

Chu-Hsiang (Daisy) Chang, PhD
Curriculum Vitae

Associate Professor
Department of Psychology and Department of Management
Michigan State University
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EDUCATION

The University of Akron, Akron, OH, U.S.A. Aug. 2005
Doctor of Philosophy, Industrial/Organizational Psychology
Effects of transformational leadership on followers' feedback-seeking, preference, and reactions to feedback through cognitive and motivational processes.
Chair: Dr. Rosalie J. Hall

The University of Akron, Akron, OH, U.S.A. Aug. 2002
Masters of Arts, Industrial/Organizational Psychology
The effects of group members' action-state orientation on group processes and outcomes
Advisor: Dr. Rosalie Hall

The University of Waikato, Hamilton, New Zealand Apr. 2000
Bachelor of Social Sciences with Honours (First Class)
Major: Industrial/Organizational Psychology

The University of Waikato, Hamilton, New Zealand Apr. 1999
Bachelor of Social Sciences
Double Major: Psychology, Industrial Relations and Human Resource Management

POSITIONS

Associate Professor, Department of Psychology Jul. 2013 - Present
Associate Professor, Department of Management (Courtesy appointment) May 2015 - Present
Michigan State University

Program Director, Science of Organizations Program Jul. 2016 - Aug. 2018
National Science Foundation

Assistant Professor, Department of Psychology Aug. 2010 - Jun. 2013
Michigan State University

RESEARCH SUPPORT

Funded Projects

11. *FW-HTF-RL: Preparing the future workforce for the era of automated vehicles (WEAVE)*. National Science Foundation. (Sep. 2019 – Aug. 2023). Status: Funded (amount \$2,499,999). PI: S. Cotton; Co-PI: **C.-H. Chang**.
10. *Narcissism and response distortion in a personality assessment*. ACT. (Jan. 2017 – Dec. 2017). Status: Funded (amount \$16,500). PI: **C.-H. Chang**, Co-PI: R. E. Johnson.
9. *Team cohesion monitoring badge: Development of galvanic skin resistance modality*. National Aeronautics and Space Administration Human Research Program. (Sep. 2015 – Aug. 2016). Status: Funded (amount \$100,000). PI: S. W. J. Kozlowski; Co-I: **C.-H. Chang**.
8. *Monitoring and regulating teamwork*. National Aeronautics and Space Administration Human Research Program. (Sep. 2013 – Aug. 2018). Status: Funded (amount \$1,199,851). PI: S. W. J. Kozlowski; Co-I: **C.-H. Chang**.
7. *Workplace stressors and treatment adherence among type II diabetic employees*. Department of Psychology collaborative research project fund. (May 2012 – May 2013). Status: Funded (\$4700). PI: **C.-H. Chang**; Co-PI: K. Rosenman & V. Gossain.
6. *Monitoring and regulating teamwork*. National Aeronautics and Space Administration Human Research Program Omnibus Opportunity. (Sep. 2012 – Aug. 2013). Status: Funded (amount \$100,000). PI: S. W. J. Kozlowski; Co-PI: **C.-H. Chang**.
5. *Alleviating combat-related stress with adventure training*. Pilot Project Grant for Sunshine Education and Research Center, University of South Florida (Oct. 2009 – Jun. 2010). Status: Funded (\$15,000). PI: N. Hall; Co-PI: **C.-H. Chang**.
4. *Job experiences in nursing homes*. Pilot Project Grant for Sunshine Education and Research Center, University of South Florida (Oct. 2009 – Jun. 2010). Status: Funded (\$14,994). PI: C. VandeWeerd; Co-PI: **C.-H. Chang**.
3. *Assessment of exposure to physical and nonphysical violence in physical therapy*. R03 research grant for National Institute for Occupational Safety and Health (1 R03 OH009493-01A1), Center for Disease Control and Prevention (Oct. 2009 – Aug. 2012). Status: Funded (\$140,422). PI: **C.-H. Chang**.
2. *Understanding the mechanisms underlying the links between psychosocial factors and work-related musculoskeletal complaints*. Pilot Project Grant for Sunshine Education and Research Center, University of South Florida (Jan. 2009 – Jun. 2010). Status: Funded (\$11,340). PI: **C.-H. Chang**.
1. *Development and validation of work-based regulatory focus scale*. Summer research support grant, Roosevelt University (May 2006 – Aug 2006). Status: Funded (\$1800). PI: **C.-H. Chang**.

