

Hannah-Hanh D. Nguyen, M.A., Ph.D.
Associate Professor
Curriculum Vitae
February 16, 2021

Department of Management & Industrial Relations
Shidler College of Business
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Google Scholar Citation: 2007
<https://scholar.google.com/citations?hl=en&user=mhatBgsAAAAJ>

A. EDUCATION

Doctor of Philosophy (August 2003-August 2006), Industrial-Organizational Psychology
Michigan State University, East Lansing, MI
Department of Psychology
Dissertation Topic: "*Does stereotype threat differentially affect cognitive ability test performance of minorities and women? A meta-analytic review of experimental evidence*"
Doctoral Dissertation Chair: Ann Marie Ryan, Ph.D., Professor

Master of Arts (August 2000-August 2003), Industrial-Organizational Psychology
Michigan State University, East Lansing, MI
Department of Psychology
Thesis Topic: "*Constructing a new theoretical framework for test wiseness and developing the knowledge of test-taking strategies (KOTTS) measure*"
Master's Thesis Chair: Ann Marie Ryan, Ph.D., Professor

Bachelor of Arts (August 1997-August 2000), Psychology
California State University, Long Beach, CA
Honors: Summa Cum Laude; Outstanding Graduate of the College of Liberal Arts

Associate of Arts (August 1994-August 1997), Psychology
Orange Coast College, Costa Mesa, CA
Honors: Summa Cum Laude; Woman of the Year

B. SELECTED EMPLOYMENT

August 2015 – present: Associate Professor (tenured)
Department of Management and Industrial Relations
Shidler College of Business, University of Hawai'i at Manoa
Department Chair: John Butler, Ph.D., Professor

January 2013 – present: Executive Faculty
Master of Human Resource Management
Distance Learning Executive MBA program
Vietnamese Executive MBA program
Shidler College of Business, University of Hawai'i at Manoa
Directors: Eric Mais, Ph.D. (DLEMBA); Tung Bui, Ph.D. (VEMBA)

Fall 2018: Visiting Scholar
The Consortium for Multicultural Psychology Research
Department of Psychology
Michigan State University, East Lansing, MI
Sponsors and Collaborators: Frederick Leong, Ph.D., and Ann Marie Ryan, Ph.D.

August 2012 – July 2015: Assistant Professor (tenure-track)
Department of Management and Industrial Relations
Shidler College of Business, University of Hawai'i at Manoa
Department Chair: David Bess, Ph.D., Professor

August 2012-July 2013: Associate Professor (tenured)
Master of Science in Industrial-Organizational Psychology Program
Department of Psychology, College of Liberal Arts, California State University, Long Beach
Department Chair: David Whitney, Ph.D.

August 2006 – July 2012: Assistant Professor (tenure-track)
Master of Science in Industrial-Organizational Psychology Program
Department of Psychology, College of Liberal Arts, California State University, Long Beach
Department Chair: Ken Green, Ph.D., Professor

August 2009 - August 2012: Executive Faculty
Master of Science in Health Care Administration Accelerated Program
Department of Health Care Administration, College of Health and Human Services, CSULB
Department Chair: Tony Sinay, Ph.D., Professor

August 2004-2006: Organizational Consultant; Program Evaluator. Worked as Independent contractor.

May-August 2006: Summer Graduate Intern
Training & Development Unit
Ford Motor Company, Dearborn, MI
Duties: Developed personnel prescreening assessment instruments for the Ford HR Assessment Team. Ran focus groups and analyzed qualitative and quantitative data for a technical report. Played the role of a research confederate and collected assessment-center selection data for Ford Assessment Center.
Supervisor: Heather Gahir, M.A.

August 2000-August 2006: Graduate Researcher, MSU (conducting independent research projects funded by graduate fellowships by MSU, National Science Foundation, or Ford Foundation)

Research Advisors: Anne Marie Ryan, Ph.D.; Georgia Chao, Ph.D.

Summer 2004 & Summer 2005: Instructor, Department of Psychology, MSU (Course: Intro to I-O Psychology)

Department Chair: Neal Schmidt, Ph.D.

August-December 2001: Teaching Assistant, Department of Psychology, MSU (Course: Advanced Statistics)

Supervisor: Rick DeShon, Ph.D.

Summer 1999: Undergraduate Researcher, NSF/University of Minnesota Summer Research Program

Advisor: Paul Sackett, Ph.D.

August 1998-July 2000: Undergraduate Researcher, CSULB (conducting independent research projects funded by the NIMH Career Opportunities in Research program and the Robert McNair Scholars program)

Advisors: John Jung, Ph.D.; David Whitney, Ph.D.

August 1998-July 2000: Peer Advisor, Department of Psychology CSULB

Supervisor: Virginia Binder, Ph.D.

C. SELECTED HONORS & AWARDS

2020-2023 - Shidler College of Business, the Dean's Office – Appointment as Shidler College Faculty Fellow for three years.

2017-2021 – Shidler College of Business, the Dean's Office - Summer Research Funding recipient (annual renewal)

2017 National Natural Science Foundation of China's Grant of 280,000 RMB, awarded to Jie Yang (principal investigator), Hannah-Hanh Nguyen and Associates. (NSFC no. 71762013).

2012 Journal of Organization Behavior Best Paper Award Runner-Up awarded by Journal of Organization Behavior and Wiley for the article entitled, *Multiple categorization in resume screening: Examining effects on hiring discrimination against Arab applicants in field and lab settings*, Volume 33 Issue 4. Co-investigators: Derous, E. (principal investigator), & Ryan, A.M.

2008 - Society for Industrial-Organizational Psychology's "Featured Top Posters" for the poster entitled "*Do applicants with an Arab-sounding name suffer more hiring discrimination?*" Co-investigators: Derous, E. (principal investigator), & Ryan, A.M.

Class of 2008 Favorite Professor, awarded by the CSULB Alumni Association.

