

CURRICULUM VITAE

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Position

Assistant Professor, School of Human Resources and Labor Relations, Michigan State University
August 2015 – present

RESEARCH (student authors underlined)

Research Interests

Personality and adaptability at work; Training and transfer; Response effort

Google Scholar page

<http://scholar.google.com/citations?user=W0Q2spEAAAAJ>

Awards

Highly commended paper, GLOBE Robert J. House Award, 2016
William A. Owens Scholarly Achievement Award, Society for Industrial and Organizational Psychology, 2016
Honorable Mention for Best Intervention Competition, Work, Stress, Health, 2013

Peer Reviewed Journal Articles

Huang, J. L., Cropanzano, R., Li, A., Shao, P., Zhang, X., & Li, Y. (2017). Employee conscientiousness, agreeableness, and supervisor justice rule compliance: A three-study investigation. *Journal of Applied Psychology*. Advance online publication. doi: 10.1037/apl0000248

Huang, J. L., Ford, J. K., & Ryan, A. M. (2016). Ignored no more: Within-person variability enables better understanding of training transfer. *Personnel Psychology*. Advance online publication. doi: 10.1111/peps.12155

King, D. D., Ott-Holland, C., Ryan, A. M., **Huang, J. L.**, Wadlington, P., & Elizondo, F. (2016). Personality homogeneity in organizations and occupations: Considering similarity sources. *Journal of Business and Psychology*. Advance online publication. doi: 10.1007/s10869-016-9459-4

Kossek, E. E. *, **Huang, J. L.** *, Piszczek, M., Ruderman, M. N., & Fleenor, J. W. (2017). Rating expatriate leader effectiveness: Cultural distance and hierarchical role effects. *Human Resource Management*, 56, 151-172. doi: 10.1002/hrm.21763

* The first two authors contributed equally

† Highly commended paper, GLOBE Robert J. House Award, 2016

Xie, B., Zhou, W., **Huang, J. L.**, & Xia, M. (2017). Using goal facilitation theory to explain the relationships between calling and organization-directed citizenship behavior and job satisfaction. *Journal of Vocational Behavior*, 100, 78-87. doi: 10.1016/j.jvb.2017.03.001

- Bowling, N. A., **Huang, J. L.**, Bragg, C. B., Khazon, S., Liu, M., & Blackmore, C. E. (2016). Who cares and who is careless? Insufficient effort responding as a reflection of respondent personality. *Journal of Personality and Social Psychology, 111*, 218-229. doi: 10.1037/pspp0000085
- Huang, J. L.**, Bramble, R. J., Liu, M., Aqwa, J. J., Ott-Holland, C. J., Ryan, A. M., Lounsbury, J. W., Elizondo, F., Wadlington, P. L. (2016). Rethinking the association between extraversion and job satisfaction: The role of interpersonal job context. *Journal of Occupational and Organizational Psychology, 89*, 683-691. doi: 10.1111/joop.12138
- Huang, J. L.**, & Bramble, R. J. (2016). Trait, state, and task-contingent conscientiousness: Influence on learning and transfer. *Personality and Individual Differences, 92*, 180-185. doi: 10.1016/j.paid.2015.12.043
- McGonagle, A. K., **Huang, J. L.**, & Walsh, B. M. (2016). Insufficient effort survey responding: An under-appreciated problem in work and organizational health psychology research. *Applied Psychology: An International Review, 65*, 287-321. doi: 10.1111/apps.12058
- Huang, J. L.***, Chiaburu, D. S.* , Zhang, X., Li, N., & Grandey, A. A. (2015). Rising to the challenge: Deep acting is more beneficial when tasks are appraised as challenging. *Journal of Applied Psychology, 100*, 1398-1408. doi: 10.1037/a0038976
- * The first two authors contributed equally
- Huang, J. L.**, Liu, M., & Bowling, N. A. (2015). Insufficient effort responding: Examining an insidious confound in survey data. *Journal of Applied Psychology, 100*, 828-845. doi: 10.1037/a0038510
- Jundt, D. K., Shoss, M., & **Huang, J. L.** (2015). Individual adaptive performance in organizations: A review. *Journal of Organizational Behavior, 36*, S53-S71. doi: 10.1002/job.1955
- Huang, J. L.**, Blume, B. D., Ford, J. K., & Baldwin, T. T. (2015). A tale of two transfers: Disentangling maximum and typical transfer and their respective predictors. *Journal of Business and Psychology, 30*, 709-732. doi: 10.1007/s10869-014-9394-1
- † Received 2015 Editor Commendation at Journal of Business and Psychology
- Huang, J. L.**, Bowling, N. A., Liu, M., & Li, Y. (2015). Detecting insufficient effort responding with an infrequency scale: Evaluating validity and participant reactions. *Journal of Business and Psychology, 30*, 299-311. doi: 10.1007/s10869-014-9357-6
- Huang, J. L.**, Ryan, A. M., & Mujtaba, B. (2015). Vicarious experience of justice: When unfair treatment of one's colleague matters. *Personnel Review, 44*, 826-846. doi: 10.1108/PR-02-2013-0026
- Sundstrom, E., Lounsbury, J. W., Gibson, L. W., & **Huang, J. L.** (2015). Personality traits and career satisfaction in training and development occupations: Toward a distinctive T&D personality profile. *Human Resource Development Quarterly, 27*, 13-40. doi: 10.1002/hrdq.21223
- Liu, M., & **Huang, J. L.** (2015). Cross-cultural adjustment to the United States: The role of extraversion change.