Projects under Review

1. *Recruit and maintain/upgrade a high-tech workforce for emerging technologies*. Proposal submitted to the Michigan Department of Transportation. Subaward PI: S. Cotton; Subaward Co-PI: **Chang**.
2. *Perceptions of workplace violence prevention legislation among health care administrators*. Proposal submitted to Michigan Public Policy Research. PI: Arnetz; Co-I: **Chang**.

BOOK

Schonfeld, I. S. & **Chang, C.-H.** (2017). *Occupational health psychology: Work, stress, and health*. New York: Springer.

PEER-REVIEWED PUBLICATIONS

50. **Chang, C.-H.**, Yang, L., & Lauricella, T. C. (in press). Social support exchange and nurses' musculoskeletal injuries in a team context: Anger as a mediator. *Work and Occupations*. DOI: 10.1177/0730888419826622
49. Mao, C., **Chang, C.-H.**, Johnson, R. E., & Sun, J. (2019). Incivility and employee performance, citizenship, and counterproductive work behaviors: Implications of the social context. *Journal of Occupational Health Psychology, 24*, 213-227. DOI: 10.1037/ocp0000108
48. Arnetz, J. E., Sudan, S., Fitzpatrick, L., Cotten, S. R., Jodoin, C., **Chang, C.-H.**, & Arnetz, B. B. (2019). Organizational determinants of bullying and work disengagement among hospital nurses. *Journal of Advanced Nursing, 75*, 1129-1238. DOI: 10.1111/jan.13915
47. Arnetz, J. E., Fitzpatrick, L., Cotten, S. R., Jodoin, C., & **Chang, C.-H.** (2019). Workplace bullying among nurses: Developing a model for intervention. *Violence and Victims, 34*, 346-362. DOI: 10.1891/0886-6708.VV-D-17-00211
46. Lee, H., Bradburn, J., Johnson, R. E., Lin, S.-H., & **Chang, C.-H.** (2019). The benefits of receiving gratitude for helpers: A daily investigation of proactive and reactive helping at work. *Journal of Applied Psychology, 104*, 197-213. DOI: 10.1037/apl0000346
45. Golubovich, J., Mak, S., & **Chang, C.-H.** (2019). Examining physical therapists' training and intervention needs around workplace violence. *International Journal of Healthcare Management, 12*, 40-47. DOI: 10.1080/20479700.2017.1371368
44. Johnson, R. C., Eatough, E. M., **Chang, C.-H.**, Hammer, L., & Truxillo, D. (2019). Home is where the mind is: Family interference with work and safety performance in two high risk industries. *Journal of Vocational Behavior, 110*, 117-130. DOI: 10.1016/j.jvb.2018.10.012
43. Dudzik, B., Broekens, Neerincs, M., Olenick, J., **Chang, C.-H.**, Kozlowski, S. W. J., & Hung, H. (2018). Discovering digital representations for remembered episodes from lifelog data. *MCPMD '18 Proceedings of the Workshop on Modeling Cognitive Processes from Multimodal Data Article No. 13*.
42. Eatough, E. M. & **Chang, C.-H.** (2018). Effective coping with supervisor conflict depends on control: Implications for work strains. *Journal of Occupational Health Psychology, 23*, 537-552. DOI: 10.1037/ocp0000109
41. Zhang, Y., Olenick, J., **Chang, C.-H.**, Kozlowski, S. W. J., & Hung, H. (2018). The I in team: Mining personal social interaction routine with topic models from long-term team data. *Proceedings of the 23rd International Conference on Intelligent User Interfaces*, 421-426.
40. Zhang, Y., Olenick, J., **Chang, C.-H.**, Kozlowski, S. W. J., & Hung, H. (2018). TeamSense: Assessing personal affect and group cohesion in small teams through dyadic interaction and behavior analysis with wearable sensors. *Proceedings of the Association of Computing Machinery on Interactive, Mobile, Wearable and Ubiquitous Technologies, 2(3)*, Article 150 (September 2018), 22 pages. DOI: 10.1145/3264960