- 2007 *Society for Industrial-Organizational Psychology's Small Grant Recipient* for the grant entitled *Hiring Discrimination Against Arabs: Interaction with Applicant, Job, and Recruiter Characteristics*. Co-investigators: Deros, E. (principal), & Ryan, A.M.
- 2006 *Faculty Learning Community Award*, awarded by CSULB Center for Community Engagement.
- 2007 *Instructional Support Grant* (\$2100), awarded by the Department of Psychology.
- 2002-2005 - *National Science Foundation Graduate Research Fellowship*, awarded by National Science Foundation
- 2001-2003 - *International Predissertation Fellowship*, awarded by the Social Science Research Council, New York
- 2000-2006 - *Competitive Doctoral Enrichment Fellowship*, awarded by Michigan State University
- 2000 - *Phi Kappa Phi Scholarship*, awarded by Phi Kappa Phi at California State University, Long Beach
- 2000 - *Outstanding Graduate* (Valedictorian), Class of 2000, awarded by the College of Liberal Arts, California State University, Long Beach
- 2000 - *Minority Undergraduate Student of Excellence*, awarded by American Psychological Association
- 2000 - *1st Place* - State-wide Student Research Competition, the California State University system.
- 2000 - *1st Place* - University-wide Student Research Competition, CSULB
- 1999 - *1st Place* - University-wide Student Research Competition, CSULB
- 1998-2000 - National Institute of Mental Health Career Opportunities in Research (COR) Program
- 1998-2000 - Ronald E. McNair Post-Baccalaureate Achievement Scholars Program
- 1998-1999 - California Pre-Doctoral Scholarship, awarded by California State University Office of Chancellors
- 1997 – The Costa Mesa City's Chamber of Commerce *Les Miller Award* and the Orange Coast College's Woman of the Year award.

D. SCHOLARSHIP

D1. REFEREED JOURNAL ARTICLES

- Deros, E., Nguyen, H. H. D., & Ryan, A. M. (2020). Reducing ethnic discrimination in resume-screening: a test of two training interventions. *European Journal of Work and Organizational Psychology*, 1-15. DOI: 10.1080/1359432X.2020.1756907
- Clingan, S.E., Fisher, D.G., Reynolds, G.L., Janson, M.A., Rannalli, D. A., Huckabay, L., & Nguyen, H. -H. D. (2020). Survival sex trading in Los Angeles County, California, USA. *Journal of Sex Research*, 57(7), 943-952. DOI: 10.1080/00224499.2019.1703885
- Yang, J., Nguyen, H.-H. D., Xiong, X., & Wang, X. (2019). Feeling identified vs. behaving as such : A multi-study project on Chinese organizational identification and Chinese employees' identification profiles. *Frontiers in Psychology*, 10, 1039-1059.
- Ryan, A. M., & Nguyen, H.-H. D. (2017). Publication bias and stereotype threat research. *Journal of Applied Psychology*, 102, 1169-1177.

- Reynolds, G., Nguyen, H. -H. D., Singh-Carlson, S., Fisher, D.G., Odell, A., & Xandre, P. (2016). Application of the extended Health Control Belief model to predict Hepatitis A and B vaccinations. *Public Health Nursing, 33*, 430-439. Doi 10.1111/phn.12254
- Nguyen, H.-H. D., Smith, C., Reynolds, G., & Freshman, B. (2015). The effect of acculturation on obesity among foreign-born Asians residing in the United States. *Journal of Immigrant and Minority Health, 2*, 389-399. DOI 10.1007/s10903-014-0027-6
- D'Anna, L. T., Nguyen, H.-H. D., Reynolds, G. L., Fisher, D. G., Janson, M., Chen, C., & Malotte, K. (2012). The relationship between sexual minority discrimination and utilization of health services: Results from Los Angeles Countywide Risk Assessment Survey (CRAS 2009). *Journal of Gay and Lesbian Social Services, 24*, 119-139. DOI 10.1080/10538720.2012.669696
- Nguyen, H. -H. D., & Yang, J. (2012). Chinese employees' interpersonal conflict management strategies. *International Journal of Conflict Management, 23*, 382-412. DOI 10.1108/10444061211
- Derous, E., Ryan, A. M., & Nguyen, H.-H. D. (2012). Multiple categorization in resume screening: Examining effects on hiring against Arab applicants in field and lab settings. *Journal of Organizational Behavior, 33*, 544-570. DOI 10.1002/job.769.
- Yang, J., Nguyen, H. -H. D., & Chen, X. (2011). An empirical study of Chinese typology of workplace deviance. *Chinese Journal of Management, 8*, 403-408.
- Nguyen, H. -H. D., Le, H., & Boles, T. (2010). Individualism-Collectivism and cooperation: A cross-society and cross-level examination. *Negotiation and Conflict Management Research, 3*, 179-204.
- Derous, E., Nguyen, H. H.-D., & Ryan, A. M. (2009). Hiring discrimination against Arab Minorities: Interactions between prejudice and job characteristics. *Human Performance, 22*, 297-320.
- Nguyen, H. -H. D., & Ryan, A. M. (2008). Does stereotype threat affect cognitive ability test performance of minorities and women? A meta-analytic review of experimental evidence. *Journal of Applied Psychology, 93*, 1314-1334.
- Nguyen, H. -H. D., & Nguyen, N. T. (2008). Examining personal values and entrepreneurial motives of Vietnamese entrepreneurs in the 21st century: Two empirical studies. *African and Asian Studies, 7*, 141-171.
- Whitney, D. J., Lindell, M., & Nguyen, H. -H. D. (2004). Earthquake beliefs and adoption of seismic hazard adjustments. *Risk Analysis, 24*, 87-102.
- Nguyen, H. -H. D., O'Neal, A., & Ryan, A. M. (2003). Relating test-taking attitudes and skills and stereotype threat effects to the racial gap in cognitive ability test performance. *Human Performance, 16*, 261-294.