Frontiers in Psychology, 6(1650), 1-15. doi: 10.3389/fpsyg.2015.01650

You, J., **Huang, J. L.**, Ho, M. Y., Leung, H., Li, C., Bond, M. H. (2015). Perceived support and relational conflict as mediators linking attachment orientations with depressive symptoms: A comparison of dating individuals from Hong Kong and the United States. *Personality and Individual Differences*, 73, 50-55. doi: 10.1016/j.paid.2014.09.004

Ran, S., Liu, M., Marchiondo, L. A., & **Huang, J. L.** (2015). Difference in response effort across sample types: Perception or reality? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 202-208.

Huang, J. L., Ryan, A. M., Zabel, K. L., & Palmer, A. (2014). Personality and adaptive performance at work: A meta-analytic investigation. *Journal of Applied Psychology*, 99, 162-179. doi: 10.1037/a0034285

Liu, S., **Huang, J. L.**, & Wang, M. (2014). Effectiveness of job search interventions: A meta-analysis. *Psychological Bulletin*, 140, 1009-1041. doi: 10.1037/a0035923

† Featured in December 2015 issue of *Harvard Business Review*

† Honorable Mention for Best Intervention Competition. Work, Stress, Health 2013

† William A. Owens Scholarly Achievement Award, Society for Industrial and Organizational Psychology, 2016

Ott-Holland, C., **Huang, J. L.**, Ryan, A. M., Wadlington, P. L., & Elizondo, F. (2014). The effects of culture and gender on perceived self-other similarity in personality. *Journal of Research in Personality*, 53, 13-21. doi: 10.1016/j.jrp.2014.07.010

Huang, J. L. (2014). Does cleanliness influence moral judgments? Response effort moderates the effect of cleanliness priming on moral judgment. *Frontiers in Psychology*, 5(1276), 1-8. doi: 10.3389/fpsyg.2014.01276

Leong, F. T. L., **Huang, J. L.**, & Mak, S. (2014). Protestant work ethic, Confucian values, and work-related attitudes in Singapore. *Journal of Career Assessment*, 22, 304-316. doi: 10.1177/1069072713493985

Chiaburu, D. S., **Huang, J. L.**, Hutchins, H. M., & Gardner, R. G. (2014). Trainees' perceived knowledge gain unrelated to the training domain: The joint action of impression management and motives. *International Journal of Training and Development*, 18, 37-52. doi: 10.1111/ijtd.12021

