

Jason L. Huang

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Academic Employment

Michigan State University

School of Human Resources and Labor Relations

Associate Director for Graduate Programs, January 2021 - present

Associate Professor, June 2018 – present

Assistant Professor, August 2015 – June 2018

Wayne State University

Department of Psychology

Assistant Professor, August 2012 – August 2015

Instructor, August 2011 – August 2012

RESEARCH

Research Interests

Adaptability at work; Training and transfer; Response effort/insufficient effort responding

Google Scholar page

<http://scholar.google.com/citations?user=W0Q2spEAAA>

Awards

SAGE Publications/RMD Best Conference Paper Award, Academy of Management, 2018

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

Grants/Projects

National Science Foundation (Award number: 1936857). *AI-based decision support for linking workers with future jobs and for planning work transition and career pathway*. \$483,686. 09/2019 – 06/2020. Principal investigators: N. Mahapatra, C. D. Nye, & J. L. Huang.

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.

Peer Reviewed Journal Articles (student authors underlined)

- Bowling, N. A., Huang, J. L., Brower, C. K., & Bragg, C. B. (2021). The quick and the careless: The construct validity of page time as a measure of insufficient effort responding to surveys. *Organizational Research Methods*. Advance online publication. <https://doi.org/10.1177/10944281211056520>
- Blume, B. D., Huang, J. L., Wang, Z., & Ford, J. K. (2022). Promoting transfer of hybrid training: Interaction of task-contingent conscientiousness and supervisor support. Advance online publication. *Human Resource Development Quarterly*. <https://doi.org/10.1002/hrdq.21473>
- Wang, Z., Huang, J. L., & Xie, B. (in press). Maintaining job crafting over time: Joint effect of autonomy and career support from family and friends. *Career Development International*.
- Li, A., Liao, C., Shao, P., & Huang, J. L. (2022). Angry but not deviant: Employees' prior-day deviant behavior toward the family buffers their reactions to abusive supervisory behavior. *Journal of Business Ethics*, 177, 683-697. <https://doi.org/10.1007/s10551-021-04750-2>
- Li, A., Shaffer, J. A., Wang, Z., & Huang, J. L. (2021). Work-Family conflict, perceived control, and health, family, and wealth: A 20-year study. *Journal of Vocational Behavior*, 127, 103562. <https://doi.org/10.1016/j.jvb.2021.103562>
- Huang, J. L., & DeSimone, J. A. (2021). Insufficient effort responding as a potential confound between survey measures and objective tests. *Journal of Business and Psychology*, 36, 807-828. <https://doi.org/10.1007/s10869-020-09707-2>
- Huang, J. L., & Wu, D. (2021). Other-contingent extraversion and satisfaction: The moderating role of implicit theory of personality. *Journal of Individual Difference*, 42, 132-139. <https://doi.org/10.1027/1614-0001/a000339>
- † Featured in Forbes.com in December 2020
- Tierney, W., Hardy, J. H., III., Ebersole, C. R., Viganola, D., Clemente, E. G., Gordon, M., Hoogeveen, S., Haaf, J., Dreber, A., Johannesson, M., Pfeiffer, T., Huang, J. L., Vaughn, L. A., DeMarree, K., Igou, E., Chapman, H., Gantman, A., Vanaman, M., Wylie, J., Storbeck J., Andreychik, M. R., McPhetres, J., Culture and Work Forecasting Collaboration, & Uhlmann, E. L. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*, 93. <https://doi.org/10.1016/j.jesp.2020.104060>
- Huang, J. L., Liao, C., Li, Y., Liu, M., & Biermeier-Hanson, B. (2020). Just what you need: The complementary effect of leader proactive personality and team need for approval. *Journal of Business and Psychology*, 35, 421-434. <https://doi.org/10.1007/s10869-019-09635-w>
- † Received 2021 Editor Commendation at Journal of Business and Psychology
- Huang, J. L., Shaffer, J. A., Li, A., & King, R. A. (2019). General mental ability, conscientiousness, and the work-family interface: A test of mediating pathways. *Personnel Psychology*, 72, 291-321. <https://doi.org/10.1111/peps.12307>
- Ran, S., & Huang, J. L. (2019). Enhancing adaptive transfer of cross-cultural training: Lessons learned from the

- broader training literature. *Human Resource Management Review*, 29, 239-252. <https://doi.org/10.1016/j.hrmr.2017.08.004>
- Roehling, M. V., & Huang, J. L. (2018). Sexual harassment training effectiveness: An interdisciplinary review and call for research. *Journal of Organizational Behavior*, 39, 134-150. <https://doi.org/10.1002/job.2257>
- 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*, 102, 1564-1589. <https://doi.org/10.1037/apl0000248>
- Huang, J. L., Ford, J. K., & Ryan, A. M. (2017). Ignored no more: Within-person variability enables better understanding of training transfer. *Personnel Psychology*, 70, 557-596. <https://doi.org/10.1111/peps.12155>
- 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. <https://doi.org/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. <https://doi.org/10.1016/j.jvb.2017.03.001>
- King, D. D., Ott-Holland, C., Ryan, A. M., Huang, J. L., Wadlington, P., & Elizondo, F. (2017). Personality homogeneity in organizations and occupations: Considering similarity sources. *Journal of Business and Psychology*, 32, 641-653. <https://doi.org/10.1007/s10869-016-9459-4>
- 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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/10.1037/a0034285>

Liu, S., Huang, J. L., & Wang, M. (2014). Effectiveness of job search interventions: A meta-analysis.