39. Golden, S. J., **Chang, C.-H.**, & Kozlowski, S. J. W. (2018). Teams in isolated, confined, and extreme (ICE) environments: Review and integration. *Journal of Organizational Behavior*, 39, 701-715. DOI: 10.1002/job.2288
38. Zhou, L., Wang, M., **Chang, C.-H.**, Liu, S., Zhan, Y. Shi, J. (2017). Commuting stress process and self-regulation at work: Moderating roles of daily task significance, family interference with work, and commuting means efficacy. *Personnel Psychology*, 70, 891-922. DOI: 10.1111/peps.12219
37. Liu, Y., Song, Y., Koopmann, J., Wang, M., **Chang, C.-H.**, & Shi, J. (2017). Eating your feelings? Testing a model of employees' work-related stressors, sleep quality, and unhealthy eating. *Journal of Applied Psychology*, 102, 1237-1258. DOI: 10.1037/apl0000209
36. **Chang, C.-H.**, Bernard, T. E., & Logan, J. (2017). Effects of heat stress on risk perceptions and risk taking. *Applied Ergonomics*, 62, 150-157. DOI: 10.1016/j.apergo.2017.02.018
35. van den Broeck, A., Ferris, D. L., **Chang, C.-H.**, & Rosen, C. C. (2016). A review of self-determination theory's basic psychological needs at work. *Journal of Management*, 42, 1995-1229. DOI: 10.1177/0149206316632058
34. Johnson, R. E., Rosen, C. C., **Chang, C.-H.**, & Lin, S.-H. (2016). Assessing the status of locus of control as an indicator of core self-evaluations. *Personality and Individual Differences*, 90, 155-162. DOI: 10.1016/j.paid.2015.11.002
33. Johnson, R. E., Rosen, C. C., **Chang, C.-H.**, & Lin, S.-H. (2015). Getting to the core of locus of control: Is it an evaluation of the self or the environment? *Journal of Applied Psychology*, 100, 1568-1578. DOI: 10.1037/apl0000011
32. Eatough, E. M., **Chang, C.-H.**, & Hall, N. (2015). Getting roped in: Group cohesion, trust, and efficacy following a ropes course intervention. *Performance Improvement Quarterly*, 28, 65-89. DOI: 10.1002/piq.21183
31. Liu, Y., Wang, M., **Chang, C.-H.**, Zhou, L., Shao, R., & Shi, J. (2015). Work-family conflict, emotional exhaustion, and aggression toward others: The moderating roles of workplace interpersonal conflict and perceived managerial family support. *Journal of Applied Psychology*, 100, 793-808. DOI: 10.1037/a0038387
30. Ozer, M. G., **Chang, C.-H.**, & Schaubroeck, J. M. (2014). Contextual moderators of the relationship between organizational citizenship behaviors and challenge and hindrance stress. *Journal of Occupational and Organizational Psychology*, 87, 557-578. DOI: 10.1111/joop.12063
29. Golubovich, J., **Chang, C.-H.**, & Eatough, E. M. (2014). Safety climate, hardiness, and musculoskeletal complaints: A mediated moderation model. *Applied Ergonomics*, 45, 757-766. DOI: 10.1016/j.apergo.2013.10.008
28. Johnson, R. E., **Chang, C.-H.**, Meyer, T., Lanaj, K., & Way, J. D. (2013). Approaching success or avoiding failure? Approach and avoidance motives in the work domain. *European Journal of Personality*, 27, 424-441. DOI: 10.1002/per.1883
27. Taing, M. U., Smith, T., Singla, N., Johnson, R. E., & **Chang, C.-H.** (2013). The relationship between learning goal orientation, goal-setting, and performance: A longitudinal study. *Journal of Applied Social Psychology*, 43, 1668-1675. DOI: 10.1111/jasp.12119
26. Koopman, J., Howe, M., Johnson, R. E., Tan, J. A., & **Chang, C.-H.** (2013). A framework for developing word fragment completion tasks. *Human Resource Management Review*, 23, 242-253. DOI: 10.1016/j.hrmr.2012.12.005