Chakrani, B., & **Huang, J. L.** (2014). The work of ideology: Examining class, language use, and attitudes among Moroccan university students. *International Journal of Bilingual Education and Bilingualism*, 17, 1-14. doi: 10.1080/13670050.2012.718319

Ott-Holland, C. J., **Huang, J. L.**, Ryan, A. M., Elizondo, F., & Wadlington, P. L. (2013). Culture and vocational interests: The moderating role of collectivism and gender egalitarianism. *Journal of Counseling Psychology*, 60, 569-581. doi: 10.1037/a0033587

Huang, J. L., & Pearce, M. (2013). The other side of the coin: Vocational interests, interest differentiation and annual income at the occupation level of analysis. *Journal of Vocational Behavior*, 83, 315-326. doi:

10.1016/j.jvb.2013.06.003

Liu, M., Bowling, N. A., **Huang, J. L.**, & Kent, T. (2013). Insufficient effort responding to surveys as a threat to validity: The perceptions and practices of SIOP members. *The Industrial-Organizational Psychologist*, 51(1), 32-38.

Leong, F. T. L., Pearce, M., & **Huang, J. L.** (2013). Assessing scientist and practitioner orientations in industrial/organizational psychology. *Journal of Career Assessment*, 21, 452-468. doi: 10.1177/1069072712475180

Harrell, Z. A. T., **Huang, J. L.**, & Kepler, D. M. (2013). Affluence and college alcohol problems: The relevance of parent-and child reported indicators of socioeconomic status. *Journal of Adolescence*, 36, 893-897. doi: 10.1016/j.adolescence.2013.06.009

Olomu, A. B., Gourineni, V., **Huang, J. L.**, Pandya N., Efevbokhan, N., Samaraweera, J. et al. (2013). Rate and predictors of blood pressure control in a federal qualified health center in Michigan: A huge concern? *The Journal of Clinical Hypertension*, 15, 254-263.

Huang, J. L., Curran, P. G., Keeney, J., Poposki, E. M., & DeShon, R. P. (2012). Detecting and deterring insufficient effort responding to surveys. *Journal of Business and Psychology*, 27, 99-114. doi: 10.1007/s10869-011-9231-8

† Second most cited paper at Journal of Business and Psychology in 2013

Huang, J. L., & Ford, J. K. (2012). Driving locus of control and driving behavior: Inducing change through driver training. *Transportation Research Part F: Traffic Psychology and Behaviour*, 15, 358-368. doi: 10.1016/j.trf.2011.09.002

Huang, J. L., & Ryan, A. M. (2011). Beyond personality traits: A study of personality states and situational contingencies in customer service jobs. *Personnel Psychology*, 64, 451-488. doi: 10.1111/j.1744-6570.2011.01216.x

Weissbein, D. A., **Huang, J. L.**, Ford, J. K., & Schmidt, A. M. (2011). Influencing learning states to enhance trainee motivation and improve training transfer. *Journal of Business and Psychology*, 26, 423-435. doi: 10.1007/s10869-010-9198-x

Blume, B. D., Ford, J. K., Baldwin, T. T., & **Huang, J. L.** (2010). Transfer of training: A meta-analytic review. *Journal of Management*, 36, 1065-1105. doi: 10.1177/0149206309352880

Leong, F. T. L. & **Huang, J. L.** (2008). Applying the cultural accommodation model to diversity consulting in organizations. *Consulting Psychology Journal: Practice and Research*, 60, 170-185. doi: 10.1037/0736-9735.60.2.170

Leong, F. T. L., Cooper, S. & **Huang, J. L.** (2008). Selected bibliography on diversity consulting: Supplement to the special issue on culture, race, and ethnicity in organizational consulting psychology. *Consulting Psychology Journal: Practice and Research*, 60, 215-226. doi: 10.1037/0736-9735.60.2.215

