

Hannah-Hanh D. Nguyen, M.A., Ph.D.

Professor

Curriculum Vitae

August 7, 2024

Department of Management & Industrial
Relations

Shidler College of Business

University of Hawai'i at

Manoa

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Google Scholar Citations: 3331

<https://scholar.google.com/citations?hl=en&user=mathBgsAAAAJ>

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

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 2012 – July 2024: Associate Professor
August 2024 – present: Professor
Department of Management and Industrial Relations
Shidler College of Business, University of Hawai'i at
Manoa Department Chair: Sonia Ghumman, Ph.D.,
Professor

January 2013 – present: Executive
Faculty
Distance Learning Executive MBA
program Vietnamese Executive MBA
Shidler College of Business 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
Director: Frederick Leong, Ph.D.

August 2006 – July 2013: Assistant Professor (promoted to
Associate Professor in August 2012)
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

May-August 2006: Summer Graduate
Intern Training & Development Unit
Ford Motor Company, Dearborn, MI
Supervisor: Heather Gahir, M.A.

August 2000-August 2006: Graduate Researcher, MSU
Research Advisors: Anne Marie Ryan, Ph.D.; Georgia Chao, Ph.D.

C. SELECTED HONORS & AWARDS

2020- Present - Shidler College of Business, the Dean's Office – Appointment as a Shidler
College Faculty Fellow and Professor of Management in 2020-2023, and in 2023-2026.

- May 2023 - *University of Hawaii at Manoa, Office of the President* – 2023 Recipient of a Presidential Citation for Meritorious Teaching.
- September 2022 – *University of Hawaii, Manoa, Office of the Dean’s Graduate Division* – Level-3 Graduate Faculty Appointment with the Business Administration PhD (GBUS) graduate program.
- May 2022 – *Shidler College of Business* – 2021-2022 Dennis Ching Senior Teaching Award (Certificate of Recognition).
- Fall 2021 - *Shidler College of Business* – BBA Professor of the Semester for a Major Core Course (Certificate of Recognition)
- 2017-2021 – *Shidler College of Business, the Dean’s Office* - Summer Research Funding (with 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 Publisher 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. Awarded to Derous, E. (principal investigator), Hannah-Hanh Nguyen & Ann Marie Ryan.
- 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?*” Awarded to Derous, E. (principal investigator), Hannah-Hanh Nguyen & 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: Derous, E. & Ryan, A.M.
- 2006 *Faculty Learning Community Award*, awarded by California State University, Long Beach’s 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.

D. SCHOLARSHIP

D1. REFEREED JOURNAL ARTICLES

- *Phan, A. T. & Nguyen, H. -H. D. (2022). Workers’ Attitudes toward Women Managers: Evidence from Vietnam. *Equality, Diversity and Inclusion: An International Journal*, 42 (1) 1, 53-69. <https://doi.org/10.1108/EDI-08-2021-0215>.

- Derous, E., Nguyen, H. H. D., & Ryan, A. M. (2021). Reducing ethnic discrimination in resume- screening: a test of two training interventions. *European Journal of Work and Organizational Psychology, 30*(2), 225-239. 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: A reply to Zigerell. *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*(5), 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, 17*(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*(2), 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 [in Chinese]. *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

- Zhou, Y., Nguyen, H. -H. D., Revier, M., Krueger, K., & Sackett, P. (2nd revised and resubmitted). An Updated Examination of Gender Differences in Sexual Harassment Perception: A Meta-Analysis and A Survey Study.
- 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*.
- Ghumman, S., Nguyen, H. H. D., & Gluck, D. (Manuscript in preparation). *When to blow the*

- whistle? Antecedents of perceiving and reporting ethical violations.*
- Nguyen, H. -H. D., Ghumman, S., Bryant, C., & Ryan, A. M. (Manuscript in preparation). *Does It Matter Who Is Harassed? Third-Party Anger/Reactions to Workplace Harassment.*
- Jagger, S., Nguyen, H. -H. D., & Sloan, D. (Manuscript in preparation). *The effectiveness of a 3D interactive, immersive game for teaching business ethics: Sex differences and learning environments.*
- Ghumman, S., Nguyen, H. -H. D., Vanfossen, J., & Ryan, A. M. (Manuscript under preparation.) *Guilt and moral orientation thinking as moderators of third-party observers' choice of retribution forms.*
- Yang, J. & Nguyen, H. -H. D. (Manuscript under preparation). *The Psychological Properties of a Short Version of the Later Life Workplace Index Using Confirmatory Composite Analysis: Evidence from China*
- Nguyen, H. -H. D., Yang, J., Scott, W., & Ryan, A. M. (Data collection.) *Cross-Cultural Influences on Third-Party Reactions to Workplace Harassment: A US-China Comparison.*