Psychological Bulletin, 140, 1009-1041. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/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. <https://doi.org/10.1016/j.adolescence.2013.06.009>

Olomu, A. B., Gourineni, V., Huang, J. L., Pandya N., Efeovbokhan, 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.
<https://doi.org/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.
<https://doi.org/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.
<https://doi.org/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.
<https://doi.org/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. <https://doi.org/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.
<https://doi.org/10.1037/0736-9735.60.2.170>

Book Chapters

Huang, J. L. and Wang, Z. (in press). Careless responding and insufficient effort responding. In Oxford Encyclopedia of Business and Management. Oxford University Press. doi: 10.1093/acrefore/9780190224851.013.303

Huang, J. L., Ran, S., & Liu, M. (2019). Vocational interests in a global business environment. In C. Nye and J. Rounds (Eds.) *Vocational interests in the workplace: Rethinking behavior at work* (pp. 224-250). New York: Routledge.

Huang, J. L., Shoss, M. K., & Jundt, D. K. (2018). 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, pp. 212-227). Thousand Oaks, CA: Sage.

Huang, J. L., Ran, S., & Blume, B. D. (2018). Understanding training transfer from the adaptive performance perspective. In K. G. Brown (Ed.) *The Cambridge handbook of workplace training and employee development* (pp. 75-97). New York: Cambridge University Press.

- Liu, M., Huang, J. L., & Dickson, M. W. (2017). Team assessment and selection. In H. W. Goldstein, E. D. Pulakos, J. Passmore, & C. Semedo (Eds.) *The Wiley Blackwell handbook of the Psychology of Recruitment, Selection, and Retention* (pp. 310-333). West Sussex, UK: Wiley.
- Huang, J. L., & Ran, S. (2017). Facilitating survey response. In S. Rogelberg, S. Tonidandel, & K. Shockley (Eds.), *The SAGE 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* (p. 14). Malden, MA: Wiley.
- 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.), *The Sage 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.

Other Publications

- Simsek, Z., Li, N., & Huang, J. L. (2021). Turbocharging practical implications in management studies. *Journal of Management*. Advance online publication. <https://doi.org/10.1177/01492063211040562>
- Bowling, N. A., & Huang, J. L. (2018). Your attention please! Toward a better understanding of research participant carelessness. *Applied Psychology: An International Review*, 67, 227-230. <https://doi.org/10.1111/apps.12143>
- 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. <https://doi.org/10.1037/0736-9735.60.2.215>

Peer-reviewed Conference presentations

- Huang, J. L., & Bowling, N. A. (April, 2022). *Recent advances in insufficient effort responding research*. Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology.
- Huang, J. L., Bowling, N. A., McLarty, B. D., Kluemper, D. H., & Wang, Z. (April, 2022). Confounding effect

of insufficient effort responding in informant-reported measures. In J. L. Huang & N. A. Bowling (Co-chairs), *Recent advances in insufficient effort responding research*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology.

Makarius, E. E., Larson, B. Z., Diefendorff, J. M., Beal, D. J., Huang, J. L., Keith, M. G., Litman, L., & Damer, E. (August, 2021). *Bots, fraud, and careless responding: Challenges of bad-faith responses in survey research challenges of bad-faith responses in surveys*. Symposium presented at the annual conference of the Academy of Management.

Wang, Z., Huang, J. L., Blume, B. D., & Ford, J. K. (August, 2021). Interaction of task-contingent conscientiousness and supervisor support to promote training transfer. Paper presented at the annual conference of the Academy of Management.

Wang, Z., Huang, J. L., Zhang, X., & Zhou, K. (August, 2021). *Adapting to organizational change: The role of positive affect change*. Paper presented at the annual conference of the Academy of Management.

Wang, Z., Huang, J. L., & Xie, B. (2020, June). *Maintaining job crafting over time: The joint effect of autonomy and career support*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology.

Huang, J. L. (2019, October). Consequences of biased recruitment decisions. In N. Mahapatra (Chair), *Fair AI-based recruitment*. Workshop conducted at the annual IEEE International Symposium on Technology and Society, Boston, MA.

Huang, J. L., & McGonigle, T. (2019, April). *Dealing with issues in survey design and administration*. Session presented at the annual conference of Society for Industrial and Organizational Psychology, Washington, DC.