Rotundo, M., Nguyen, D.-H., & Sackett, P. R. (2001). A meta-analytic review of gender differences in perceptions of sexual harassment. *Journal of Applied Psychology, 86*, 914-922.

D2. BOOK CHAPTERS

Streets, V.N., & Nguyen, H. -H. D. (2014). Stereotype threat impacts on women in the workforce. In R.J. Burke & D.A. Major (Eds.), *Gender in organizations : Are men allies or adversaries to women's career advancement* (pp. 270-290). Northampton, MA: Edward Elgar.

Boles, T.L., Le, H., & Nguyen, H. -H. D. (2010). Persons, organizations, and societies: The effects of collectivism and individualism on cooperation. In R.M. Kramer, A. E. Tenbrunsel, & M. H. Bazerman (Eds.), *Social Decision Making: Social Dilemmas, Social Values, and Ethical Judgments* (pp. 171-200). New York: Psychology Press.

Chao, G. T., & Nguyen, H. -H. D. (2005). International perspectives on employment discrimination. In R. L. Dipboye & A. Colella (Eds.), *The Psychological and Organizational Bases of Discrimination at Work* (pp. 379-408). Somerset, NJ: Jossey-Bass.

D3. WORKS IN PROGRESS

Jagger, S., Nguyen, H. -H. D., & Sloan, D. (Manuscript under review). *The effectiveness of a 3D interactive, immersive game for teaching business ethics: Sex differences and learning environment influence.*

Nguyen, H. -H. D., & Phan, A. T. (Manuscript in preparation). *Antecedents of Vietnamese workers' attitudes toward women as managers.*

Newlin, A. M. B., Nguyen, H. -H. D., Lin, C.-Y., Ryan, A. M., & Leong, F. T. L. (Manuscript in preparation). *Not All Chinese Feel the Same: Intra-Cultural Variations in Familism in Chinese Societies.*

Nguyen, H. -H. D., Ghumman, S., Bryant, C., & Ryan, A. M. (Data collection). *Does It Matter Who Is Harassed? Third-Party Anger/Reactions to Workplace Harassment.*

Yang, J., & Nguyen, H. -H. D. (Data collection). *The effect of forced/imposed role-modeling on workers' organizational outcomes in China.*

D4. PEER-REVIEWED PAPERS AT PROFESSIONAL MEETINGS

Ghumman, S., Nguyen, H. -H. D., Ryan, A. M., & Bryant, C. (2021, April). *Punishing abusive management in mistreatment situations: Observers' moral identity and retribution intentions.* Paper presented at the virtual 2021 meeting of the Society for Industrial-Organizational Psychology.

- Phan, A. & Nguyen, H. -H. D. (2021, April). *Antecedents of Vietnamese workers' attitude toward women as managers*. Paper presented at the virtual 2021 meeting of the Society for Industrial-Organizational Psychology.
- Nguyen, H. -H. D., Ghumman, S., Bryant C., & Ryan, A. M. (2020, June). *Does it matter who is harassed? Third-party anger/reactions to workplace harassment*. Paper presented at the virtual 2020 meeting of the Society for Industrial-Organizational Psychology.
- Yang, J., Nguyen, H.-H.D., & Xiong, X. (2017, August). *Construct Validity of the Chinese Organizational Identification Model: A Field Study*. Paper presented at the 2017 meeting of the Academy of Management, Atlanta, GA.
- Nguyen, H.-H.D., & Solhjoui, M. (2016, April). *Effects of Positive Cognitive Interventions on Stress and Well-Being*. Poster presented at the 2016 meeting of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Jagger, S., Nguyen, H.-H.D., & Sloan, D. (2016, April). *3D Game Delivery Method Impacts on Business Ethics Learning*. Poster presented at the 2016 meeting of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Nguyen, H.-H.D. (2015, April.) *Assessing students' business ethics using a web-based 3-D game*. Poster presented at the 2015 Assessment for Curricular Improvement Poster Exhibit, University of Hawaii, Manoa, Honolulu, HI.
- Yang, J. & Nguyen, H.-H.D. (2014, August). *Developing a bi-dimensional framework and measure of Chinese organizational identification*. Paper presentation at the meeting of Academy of Management, Philadelphia, PA.
- Nguyen, H.-H.D., & Ghumman, S. (2014, July). *Individual and organizational correlates of U.S. workers' napping behavior*. Paper presentation at the meeting of International Congress of Applied Psychology, Paris, France.
- Nguyen, H.-H.D., Ghumman, S., Bui, E., Jurica, M., & Whitney, D.J. (2014, May). *The invisible stigma of "workplace-napping-is-bad."* Poster presentation at the meeting of Society for Industrial-Organizational Psychology, Honolulu, HI.
- Nguyen, H.-H.D., Eslamian, S.S., Thongmee, N., Bui, E., Siu, C., & Saedi, B. (2014, May). *Using SNWs as job-seeking and online personal branding tools*. Poster presentation at the meeting of Society for Industrial-Organizational Psychology, Honolulu, HI.
- Humphrey, C.O., & Nguyen, H.-H.D. (2014, May). *Increasing organizational commitment by introducing P-O fit through values training*. Poster presentation at the meeting of Society for Industrial-Organizational Psychology, Honolulu, HI.
- Nguyen, H.-H.D. & Pham, H. (2012, June). *Examining the relationships among personality, perspective-taking and prejudice against individuals of Middle-Eastern descent*. Paper presented at International Conference on Diversity in Organisations, Communities and

Nations, University of British Columbia, Vancouver, Canada.