Book Chapters

- Huang, J. L., Ran, S., & Liu, M.** (under review). Vocational interests in a global business environment. In C. Nye and J. Rounds (Eds.) *Vocational interests in the workplace: Rethinking behavior at work*.
- Huang, J. L., Ran, S., & Blume, B. D.** (in press). Understanding training transfer from the adaptive performance perspective. In K. G. Brown (Ed.) *The Cambridge handbook of workplace training and employee development*.
- Huang, J. L., Shoss, M. K., & Jundt, D. K.** (in press). Adaptive performance. In D. S. Ones, N. Anderson, H. K. Sinangil, C. Viswesvaran (Eds.) *The Sage handbook of industrial, work, and organizational psychology* (2nd ed., Vol. 1).
- Liu, M., Huang, J. L., & Dickson, M. W.** (2017). Team Assessment and Selection. In H. W. Goldstein (Ed.) *The Wiley Blackwell handbook of the Psychology of Recruitment, Selection, and Retention*.
- Huang, J. L., & Ran, S.** (2017). Facilitating survey response. In S. Rogelberg, S. Tonidandel, & K. Shockley (Eds.), *Encyclopedia of Industrial/Organizational Psychology* (2nd ed.).
- Huang, J. L., & Bramble, R. J.** (2016). Adaptability. In S. K. Whitbourne (Ed.) *The Encyclopedia of adulthood and aging* (Wiley-Blackwell).
- Huang, J. L., & Liu, M.** (2014). Survey responses with insufficient effort. In A. C. Michalos (Ed.) *Encyclopedia of quality of life and well-being research* (pp. 6486-6489). New York: Springer.
- Wilson, C. L., **Huang, J. L.**, & Kraiger, K. (2013). Personality and the analysis, design, and delivery of training. In N. D. Christiansen & R. P. Tett (Eds.) *Handbook of personality at work* (pp. 543-564). New York: Routledge.
- Leong, F. T. L. & **Huang, J. L.** (2010). Standard error of measurement. In Neil J. Salkind's (Ed.) *Encyclopedia of research design*. Thousand Oak, CA: Sage.
- Leong, F. T. L., Qin, D., & **Huang, J. L.** (2008). Research methods related to understanding multicultural concepts. In J. K. Asamen, M. L. Ellis and G. L. Berry (Eds.), *Handbook of child development, multiculturalism, and media*. Thousand Oaks, CA: Sage.
- Tett, R. P., Anderson, M., Ho, C., Yang, T., **Huang, L.**, & Hanvongse, A. (2006). Seven nested questions about faking on personality tests: An overview and interactionist model. In R. Griffith (Ed.), *A closer examination of applicant faking behavior*. Greenwich, CT: Information Age.

Peer-reviewed Conference presentations

- Huang, J. L., & Bowling, N. A.** (2017, April). *Promoting and understanding survey response effort*. Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology, Orlando, FL.
- Bowling, N. A., & **Huang, J. L.** (2017, April). *Do I have your attention? Measuring and predicting careless responding*. Symposium chaired at the annual conference of Society for Industrial and Organizational

Psychology, Orlando, FL.

Aqwa, J. J., Bramble, R. J., Liu, M., & **Huang, J. L.** (2017, April). Insufficient effort responding and dark triad personality: Reducing the confound. In J. L. Huang & N. A. Bowling (Chairs), *Promoting and understanding survey response effort*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Orlando, FL.

Bowling, N. A., & **Huang, J. L.** (2016, April). *Your attention please! Measuring, predicting, and preventing insufficient effort responding*. Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology, Anaheim, CA.

Ran, S., **Huang, J. L.**, Liu, M., & Nieminen, L. R. (2016, April). Negatively worded items in surveys: Method bias and interventions. In N. A. Bowling and J. L. Huang (Chairs), *Your attention please! Measuring, predicting, and preventing insufficient effort responding*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Anaheim, CA.