D4. PEER-REVIEWED PAPERS AT PROFESSIONAL MEETINGS

- Zhou, Y., Sackett, P., & Nguyen, H. H. D. (2023, April). *Gender Differences in Sexual Harassment Perceptions over the Last 20 Years: Perceptions Have Changed, But the Gap Remains.* Symposium presented at the meeting of the Society for Industrial- Organizational Psychology, Boston, MA, United States.
- Ghumman, S., Nguyen, H. -H. D., & Gluck, D. (2023, April). *Should I blow the whistle? Antecedents of perceiving and reporting ethical violations.* Poster presented at the meeting of the Society for Industrial- Organizational Psychology, Boston, MA, United States.
- Zhou, Y., Revier, M., Krueger, K., Nguyen, H., & Sackett, P. (2022, April). *Changes in Gender Differences in Sexual Harassment Perceptions Over 20 Years.* Poster presented at the 2022 Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- 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., & Solhjou, 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., Derous, 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.
- Derous, 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 opportunities 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 opportunities 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.
- Derous, 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

- Spring 2022 (April 19th). Guest Speaker, “*Let’s Talk Health, Safety, and Workplace Spirituality*.” Invited guest lecture to a Vietnamese managerial workshop entitled “*Happy Workplace Architect – Employee Well-Being: The Future of Work*.” Organization Co-Hosts: FPT Telecom, Base.VN, NashTech, and Shidler College of Business’ VEMBA.
- 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.
- Spring 2019 (April 10). Guest Lecturer, “*Short Case Study Presentation*” to the Moanalua High School Spanish Language Class Campus Visit program. Organized by the International Business Organization and the Moanalua High School World Languages.
- Fall 2018 (November 11). Guest Speaker, “*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 Yacht Club, Honolulu. *Host*: Jerome Taniyama, Club Service Director.
- Fall 2017 (October 30th). Guest Lecturer, “*Short Case Study Presentation*” to the Moanalua High School French Language Class Campus Visit program. Organized by the International Business Organization and the Moanalua High School World Languages.
- 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 incompetence*. 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 - Invited 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.

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.

2010 – 2021: *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.

E. TEACHING ASSIGNMENTS

E1. COURSES TAUGHT @ SHIDLER COLLEGE OF BUSINESS

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

E2. DISSERTATION AND THESIS COMMITTEES

November 2018 – Served as a dissertation committee member 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 – 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 – 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 – Served as the Research Director and Thesis Chair for Maryam Solhjoui’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 Thesis Chair 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 Thesis Chair 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.

Other Theses (supervised at CSULB between 2006 and 2015)

2006-2015 – I supervised and chaired 14 completed theses in the MSIO program at the Department of Psychology, CSULB.

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

E3. TEACHING & PROFESSIONAL DEVELOPMENT

Fall 2022 – Certificate of Completion - General Ethics Training for State Employees. Presented by Hawai’i State Ethics Commission.

Spring - Fall 2022 – Preparing to Teach Online at UH module. University of Hawaii Online Innovation Center (UHOIC; Auditing)

Spring 2022 – UHM Center for Teaching Excellence’s Mid-Semester Classroom Observation (conducted and reported by Dr. Elisabeth Hutchison).

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

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

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

- *Spring 2021: Peer Reviewer for the virtual 2021 Assessment for Curricular Improvement Poster Exhibit, organized by the UH Manoa Assessment and Curriculum Support Center. Organizer: Yao Hill, Ph.D.*
- *Spring 2020: Selected by the University of Hawaii at Manoa to serve on a Tenure and Promotion Review Committee for the 2019-2020 review cycle.*
- *Fall 2015 - present: Faculty advisor of the Vietnamese Student Organization at UH (VSOUH).*
- *Fall 2015 – present: appointed Campus Security Authority (CSA) at UH Manoa by the UH Manoa Department of Public Safety. (Certificate of Completion of CSA Training.)*
- *AY 2015-16: Faculty Senator, Manoa Faculty Senate – Position: Secretary of Committee on Faculty Services. Committee Chair: Katalin Csiszar.*
- *AY 2014-15: Faculty Senator, Manoa Faculty Senate – Committee on Athletics. Committee Chair: Kelley Withy.*
- *AY 2013-14: 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 UH Manoa Honors Program and the Undergraduate Research Opportunities Program. Director: Vernadette Gonzalez*
- *2011-2012: Faculty 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 Vietnamese Student Association, CSULB*