Nguyen, H.-H.D., & Siu, C. (2012, April). *Using computer-mediated communication as stress-coping and organizational retaliatory tools*. Paper presented at the 2012 meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Nguyen, H.-H.D., Tran, L.V., Deros, E., Lopez, M.C., & Siu, C. (2012, April). *Effectiveness of a multi-media perspective-taking training program on reducing discrimination*. Poster presented at the 2012 meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Deros, E., Nguyen, H.-H.D., & Ryan, A.M. (2012, April). *Reducing hiring discrimination against Arab applicants: Comparing two different interventions*. Paper presented at the 2012 meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.

Saedi, B., & Nguyen, H.-H.D. (2011, April). *Training students to increase employment opportunity using social networking websites*. Poster presented at the 2011 meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.

Nguyen, H.-H.D., Yang, J., Sze, N.L., Liao, J., Zhou, M., & Xiong, X. (2010, July). *Chinese entrepreneurs' motives: Pushed or pulled?* Paper presented at the annual meeting of the International Congress of Applied Psychology 2010. Melbourne, Australia.

Lewis, M., & Nguyen, H.-H.D. (2010, July). *A classroom intervention to facilitate students' asking questions*. Paper presented at the annual meeting of the International Congress of Applied Psychology 2010. Melbourne, Australia.

Ahnefeld, K., & Nguyen, H.-H. D. (2010, April). *NVC-SJT: Scale construction and content validation*. Poster paper presented at the annual meeting of the Western Psychological Association. Cancun, Mexico.

Saedi, B., & Nguyen, H.-H. D. (2009, Nov). *Training effectiveness on the use of social networking websites for job opportunity among college students: An evaluation of behavioral intervention*. Poster paper presented at the 2009 meeting of the Personnel Testing Council of Southern California. Anaheim, CA.

Lopez, M.D.C., Nguyen, H.-H. D., Mansell, D., Perez, A., Tucker, K., & El-Ahraf, H. (2009, Nov). *Effects of training intervention on hiring discrimination and rater prejudice*. Poster paper presented at the 2009 meeting of the Personnel Testing Council of Southern California. Anaheim, CA.

Tzschatzsch, A., & Nguyen, H.-H. D. (2009, April). *Comparing job support types in predicting job attitudes and stress*. Poster paper presented at the 2009 meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.

Deros, E., Nguyen, H.-H. D., Ryan, A. M., van Oudenhoven, J. P. (2009, April). *Reducing hiring discrimination of Arab applicants through cross-cultural training*. Poster paper presented at the 2009 meeting of the Society for Industrial-Organizational Psychology, New

Orleans, LA.

- Derous, E., Nguyen, H.-H. D., & Ryan, A. M. (2009, April). *Investigating hiring discrimination against Arab applicants in The Netherlands*. Symposium paper presented to the 2009 meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
- Yang, J., & Nguyen, H.-H. D. (2009, April). *Chinese Employees' Interpersonal Conflict Management Strategies*. Poster paper presented at the 2009 meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
- Derous, E., Nguyen, H.-H. D., Ryan, A. M., van Oudenhoven, J. P. (2009, May). *To hire or not to hire Arab applicants: Effects of training and trainee characteristics*. Paper presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Yang, J., & Nguyen, H.-H. D. (2008, September). *A Chinese tale of workplace deviance: Typologies, reactions, and control strategies*. Poster presented at the 1st European PostDoc Summer School of Advanced Work and Organizational Psychology, Berlin, Germany.
- Nguyen, H.-H. D. (2008, April). *Service learning as an I/O teaching method: Stakeholders' lessons learned* (Chair & Panelist). Panel discussion at the meeting of the Society for Industrial-Organizational Psychology, San Francisco, CA.
- Derous, E., Nguyen, H.-H. D., & Ryan, A. M. (2008, April). *Do applicants with an Arab-sounding name suffer more hiring discrimination?* Poster to be presented at the meeting of the Society for Industrial-Organizational Psychology, San Francisco, CA.
- Nguyen, H.-H. D., Nguyen, N.T., & Sze, I. (2007, August). *Examining the values and entrepreneurial Motives of Asian Entrepreneurs*. Poster presented at the American Psychological Association meeting, San Francisco, CA.
- Nguyen, H.-H.D. (2007, July). *Transferring classroom knowledge to effective workplace performance*. Paper presented at the Xth European Congress of Psychology, Prague, Czech Republic.
- Derous, E., Nguyen, H.-H.D., & Ryan, A. M. (2007, April). *Hiring discrimination against Arabs: Interactions with prejudice and job characteristics*. Poster presented at the meeting of the Society for Industrial-Organization Psychology, New York, NY.
- Derous, E., Nguyen, H.-H.D., & Ori, I. N. (2007, April). *Are Henk and Fleur more employable than Mohammed and Fatima? A field study on employment discrimination in the Netherlands*. Paper presented at the meeting of the Society for Industrial-Organization Psychology, New York, NY.
- Nguyen, H.-H.D., Nguyen, N.T., & Sze, I. (2006, July). *Examining the cultural and psychological profile of Asian entrepreneurs and their entrepreneurial motives*. Paper presented at the

26th International Congress of Applied Psychology, Athens, Greece.