McGonagle, A. K., **Huang, J. L.**, & Williams, L. J. (2015, August). Modeling multiple sources of MV: The incremental effects of insufficient effort responding. In L. J. Williams (Chair), *Current topics in common method variance research*. Symposium presented at the annual conference of Academy of Management, Vancouver, Canada.

Huang, J. L. (2015, April). *Data cleansing time! Insufficient effort responding in concurrent validation studies*. Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Huang, J. L., & Liu, M. (2015, April). *Insufficient effort responding: From detection to solutions*. Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Liu, M., & **Huang, J. L.** (2015, April). IER's dual effect on test-retest reliability of personality. In P. Curran (Chair), *Invalid responding in the survey process: Detection, deterrence, and understanding*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Bramble, R. J., **Huang, J. L.**, Kung, M., Chang, L., & Kinney, T. B. (April, 2015). Insufficient Effort Responding in Validation Data and Its Performance Correlates. In J. L. Huang (Chair), *Data cleansing time! Insufficient effort responding in concurrent validation studies*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Ran, S., Nieminen, L. R., Liu, M., & **Huang, J. L.** (2015, April). Combating the negative impact of negatively worded items in surveys. In J. L. Huang & M. Liu (Co-chairs), *Insufficient effort responding: From detection to solutions*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Bramble, R. J., Liu, M., Aqwa, J. J., **Huang, J. L.**, & Lounsbury, J. W. (2015, April). *Personality and job*

satisfaction: Interpersonal job context as a moderator. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Liu, M., & Huang, J. L. (2015, April). Contextualized extraversion and its change in cross-cultural adjustment. In M. S. Fleisher & R. A. McCloy (Co-chairs), *Within-person variability of personality traits: Theory and applied measurement*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Huang, J. L., & Liu, M. (2014, August). Insufficient Effort Responding: A unique source of method variance. In L. J. Williams (Chair), *Current issues in investigating common method variance*. Symposium presented at the annual conference of Academy of Management, Philadelphia, PA.

Huang, J. L., Ford, J. K., & Ryan, A. M. (2014, August). *Ignored no more: Within-person variability enables better understanding of training transfer.* Paper presented at the annual conference of Academy of Management, Philadelphia, PA.

Huang, J. L., Liu, M., Biermeier-Hanson, B., Li, Y., & Wang, Z. (2014, June). *Autonomy and counterproductive work behavior: The mediating role of job satisfaction.* Paper presented at the first HR Division International Conference, Beijing, China.

Huang, J. L., & Liu, M. (2014, May). *Insufficient effort responding to surveys: From impact to solutions.* Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.

Huang, J. L., Liu, M., & Bowling, N. A. (2014, May). Insufficient effort responding: Uncovering an insidious threat to data quality. In J. H. Huang & M. Liu (Co-chairs), *Insufficient effort responding to surveys: From impact to solutions*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.

Liu, M., Huang, J. L., Biermeier-Hanson, B., Li, Y., & Wang, Z. (2014, May). Leader proactive personality, member need for approval, and team performance. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.

Huang, J. L., & Bramble, R. J. (2014, May). *Trait, state, and task-contingent conscientiousness: Predicting learning and transfer.* Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Honolulu, HA.

Liu, S., **Huang, J. L., & Wang, M.** (2013, May). *Effectiveness of job search interventions: A meta-analysis.* Paper presented at the annual conference of Work, Stress, and Health, Los Angeles, CA.

Huang, J. L., Zabel, K. L., Ryan, A. M., & Palmer, A. (2013, April). Personality and adaptive performance at work: A meta-analytic investigation. In C. Robie (Chair), *Advances in the use of personality to predict workplace criteria*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Houston, TX.

