup> percentile; July 2012, July 2015)

## **Skills**

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***Experiences of Statistical Techniques in Manuscripts/Conference Papers***

Moderated hierarchical multiple regression, mediation analyses, structural equation modeling (SEM), moderated logistic regression, confirmatory factor analysis (CFA), exploratory factor analysis (EFA), and chi-square test comparing model fits.

***Software***

SAS, SPSS (syntax & PROCESS), AMOS, RStudio, Mplus, Qualtrics, Microsoft Suite

***Language***

English

Korean (native)

Japanese (elementary)

## **References**

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*References can be provided upon request.*