- Derous, E., Nguyen, H.-H.D., & Ryan, A. M. (2006, April). *Identifiers of ethnicity and discrimination against Arabs*. Paper presented at the meeting of the Society for Industrial-Organization Psychology, Dallas, TX.
- Nguyen, H. -H. D. (2005, April). *Practically speaking, does stereotype threat really matter?* Panel discussion (co-chair & panelist) at the meeting of the Society for Industrial-Organizational Psychology, Los Angeles, CA.
- Nguyen, H. -H. D. (2005, April). *A review of stereotype threat effect moderators on test performance*. Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Los Angeles, CA.
- Chao, G. T., & Nguyen, H. -H. D. (2004, August). *Exploring legal issues and human impacts of international employment discrimination: a review*. Paper presented at the meeting of the Academy of Management, New Orleans, LA.
- Nguyen, H. -H. D., & Ryan, A. M. (2004, April). *Development of the Knowledge of Test-Taking Strategies (KOTTS) measure*. Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Le, H., Nguyen, H. -H. D., & Boles, T. L. (2004, April). *Collectivism-Individualism and cooperation: A cross-cultural and cross-level examination*. Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Nguyen, H. -H. D., Shivpuri, S., & Lansing, K., Ryan, A. M. (2004, April). *Relations of stereotype threat effects to assessment domains and self-identity*. Paper presented at the meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Ryan, A. M., & Nguyen, H. -H. D. (2002, October). *Test-taking attitudes and metacognitive processes: Racial differences and their role in test performance*. Structured discussion presented at the Diversity Challenge 2002 conference, organized by the Institute for the Study and Promotion of Race and Culture, Boston, MA.
- Nguyen, H. -H. D., O'Neal, A., & Ryan, A. M. (2002, April). *Stereotype threat effects on cognitive ability performance in applicant settings*. Paper presented at the 17th meeting of the Society for Industrial-Organizational Psychology, Toronto, Canada.
- Nguyen, H. -H. D., & Whitney, D. J. (2001, April). *Napping in the workplace and the stigma of incompetence*. Paper presented at the 16th meeting of the Society for Industrial-Organizational Psychology, San Diego, CA.
- Craig, K. M., & Nguyen, D. -H. (1999, April). *Perceptions of professional athletes who batter: Differences with non-athlete batterers*. Paper presented at the meeting of the Western Psychological Association, Irvine, CA.

D5. INVITED PRESENTATIONS & WORKSHOPS

- Fall 2019, Fall 2016, Spring 2015, Spring & Fall 2013. Guest Speaker, *Research Talk to Ph.D. Students*. Invited Guest Lecture to BUS 705 Ph.D. students at Shidler College of Business, UHM. *Faculty hosts*: Qianqiu Liu, Ph.D.; Wei Hwang, Ph.D.; Erica Okada, Ph.D.
- Fall 2018 (November 11). Guest Speaker; research topic "*Applying gamification to teaching business ethics*." Invited presentation to the Center for Innovation and Strategic Human Resource Management, Jiangxi University of Finance and Economics in P.R. China. Faculty host: Jie Yang, Ph.D.
- Fall 2017 (September 18). Guest Speaker; topic "Organizational Change." Invited presentation to the Rotary Club of Honolulu Sunset at the Waikiki Yatch Club, Honolulu. *Host*: Jerome Taniyama, Club Service Director.
- Spring 2011 (February 22). Guest Speaker, *Introduction to the MSIO program at CSULB*. Invited presentation to undergraduate students at University of California, Irvine. *Host*: Jimin Zheng, Graduate School Coordinator for SIOP, School of Social Sciences.
- August 2010. Guest Speaker, *Research on Asian Entrepreneurship and Introduction to the MSIO program at CSULB*. Invited presentation to I/O graduate students at School of Psychology, University of New South Wales, Sydney, Australia. Faculty Hosts: Joanne Earl, Ph.D., and Jim Kehoe, Ph.D.
- Spring 2008 & Spring 2010. Guest Instructor, "*Introduction to Scale Construction*." Invited workshop presented to undergraduate students in the CSULB Career Opportunities in Research (COR) program.
- Fall 2009. Faculty Presentation, *Napping and the stigma of incompetnce*. Invited presentation in the Half-Baked Idea Seminar series by the Department of Psychology, CSULB. Co-presenter: Dave Whitney.
- Spring 2007, 2008, 2009: Guest speaker for the Trio Ronald E. McNair Post-baccalaureate Achievement Program at CSULB.
- Spring 2009. Guest Speaker, *Introduction to the MSIO program at CSULB*. Invited presentation given to undergraduate students at University of Southern California. Faculty host: Dr. Miranda Barone.
- Spring 2008. Guest Speaker, "*Diversity and Multicultural Competencies in the Workplace*." Invited lecture to be given to undergraduate students at the Occidental College, Los Angeles, CA. Faculty host: Dr. Brian Kim.
- Fall 2007. Guest Presenter, "*The Use of Permanent Study Teams and Group Work in the Classroom*." Invited lecture in the Half-Baked Idea Seminar series, the Department of Psychology, CSULB.
- Nguyen, H. -H. D. (2007, August). *Stereotype Threat Effects and the Implications for Personnel Selection Testing*. Invited presentation in the Personnel Testing Council of Southern California's Monthly Programs.
- Summer 2007 Guest Presenter. *Entrepreneurship Research: Psychology-Management Collaborative Opportunities*. Invited presentation at Nanchang University, Nanchang City, China. Faculty host: Dr. Jie Yang.
- Fall 2006 Guest Speaker, "*Work-Family Balance*." Invited lecture given to undergraduate students at the Occidental College, Los Angeles, CA. Faculty host: Dr. Brian Kim.

D6. RESEARCH AFFILIATIONS

- Fall 2014 – present: Research faculty at the Center for International Business Education and Research (CIBER), University of Hawaii at Manoa. *Status*: Invited researcher.

- 2011 – 2018: *Research collaborator* at the Center for Behavioral Research and Services, California State University, Long Beach. *Status*: Invited researcher.
- 2010 – Present: *Invited Research Scientist* at the Center for Innovation and Strategic Human Resource Management (Jiangxi University of Finance and Economics in P.R. China). Center Director: Jie Yang, Ph.D.
- 2008 – Present: *Research Fellow* at the *Center for Multicultural Psychology Research* (Michigan State University). *Status*: Appointed affiliated faculty (since May 2008). The mission of the Center is to generate and apply psychological science to increase our understanding of multicultural issues in both domestic and international contexts. *Duties*: Actively collaborating with the Center Core faculty on research projects. Director: Frederick Leong, Ph.D.