- Huang, J. L.**, Chiaburu, D. S., Li, N., & Zhang, X. (2013, April). A within-individual investigation of emotional labor: Consequences and moderators. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Houston, TX.
- Huang, J. L.**, & Pearce, M. (2013, April). *Vocational interests and income at the occupation level of analysis*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Houston, TX.
- Liu, M., **Huang, J. L.**, Bowling, N. A., & Bragg, C. (2013, April). *Attenuating effect of insufficient effort responding on relationships between measures*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Houston, TX.
- Liu, M., & **Huang, J. L.** (2013, April). *Diversity climate and employee attitudes: the mediating role of prejudice*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Houston, TX.
- Leong, F. T. L., **Huang, J. L.**, & Pearce, M. (2013, April). *Assessing scientist and practitioner orientations in industrial/organizational psychology*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Houston, TX.
- Huang, J. L.**, Blume, B. D., Ford, J. K., & Baldwin, T. T. (2012, April). Paths to transfer: A meta-analytic investigation of training outcomes. In M. Wang & L. Zhou (Co-chairs), *New developments in training motivation and training transfer research*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, San Diego, CA.
- Liu, M., & **Huang, J. L.** (2012, April). Insufficient effort responding to surveys: Validation of a detection scale. In P. Curran & N. T. Carter (Co-chairs), *Invalid data in surveys: Antecedents, detection, and consequences*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, San Diego, CA.
- Ott-Holland, C., **Huang, J. L.**, Ryan, A. M., Wadlington, P. L., & Elizondo, F. (2012, April). *I do what I want: Personality-interest congruence across cultures*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, San Diego, CA.
- Ott-Holland, C., **Huang, J. L.**, Ryan, A. M., Wadlington, P. L., & Elizondo, F. (2012, April). *You and I are not alike: Culture and perceived similarity*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, San Diego, CA.
- Pearce, M., Kozlowski, S. W. J., Chao, G. T., Fernandez, R., Grand, J. G., Rench, T. A., **Huang, J. L.**, & Curran, P. (2012, April). Enhancing emergency medical team performance via team process training. In S. J. Weaver & M. Rosen, *Helping healthcare enter a new era*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, San Diego, CA.
- Chiaburu, D. S., **Huang, J. L.**, Hutchins, H. M., & Gardner, R. G. (2012, February). *Reporting more than learned in training? Social desirability and trainees' needs as interactive predictors of unrelated*

knowledge. Paper presented at the annual international research conference of Academy of Human Resource Development, Denver, CO.

Huang, J. L., Curran, P. G., Keeney, J., Poposki, E. M., & DeShon, R. P. (2011, August). *Detecting insufficient effort responding to surveys: Convergent validity and psychometric impact*. Paper presented at the annual conference of Academy of Management, San Antonio, TX.

Huang, J. L., & Ford, J. K. (2011, August). *Driving locus of control and driving behaviors: Inducing change through driver training*. Paper presented at the annual conference of Academy of Management, San Antonio, TX.

Huang, J. L., & Ryan, A. M. (2011, April). *One brick at a time: Cultural context effects at work*. Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology, Chicago, IL.

Huang, J. L., Kossek, E. E., Piszczek, M., Ruderman, M. N., & Fleenor, J. F. (2011, April). Cultural distance and expatriate leadership effectiveness in international job assignments. In J. L. Huang & A. M. Ryan (Co-chairs), *One brick at a time: Cultural context effects at work*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Chicago, IL.

Grand, J. A., **Huang, J. L.**, Ryan, A. M., Honeybourne, C., & Delany, T. (2011, April). A tale of two countries: Culture and multinational selection practices. In J. L. Huang & A. M. Ryan (Co-chairs), *One brick at a time: Cultural context effects at work*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Chicago, IL.

Pearce, M., Kozlowski, S. W. J., Chao, G. T., Grand, J. A., Rench, T. A., **Huang, J. L.**, & Curran, P. G. (2011, July). A high-fidelity research paradigm for examining action teams. Poster session presented at the annual conference for INGRoup, Minneapolis, MN.

Blume, B. D., **Huang, J. L.**, Ford, J. K., & Baldwin, T. T. (2010, April). Transfer of training: A meta-analytic review. In J. K. Ford & B. D. Blume (Co-chairs), *Transfer of training: New findings and new directions*. Symposium conducted at the annual conference of Society for Industrial and Organizational Psychology, Atlanta, GA.