Rotolo, C. T., Gaskins, V. A., Bizarro, A. M., Huang, J. L. (2019, April). *Issues in data cleaning, quality, confidentiality, and analysis in survey research*. Session presented at the annual conference of Society for Industrial and Organizational Psychology, Washington, DC.

Huang, J. L. (2018, August). *Distinct methods, biased nonetheless: Insufficient effort responding as a potential confound*. Paper presented at annual conference of the Academy of Management, Chicago, IL.

† SAGE Publications/RMD Best Conference Paper Award, Academy of Management

Bowling, N. A., & Huang, J. L. (2018, April). *Recent advances in careless responding research*. Symposium chaired at the annual conference of Society for Industrial and Organizational Psychology, Chicago, IL.

Huang, J. L., & Wang, Z. (2018, April). Association between IER and counterproductive work behavior. In A. Bowling & J. L. Huang (Chairs), *Recent advances in careless responding research*. Symposium presented at the annual conference of Society for Industrial and Organizational Psychology, Chicago, IL.

Bowling, N. A., Bower, C. K., Bragg, C. B., Gibson, A. M., & Huang, J. L. (2018, April). *The quick and the careless: Page time as a measure of careless responding*. Paper presented at the annual conference of

Society for Industrial and Organizational Psychology, Chicago, IL.

- Liu, M., & Huang, J. L. (2018, April). *Personality change in older working adults: Examining antecedents and outcomes*. Paper presented at the annual conference of Society for Industrial and Organizational Psychology, Chicago, IL.
- 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.

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

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

- Meade, A. W., DeSimone, J. A., Huang, J. L., & Curran, P. G. (2022, March). *Insufficient effort responding*. Panel discussion at CARMA Topic Interest Groups: Research, Design, and Measurement.
- Huang, J. L. (2022, March). *Dirty data? Techniques for questionnaire design and data cleaning*. Workshop presented at OBHRM Group (China).
- Huang, J. L. (2020, October). *Family demands diversity and team effort: a moderated mediation model*. Invited talk at SHRLR Speaker Series, Michigan State University.
- Huang, J. L. (2018, June). *How to better incorporate personality theories in management research*. Invited talk at Institute of Psychology, Chinese Academy of Sciences.
- 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.

Research Tools and Technical Reports

- Huang, J. L., & Bramble, R. J. (2016). Task-contingent Conscientiousness scale. *APA PsycTests*. <https://doi.org/10.1037/t84459-000>
- Huang, J. L., Bowling, N. A., Liu, M., & Li, Y. (2015). Infrequency scale to measure Insufficient Effort Responding. *APA PsycTests*. <https://doi.org/10.1037/t54557-000>
- 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*.

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

Courses Offered

School of Human Resources and Labor Relations, Michigan State University (2015 – present)

HRLR 315 Research Methods & Analyses

HRLR 822 Training and Development

HRLR 832 Quantitative Methods for HR Analyses

HRLR 891 HR Analytics

Department of Psychology, Wayne State University (2011-2015)

PSY 2100 Psychology in the Workplace

PSY 5100 Applied Statistics in Psychology

PSY 6500 Advanced Psychological Statistics

PSY 6535 Psychometric Theory

PSY 7520 Selection and Placement: Theory and Research

PSY 8500 Training and Development in Organizations

Department of Psychology, Michigan State University (2008-2010)

PSY 295 Data Analysis in Psychological Research

PSY 255 Industrial and Organizational Psychology

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 – Committee memberships

MSU Organizational Psychology Future of Work Search Committee (June 2021 – October 2021)

Academy of Management Research Methods Division – Program Chair-Elect (Aug 2022 – Aug 2027)

Academy of Management Research Methods Division – Representative-at-large (Aug 2019 – August 2022)

College of Social Science Dean's Advisory Council (Aug 2019 – present)

College of Social Science Corey/Thompson/CSS Research Scholars Awards Committee (Dec 2020 – present)

College of Social Science Thematic Area Selection Committee (Nov 2017)

HRLR Research & Scholarship Committee co-chair (Mar 2016 – present)

HRLR Master's Admissions Committee (Sep 2015 – Dec 2019)

HRLR Director Search Committee (Feb 2019 – Aug 2019)

Associate Editor:

Journal of Management (July 2020 – present)

Editorial board:

Journal of Applied Psychology (Jan 2018 – present)

Journal of Vocational Behavior (Jul 2016 – present)

Journal of Business and Psychology (Feb 2014 – present)

Special Issue Guest Editor:

Journal of Organizational Behavior

Applied Psychology: An International Review

Ad hoc reviewer:

Human Resource Management Review, Journal of Occupational and Organizational Psychology, Journal of Research in Personality, Personnel Psychology, NSF Science of Organizations Program, NSF Methodology Measurement and Statistics Program