F2. SELECTED COLLEGE & DEPARTMENT ACTIVITIES

- *AY 2022-23: Invited Co-Chair of the Education Mode Task Force in the Shidler College of Business' Strategic Planning project.*
- *AY 2017-18; AY 2020-present: Elected Chair of the Curriculum and Program Committee, Shidler College of Business*
- *Fall 2021: Served on the School of Travel Industry Management (TIM) Department Personnel Committee as an external member.*
- *Fall 2021 – present: Faculty Advisor, International Business Organization (IBO).*
- *AY 2020-2022: Management and Industrial Relation Department's faculty representative to the Shidler College Doctoral Committee. Director: Qianqiu Liu, Ph.D.*
- *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.
- *Fall 2017; Fall 2019*: MIR Department’s hiring committee member. Department Chairs: David Bess, Ph.D.; John Butler, Ph.D.
 - *AY 2016*: Ad-hoc member of the People Committee in the 2016-2021 Shidler Strategic Planning project. Committee Chair: Dave Bess, Ph.D.
 - *Fall 2015 – Spring 2017*: MIR Faculty Representative, Shidler Faculty Senate Executive Committee. Chair: Thomas Pearson, Ph.D.
 - *2012 – present*: Active member of the department of Management and Industrial Relations, Shidler College of Business, UHM. Current Department Chair: Sonia Ghumman, Ph.D.
 - *Fall 2014*: Assessment consultant, the Shidler College’s Assessment Committee. Chair: Robin Hadwick
 - *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

- AY 2016 – present*: Scholarship donations in various amounts to the *Orange Coast College Foundation* in Costa Mesa, California.
- Fall 2020 – present*: Scholarship donations in various amounts to the *University of Hawai’i Foundation*.
- Spring 2019*: Scholarship donation to the *Vietnamese American Exemplary Student Award* organized by Vietnamese History Club in Costa Mesa, California.
- Spring 2016 – present*: Cash donations to local / national charity organizations (Hawai’i Public Radio; Aloha United Way; Hawaii Food Bank; American Civil Liberties Union)
- July 2019 - Present*: Special Guest of the “Hon Viet” (“Vietnamese Spirit”) TV/Radio station’s broadcasting educational series called “*Truong Hoc, Truong Doi*” (“*A Journey from School to Life*”). Host: Hue Pham, Ed.D., Former Dean of Counseling, Special Programs & Services, Orange Coast College, Costa Mesa, California.
- September 2020 – Present*: *Hawaii State Ethics Commission (HSEC) partnership*. My team (Dr. Sonia Ghumman and I) was an invited partner of HSEC’s research project on examining Hawaii state employees on work ethics issues. HSEC Host: Dan Gluck, Executive Director.
- January 2020*: *Panel Judge* for the *Vietnamese American Exemplary Student Award Scholarships program* (www.giaiguongmau.us), co-organized by Southern California Vietnamese language schools and the Vietnamese History Club in Westminster, Orange County, California.
- July 18, 2020*: Published an OpEd piece at the Honolulu Star Advertiser newspaper entitled “*ICE order would’ve damaged higher ed.*” Co-authored with two Shidler colleagues, Drs. Tung Bui and Tamar Kreps.
- January 2009-2013*: Co-host of the Vietnamese-language TV/Radio series called “*Truong Hoc, Truong Doi*” (*A Journey from School to Life*) broadcasting from Westminster, 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.
- 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 selected academic conferences and journal outlets:

Society for Industrial-Organizational Psychology annual meetings

Academy of Management meetings

Personnel Psychology

Human Performance

Social Psychology of Education: An International

Journal Journal of Business and Psychology

Journal of Business Research

G. PROFESSIONAL

EXPERIENCE

G1. CONSULTING

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.

June 2008-present – *External Consultant (pro-bono)*. The Union of Vietnamese Student Associations of Southern California, Garden Grove, California.

2007, 2010, 2013 - *Program Evaluator*. Long Beach Better Learning After School Today (BLAST) program.

Project type: program evaluations.

2007 - *Program Evaluator*. Center for Community Engagement (CCE). *Project type*: program evaluation.

April 2005-June 2008 - *External consultant*. Gifts Compass Instrument, Inc., Ohio. *Project type*: Construct measurement development and validation.

May-August 2006 - *Internal Consultant*. North America Recruiting Office, Ford Motor Company, Dearborn, MI. *Project type*: personnel selection test development and leadership development initiative.

June-July 2004 - *Expert rater (pro bono)*. The Personnel Board of Jefferson County, Alabama. *Project type*: Personnel selection.

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 Direct: J. Kevin Ford, Ph.D., Michigan State University.

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 Mentor: Nguyen Van Tai, Ph.D., V.P.

2002-2003 - *Graduate external consultant*. Jackson National Life, Okemos, MI. Faculty: Dr. Ann Marie Ryan. *Project type*: Personnel selection test development.

- 2001 - *Graduate external consultant*. Pharmacia, Kalamazoo, MI. Faculty: Drs. Neal Schmitt & Ann Marie Ryan. *Project type*: Personnel selection test validation.
- 2000-2001 - *Graduate external consultant*. The City of Columbus Fire Department, Columbus, OH. Faculty: Dr. Ann Marie Ryan. *Project type*: Evaluation survey.

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)
- The Personnel Testing Council of Southern California (2006-2012)
- American Psychological Association (1997 - 2010)
- Asian American Psychological Association (1998-2010)