Rench, T. A., Fernandez, R., Chao, G. T., Kozlowski, S. W. J., Grand, J. A., **Huang, J. L.**, & Curran, P. G. (2010, January). *An evidence-based approach to rater training and assessment in human patient simulations: Building a quality research tool*. Poster presented at the Annual Meeting of the Society for Simulation in Healthcare, Phoenix, AZ.

Huang, J. L., & Ryan, A. M. (2009, August). *Vicarious experience of injustice at work: An integrated perspective*. Paper presented at the annual conference of Academy of Management, Chicago, IL.

Huang, J. L., & Ryan, A. M. (2009, April). Examining personality states and situations at customer service jobs. In B. A. Scott (Chair), *Personality and within-individual relationships: New research findings and directions*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, New Orleans, LA.

- Huang, J. L.** (2009, April). *Self-monitoring and social skill: The jangle fallacy*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, New Orleans, LA.
- Huang, J. L.,** & Leong, F. T. L. (2009, April). *Development of a practitioner interest scale for industrial/organizational psychology*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, New Orleans, LA.
- Schmidt, G. B., Fandre, J., **Huang, J. L.,** & Ghumman, S. (2009, August). *What does job apathy add beyond employee engagement?* Paper presented at the annual conference of the American Psychological Association, Toronto, ON, Canada.
- Grand, J. A., Fernandez, R., Kozlowski, S. W. J., Chao, G., **Huang, J. L.,** & Curran, P. G. (2009, January). *Designing, developing, and evaluating event-based team simulations: Helping medical educators put theory into practice*. Paper presented at the meeting of the Society for Simulation in Healthcare, Orlando, FL.
- Leong, F. T. L., & **Huang, J. L.** (2009, January). *Applying the cultural accommodation model to diversity consulting in organizations*. Paper presented at the National Multicultural Conference and Summit, New Orleans, LA.
- Huang, J. L.,** Curran, P. G., Fandre, J., Oberlander, E., Kuljanin, G. & DeShon, R. (2008, August). *Detecting and deterring careless responding to online surveys*. Paper presented at the annual conference of the Academy of Management, Anaheim, CA.
- Schmidt, G. B., Park, G. H., **Huang, J. L.,** Ghumman, S., Fandre, J., & Grand, J. A. (2008, August). *Job apathy: An investigation of its antecedents and work-related outcomes*. Paper presented at the annual conference of the Academy of Management, Anaheim, CA.
- Huang, J. L.,** & Leong, F. T. L. (2008, April). *Effects of protestant work ethic and Confucian values*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, San Francisco, CA.

Invited Presentations

- Huang, J. L. (2014, August). *Acknowledging and measuring individual differences at work*. Paper session chaired at the annual conference of Academy of Management, Philadelphia, PA.
- Huang, J. L. (2014, June). *Linking personality to adaptive performance at work*. Invited talk at Renmin University, Beijing, China.
- Huang, J. L. (2013, August). *Staffing processes in the 21st century*. Paper session chaired at the annual conference of Academy of Management, Orlando, FL.
- Huang, J. L. (2013, November). *Insufficient effort responding: Uncovering an insidious threat to survey data quality*. Invited talk at Department of Psychology, Bowling Green State University, Bowling Green, OH.
- Huang, J. L. (2013, October). *Insufficient effort responding: Documenting its biasing effects*. Invited talk at

Department of Psychology, Wright State University, Dayton, OH.

Huang, J. L. (2013, March). *Adaptive performance at work*. Invited talk at Department of Psychology, Central Michigan University, Mount Pleasant, MI.

Huang, J. L. (2012, February). *Insufficient effort responding: It's not just error*. Invited talk at Department of Psychology, Michigan State University, East Lansing, MI.

Technical Reports

Huang, J. L., & Pierce, S. J. (2010). *Quantitative lateral flow device calibration template* (Version 1.0) [Excel 2003 spreadsheet]. East Lansing, MI: Michigan State University, Center for Statistical Training and Consulting.