E. TEACHING ASSIGNMENTS

E1. COURSES TAUGHT @ SHIDLER COLLEGE OF BUSINESS

1. HRM 351 – Human Resource Management (undergraduate level). Department of Management and Industrial Relations.
2. HRM 354 – Organizational Change & Effectiveness (undergraduate). Department of Management and Industrial Relations
3. MGT 399 – Independent research (undergraduate).
4. HRM 671 – Managing People (graduate level). Vietnam Executive MBA program.
5. HRM 673 – Advanced Organizational Behavior (graduate level). Master of Human Resource Management program.
6. BUS 626 – Organizational Behavior (graduate level). MBA program; Distance Learning Executive MBA program.
7. MGT 650 – Multicultural Management (graduate). Distance Learning Executive MBA program
8. MGT 660 – Cross-Cultural Negotiation (graduate). Vietnam Executive MBA program.

OTHER COURSES

[The following courses were taught in the departments of Psychology and Health Care Administration at California State University, Long Beach between 2000 and 2006.]

Undergraduate courses:

PSY 220 - Research Methods

PSY 356 - Personality Theories

PSY 381 - Introduction to Industrial-Organizational Psychology (service-learning course)

Graduate courses:

PSY 581 - Organizational Psychology

PSY 582 - Applied Research Methods in I-O Psychology

PSY 589 - Advanced topics in I-O Psychology: Multicultural issues in I-O Psychology

PSY 681 - Seminar in Applications of Psychology to Industry

PSY 683 - Issues in Organizational Development

PSY 688 - Practicum in Industrial-Organizational Psychology

HCA 698 A-B - Health Care Administration Research Project

E2. DISSERTATION AND THESIS COMMITTEES

November 2018 – Final Orals. Served as for Eréndira Neri Aldana’s dissertation entitled *"Growing Leadership at HO’OULU ‘ĀINA: Matching up gifts and Kuleana in order to heal land, people, and community."*

Dissertation Chair: Charlene Baker, Ph.D., Department of Psychology, University of Hawaii at Manoa.

May 2015 – Final Orals. Served as a Dissertation Committee Member for Savio Pham’s dissertation entitled, *"A qualitative phenomenological study: Self-directed leadership development in religious-based organizations."*

Dissertation Chair: Rich Shuttler. Ph.D., Organizational Leadership Doctoral Program, University of Phoenix.

May 2014 – Final Orals. Served as a Dissertation Committee Member for Rajib Subba’s dissertation entitled, *"Institutionalization of anti-cyberhate coordination in online communities: A case study of Haiti Earthquake emergent response groups on Facebook."*

Dissertation Chair: Dr. Tung Bui. Department of Information Technology Management, Shidler College of Business, the University of Hawaii at Manoa.

October 2014 – Final Orals. Served as the Research Director and a Thesis Committee Member for Maryam Solhjou’s thesis entitled *"The effects of cognitive interventions on well-being in the workplace."*

Thesis Chair: Christopher Warren. Master of Science in Industrial-Organizational Psychology (MSIO) program, Department of Psychology, California State University Long Beach.

September 2014 – Final Orals. Served as the Research Director and a Thesis Committee Member for Kvon Tucker’s thesis entitled *"The effects of ethnic identity, ethnicity and ethnic identifiers on job suitability ratings."*

Thesis Chair: Lisa Maxfield. MSIO, Department of Psychology, CSULB.

May 2014 – Final Orals. Served as the Research Director and a Thesis Committee Member for Allix Kruk’s thesis entitled *"The impact of theory-based training method of performance feedback on training professional social networking use."*

Thesis Chair: Lisa Maxfield. MSIO, Department of Psychology, CSULB.

January 2013 – Final Orals. Served as the Thesis Chair for Catherine O. Fisher's thesis entitled "*Increasing organizational commitment by inducing P-O Fit through organizational values awareness training.*" MSIO, Department of Psychology, CSULB.

2006-2015 – Supervised and chaired 14 completed theses in the MSIO program, CSULB.

2009-2012 – Supervised and chaired 15 completed theses in the Master of Science in Health Care Administration program, CSULB.

E3. TEACHING & PROFESSIONAL DEVELOPMENT

Summer 2014 - Certificate of Completion - The 2014 Assessment Leadership Institute, the University of Hawaii at Manoa.

Fall 2012 – present - Various teaching-development events held by the Center for Teaching Excellence, the University of Hawaii at Manoa.

2011 - CSULB Scholarly Writing Institute (January 5-7, 2011).

2011 - CSULB Winter Institute on Teaching and Learning (WITL) (January 20, 2011).

2009 - CSULB Scholarly Writing Institute (January 6-8, 2009).

2008 - CSULB Scholarly Writing Institute (June 3-5, 2008).

Summer 2008 - *Minority Research Infrastructure Support Program* (Summer 2008). Attended the workshop on Hierarchical Linear Modeling statistics. Instructor: Dr. Jody Ullman.

2006-2007 Faculty Learning Community Workshops– held by CSULB Center for Community Engagement. Attended a training in the theoretical principles of service-learning and in the design of a service-learning curriculum. Outcome: redesigned PSY 381 (Introduction to I/O Psychology) into a service-learning course. Facilitators: Dr. George Hart and Malcolm Finney.

Summer 2005 - "*Teaching in Psychology*" Graduate Course, Michigan State University. Instructors: Drs. Kevin Ford and Steve Yelon. This course aims at training graduate students to become effective instructors. I learned how to create an effective syllabus, deliver effective lectures, apply effective active-learning strategies to teaching, and deal with ethical issues in teaching.

Fall 2004 - "*Using case studies in teaching of science*" seminar, Michigan State University. Instructor: Dr. Clyde Herreid. This seminar provides theories and hands-on experience on three teaching techniques: (a) teaching psychology using case studies; (b) cooperative team-learning model, and (c) informative testing technique.