Pierce, S. J., & **Huang, J. L.** (2010). *The quantitative lateral flow device calibration template: Applying linear regression models during the development and production of food safety testing devices*. East Lansing, MI: Michigan State University, Center for Statistical Training and Consulting.

Pierce, S. J., & **Huang, J. L.** (2010). *Procedure for customizing the quantitative lateral flow device calibration template*. East Lansing, MI: Michigan State University, Center for Statistical Training and Consulting.

Past Research Awards

2008 Michigan Association of I/O Psychologists (MAIOP) Student Paper Competition – 3rd Place. Huang, J. L. & Leong, F. T. L. (2008). *Effects of protestant work ethic and Confucian values on work-related attitudes*.

2008 Michigan Association of I/O Psychologists (MAIOP) Student Paper Competition – 2nd Place. Curran, P. G., Huang, J., Fandre, J., Oberlander, L., Kuljanin, G. & DeShon, R. (2008). *Detecting and Deterring Careless Responding to Online Surveys*.

GRANTS/PROJECTS

Awarded

Blue Cross Blue Shield of Michigan. *Improving Health Plan Advisor performance at BCBSM*. \$10,000. 04/2013 – 05/2013. Principal investigators: B. B. Baltes & J. L. Huang.

University Research Grant, Wayne State University. *Personality in training and transfer: A situational-contingent investigation*. \$10,000. 05/2012 – 08/2012. Principal investigator: J. L. Huang

SHRM Foundation. *Transfer of training: A meta-analytic and integrative review*. \$33,186. 12/2008 – 12/2010. Principal investigators: B. Blume, J. K. Ford, T. T. Baldwin, & J. L. Huang.

EDUCATION AND EXPERIENCE

Education

Ph.D.	Organizational Psychology	Michigan State University	2012
M.A.	Organizational Psychology	Michigan State University	2009
M.A.	Industrial/Organizational Psychology	The University of Tulsa	2006

B.A. English; minor in Business Administration Southeast University, China 2002

Previous Academic Appointments

Assistant Professor, Department of Psychology, Wayne State University (August 2012 – August 2015)

Instructor, Department of Psychology, Wayne State University (August 2011 – August 2012)

Applied Experience

Scientific Advisory Board member, PI Worldwide, Wellesley Hills, MA

March 2014 – February 2016

Consultant for ICD-10 learning and transfer assessment, Trinity Health, Livonia, MI

June 2013 – March 2014

Consultant for improving health plan advisor performance, Blue Cross Blue Shield of Michigan, Detroit, MI

April 2013 – May 2013

Consultant for Center for Statistical Training and Consulting (CSTAT), Michigan State University

February 2010 – June 2011; February 2009 – April 2009

Consultant for training program, Great Lakes Industry, Inc., Jackson, MI

January 2009 – June 2009

Evaluation Specialist, McNair/SROP Program, Michigan State University

August 2008 – December 2008

Consultant for organizational climate, Burcham Hills Retirement Center, Lansing, MI

January 2008 – May 2008

Independent contractor, Hogan Assessment Systems, Tulsa, OK

May 2006 – August 2006

Job analyst, McFarlin Library, University of Tulsa, Tulsa, OK

January 2005 – May 2005

Job analyst, Defense Ammunition Center, Department of Defense, McAlister, OK

August 2004 – December 2004

Training coordinator, Start Computer Equipment Co., Ltd., Fujian, China

July 2002 – July 2004

Membership

Member, Society for Industrial and Organizational Psychology

Member, Academy of Management

Member, Association for Psychological Science

Service

Editorial board:

Journal of Business and Psychology (February 2014 – present)

Ad hoc reviewer:

Journal of Applied Psychology, Journal of Management, Human Resource Management Review, Journal of Occupational and Organizational Psychology, European Journal of Personality Assessment, Personnel Psychology, Organizational Research Methods, NSF Science of Organizations Program