F. SELECTED SERVICES

F1. UNIVERSITY ACTIVITIES

- Fall 2017 and Spring 2019: Guest Lecturer in the Global Connections program, hosted by the International Business Organization at the Shidler College of Business and the Moanalua High School World Language. I provided a short case study on the need of studying a foreign language and understanding other cultures in doing business to high school students.
- Fall 2016 - present: Faculty advisor of the Vietnamese Student Organization at UHM.
- Fall 2015 – Fall 2016: Faculty Senator, Manoa Faculty Senate - Committee on Faculty Services.
- Fall 2014 - Summer 2015: Faculty Senator, Manoa Faculty Senate - Committee on Athletics. Committee Chair: Kelley Withy.
- Fall 2013-Summer 2014: Faculty Senator, Manoa Faculty Senate - Committee on Research and Graduate Education. Committee Chair: David B. Sanders.
- Fall 2013: Faculty Judge for the undergraduate research posters in the 2013 Fall Proposal Conference on December 7, 2013. Organized by the UHM Honors Program and the Undergraduate Research Opportunities Program. Director: Vernadette Gonzalez

- 2011-2012: Faculty academic senator, CSULB Academic Senate, CSULB
- 2011-2012: Advisory board member, Governing Council of Ukleja Center for Ethical Leadership, College of Business Administration, CSULB
- 2008-2012: Faculty advisor of the CSULB Vietnamese Student Association, CSULB

F2. SELECTED COLLEGE & DEPARTMENT ACTIVITIES

- AY 2020-present: Management and Industrial Relation Department representative to the Shidler College Doctoral Committee.
- AY 2020-22: Elected Chair of the Curriculum and Program Committee, Shidler College of Business
- AY 2017 –18: Elected Chair of the Curriculum and Programs Committee, Shidler College of Business.
- Fall 2017; Fall 2019: MIR Department’s hiring committee member. Department Chairs: David Bess, Ph.D.; John Butler, Ph.D.
- Fall 2015 – Spring 2017: Faculty member, Shidler Faculty Senate Executive Committee. Chair: Thomas Pearson, Ph.D.
- Fall 2014: Assessment consultant, the Shidler College’s Assessment Committee. Chair: Robin Hadwick
- 2012 – present: Active member of the department of Management and Industrial Relations, Shidler College of Business, UHM. Department Chair: David Bess, Ph.D.
- 2009-2011: Chair of Master of Science in Industrial-Organizational Psychology committee, Department of Psychology, CSULB. Department Chair: Ken Green, Ph.D.

F3. COMMUNITY ACTIVITIES

July 18, 2020: Published an OpEd piece at the Honolulu Star Advertiser newspaper entitled “*ICE order would’ve damage higher ed*”. Co-authored with Tung Bui and Tamar Kreps.

January 2020: *Donator and Guest Judge for the Vietnamese American Exemplary Student Award Scholarships program (www.giaiguongmau.us)*, cohosted by Vietnamese language schools and the Vietnamese History Club in Southern California.

June 2019: *Special Guest* of the “Hon Viet” (Vietnamese Spirit) TV’s educational show called “*Truong Hoc, Truong Doi*” (*Academic and Life Issues*), hosted by Hue Pham, Ed.D. in a Vietnamese language program based in Orange County, California.

In those two-part TV show, I was interviewed about the field of human resource management and my experience as a university instructor at the Shidler College of Business. The two TV parts are available on YouTube:

Episode 1: <https://youtu.be/yiuzNR1cf8I>

Episode 2: <https://youtu.be/okwBnqyJLeQ>

December 2012 – December 2013: Guest host of the Vietnamese-language TV and web-based educational show called “*Truong Hoc, Truong Doi*” (*Academic and Life Issues*). Host: Dr. Hue Pham, Dean of Counseling, Special Programs & Services, Orange Coast College, Costa Mesa, California.

January 2009-2012: Co-host of the Vietnamese-language TV' show called "Truong Hoc, Truong Doi" (Academic and Life Issues) show in Orange County, California. Co-host: Dr. Hue Pham, Dean of Counseling, Special Programs & Services, Orange Coast College, Costa Mesa, California.

2010 Program Evaluator. *Long Beach Better Learning After School Today* (BLAST) program evaluation (Fall 2008-Spring 2009). Tasks Performed: Analyzed the data and reported the findings to the organization.

June 2008-2009 – *External Consultant (pro-bono)*. The Union of Vietnamese Student Associations of Southern California, Garden Grove, California. *Project type*: Organization development (restructured).

2007-2008 Invited EOPS Mentor. Orange Coast College EOPS program in Costa Mesa, CA. Mentoring a Vietnamese-American EOPS student academically and socially.

2007 Program Evaluator. *Long Beach Better Learning After School Today* (BLAST) program evaluation (Fall 2006-Spring 2007). Tasks Performed: Analyzed the data and reported the findings to the organization.

2007 Program Evaluator. *Center for Community Engagement* (CCE). Tasks performed: Analyzed the data and reported the findings to the CCE.

Spring 2007, Research Faculty/Coordinator. Community Partner: *Project MotiVATe* (Westminster, CA). Tasks Performed: Coordinated with the organization. Formulated applied research ideas. Supervised students' research projects.

F4. PROFESSIONAL ACTIVITIES

Since 2005, I have been an ad-hoc reviewer for the following conferences and journal outlets:

Society for Industrial-Organizational Psychology meetings
Academy of Management meetings
Personnel Psychology
Human Performance
Social Psychology of Education: An International Journal
Journal of Business and Psychology

G. PROFESSIONAL EXPERIENCES

G1. CONSULTING PROJECTS

July 2008-2009 – *Internal Consultant* on the *Western Association of Schools and Colleges Core Commitment Group on Communication Project*. The College of Liberal Arts, CSULB. *Duties*: Designed and conducted a focus group study and a survey study.

June 2008-present – *External Consultant (pro-bono)*. The Union of Vietnamese Student Associations of Southern California, Garden Grove, California. *Duties*: Designed an organization change initiative. Designed and facilitated a Summer Change Leader Retreat to evaluate organization structure and effectiveness.

2007, 2010, 2013 - *Program Evaluator*. Long Beach Better Learning After School Today (BLAST) program. *Project type*: program evaluations. *Duties*: Analyzed the data and reported the findings and recommendations to the organization.

- 2007 - *Program Evaluator*. Center for Community Engagement (CCE). *Project type*: program evaluation. *Duties*: Analyzed the data and reported the findings to the CCE.
- April 2005-June 2008 - *External consultant*. Gifts Compass Instrument, Inc., Ohio. *Project type*: Construct measurement development and validation. *Duties*: Designed and consulted on the company measurement development process. Designed measurement validation studies (content and construct validation). Analyzed data and reported the findings and recommendations to the GCI.
- May-August 2006 - *Internal Consultant*. North America Recruiting Office, Ford Motor Company, Dearborn, MI. *Project type*: personnel selection test development and leadership development initiative. *Duties*: Designed focus group and survey studies. Ran focus groups. Analyzed data. Developed organizational surveys and personnel tests. Reviewed literature and made recommendations on effective success planning and leadership programs.
- June-July 2004 - *Expert rater* (pro bono). The Personnel Board of Jefferson County, Alabama. *Project type*: Personnel selection. *Duties*: Rated interviews for various personnel positions for Jefferson County using a critical-incident derived behaviorally anchored rating scale for structured interviews.
- 2003-2004 - *Graduate student coordinator*. Police Executive Development workshop series: "Executive Leadership for Challenging Times" (an executive-level leadership training workshop for Michigan police executives). Faculty: J. Kevin Ford, Ph.D., Michigan State University. *Duties*: conducted literature research; developed a workshop evaluation survey; designed the training workshop program; facilitated workshop activities.
- December 2003 - *Expert rater*. The SHL Litigation Support Group USA, Inc., Boulder, Colorado. *Duties*: Rating and validating minimum qualification hurdles.
- 2002 & 2003 - *Research Intern*. University of Social Sciences and Humanities at Ho Chi Minh City, Vietnam. Faculty: Nguyen Van Tai, Ph.D., V.P. *Duties*: Trained research staff on statistical data analysis; Collected data for independent research projects; Delivered I/O psychology-related workshops to Ho Chi Minh City human resources management staff and executives.
- 2002-2003 - *Graduate external consultant*. Jackson National Life, Okemos, MI. Faculty: Dr. Ann Marie Ryan. *Project type*: Personnel selection test development. *Duties*: Designed focus group and survey studies to develop two post-training evaluation systems of job simulations, knowledge tests, processing skills & phone skills tests for the organization.
- 2001 - *Graduate external consultant*. Pharmacia, Kalamazoo, MI. Faculty: Drs. Neal Schmitt & Ann Marie Ryan. *Project type*: Personnel selection test validation. *Duties*: Conducted a job analysis to develop a new personnel selection testing system. Administered surveys and ran focus groups.
- 2000-2001 - *Graduate external consultant*. The City of Columbus Fire Department, Columbus, OH. Faculty: Dr. Ann Marie Ryan. *Project type*: Evaluation survey. *Duties*: Developed surveys. Analyzed survey data and reported the findings to the organization.

G2. TECHNICAL REPORTS

- Nguyen, H.-H. D. (2013, June). *Fall 2011/Spring 2012 Program Evaluation*. A technical report submitted to Long Beach Better Learning After School Today, Long Beach, CA.
- Nguyen, H.-H. D. (2010, January). *Fall 2008/Spring 2009 Program Evaluation*. A technical report submitted to Long Beach Better Learning After School Today, Long Beach, CA.
- Nguyen, H.-H.D. (2007). *A technical report on the results of a construct validation study on the GiftsCompass instrument (revised)*. Submitted to the Gifts Compass, Inc, Ohio.
- Nguyen, H. -H. D. (2007.) *Fall 2006/Spring 2007 Program Evaluation*. Submitted to Long Beach BLAST, CA.
- Nguyen, H.-H.D. (2007). *COPC Final progress report (July 1- December 15, 2007)- Program implementation: Family and Children's Literacy (FLC) Program*. Submitted to the CSULB Center for Community Engagement.
- Nguyen, H.-H.D. (2006). *The development of a series of competency-based personnel selection tests: A technical report*. Submitted to Ford Motor Company, Dearborn, Michigan.

- Nguyen, H.-H.D. (2006). *Results of the content validity analysis for the Gifts Compass Instrument: A technical report*. Submitted to the Gifts Compass, Inc, Ohio.
- Nguyen, H.-H.D., Converse, P. D., Shivpuri, S., Chambers, B., & Ryan, A. M. (2003). *JNL Life Pending post-training evaluation assessment system: Technical reports*. Submitted to Jackson National Life, Okemos, MI.
- Nguyen, H.-H.D., Converse, P. D., Shivpuri, S., Chambers, B., & Ryan, A. M. (2003). *JNL IMG post-training evaluation assessment system: A technical report*. Submitted to Jackson National Life, Okemos, MI.
- Converse, P. D., Nguyen, H.-H.D., Schurkamp, C., & Ryan, A. M. (2001). *Report to the City of Columbus, Ohio: Firefighter incumbent survey data analysis*. Submitted to the Columbus Fire Department, Columbus, OH.

G3. PROFESSIONAL ASSOCIATIONS & AFFILIATIONS

- Society for Industrial & Organizational Psychology (1999-present)
- Academy of Management (2003-present)
- International Association of Applied Psychology (2003-present)
- The Personnel Testing Council of Southern California (2006-2012)
- American Psychological Association (1997 - 2010)
- Asian American Psychological Association (1998-2010)