25. Ferris, D. L., Johnson, R. E., Rosen, C. C., **Chang, C.-H.**, & Tan, J. A. (2013). When is success not satisfying? A moderated mediation model of the relation between core self-evaluation and job satisfaction. *Journal of Applied Psychology*, 98, 342-353. DOI: 10.1037/a0029776.
24. Johnson, R. E., Howe, M., & **Chang, C.-H.** (2013). The importance of velocity, or why speed may matter more than distance. *Organizational Psychology Review*, 3, 62-85. DOI: 10.1177/2041386612463836
23. Rosen, C. C., Slater, D., **Chang, C.-H.**, & Johnson, R. E. (2013). Let's make a deal: Development and validation of the ex post I-Deals scale. *Journal of Management*, 39, 709-742. DOI: 10.1177/0149206310394865.
22. **Chang, C.-H.**, Rosen, C. C., Siemieniec, G. M., & Johnson, R. E. (2012). Perceptions of organizational politics and employee contextual performance: Conscientiousness and self-monitoring as moderators. *Journal of Business and Psychology*, 27, 395-406. DOI: 10.1007/s10869-012-9257-6.
21. Johnson, R. E., Venus, M., Lanaj, K., Mao, C., & **Chang, C.-H.** (2012). Leader identity as an antecedent of the frequency and consistency of transformational, consideration, and abusive leadership behaviors. *Journal of Applied Psychology*, 96, 1262-1272. DOI: 10.1037/a0029043
20. Yang, L.-Q., Spector, P. E., **Chang, C.-H.**, Gallant-Roman, M., & Powell, J. (2012). Psychosocial precursors and physical consequences of workplace violence towards nurses: A longitudinal examination with naturally occurring groups in hospital settings. *International Journal of Nursing Studies*, 49, 1091-1102. DOI: 10.1016/j.ijnurstu.2012.03.006
19. Lanaj, K., **Chang, C.-H.**, & Johnson, R. E. (2012). Regulatory focus and work-related outcomes: A meta-analysis. *Psychological Bulletin*, 138, 998-1034. DOI: 10.1037/a0027723
18. **Chang, C.-H.**, Eatough, E. M., Spector, P. E., & Kessler, S. R. (2012). Violence prevention climate, exposure to violence and aggression, and prevention behavior: A mediation model. *Journal of Organizational Behavior*, 33, 657-677. DOI: 10.1002/job.776
17. Johnson, R. E., Rosen, C. C., **Chang, C.-H.**, Djurdjevic, E., & Taing, M. U. (2012). Recommendations for improving the construct clarity of higher-order multidimensional constructs. *Human Resource Management Review*, 22, 62-72. DOI: 10.1016/j.hrmmr.2011.11.006
16. Eatough, E. M., Way, J. D., & **Chang, C.-H.** (2012). Understanding the link between psychosocial factors and work-related musculoskeletal complaints. *Applied Ergonomics*, 43, 554-563. DOI: 10.1016/j.apergo.2011.08.009
15. **Chang, C.-H.**, & Lyons, B. J. (2012). Not all aggressions are created equal: A multi-foci approach to workplace aggression. *Journal of Occupational Health Psychology*, 17, 79-92. DOI: 10.1037/a0026073
14. **Chang, C.-H.**, Ferris, D. L., Johnson, R. E., Rosen, C. C., & Tan, J. A. (2012). Core self-evaluations: A review and evaluation of the literature. *Journal of Management*, 38, 81-128. DOI: 10.1177/0149206311419661
13. Johnson, R. E., Rosen, C. C., & **Chang, C.-H.** (2011). To aggregate or not to aggregate: Steps for developing and validating higher-order multidimensional constructs. *Journal of Business and Psychology*, 26, 241-248. DOI: 10.1007/s10869-011-9238-1
12. Eatough, E. M., **Chang, C.-H.**, Miloslavic, S., & Johnson, R. E. (2011). Relationships of role stressors with organizational citizenship behavior: A meta-analysis. *Journal of Applied Psychology*, 96, 619-632. DOI: 10.1037/a0021887

11. Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (2010). "Who I am depends on how fairly I'm treated": Effects of justice on self-identity and regulatory focus. *Journal of Applied Social Psychology*, 12, 3020-3058. DOI: 10.1111/j.1559-1816.2010.00691.x
10. **Chang, C.-H.**, & Johnson, R. E. (2010). Not all leader-member exchanges are created equal: Importance of leader relational identity. *The Leadership Quarterly*, 21, 796-808. DOI: 10.1016/j.leaqua.2010.07.008
9. Johnson, R. E., **Chang, C.-H.**, & Yang, L.Q. (2010). Commitment and motivation at work: The relevance of employee identity and regulatory focus. *Academy of Management Review*, 35, 226-245. DOI: 10.5465/AMR.2010.48463332
8. **Chang, C.-H.**, Johnson, R. E., & Lord, R. G. (2010). Moving beyond discrepancies: The importance of velocity as a predictor of satisfaction and motivation. *Human Performance*, 23, 58-80. DOI: 10.1080/08959280903400226
7. **Chang, C.-H.**, Rosen, C. C., & Levy, P. E. (2009). The relationship between perceptions of organizational politics and employee attitudes, strain, and behavior: A meta-analytic examination. *Academy of Management Journal*, 52, 779-801. DOI: 10.5465/AMJ.2009.43670894
6. Rosen, C. C., **Chang, C.-H.**, Johnson, R. E., & Levy, P. E. (2009). Perceptions of the organizational context and psychological contract breach: Assessing competing perspectives. *Organizational Behavior and Human Decision Processes*, 108, 202-217. DOI: 10.1016/j.obhdp.2008.07.003
5. Kessler, S.R., Spector, P. E., **Chang, C.-H.**, & Parr, A.D. (2008). Organizational violence and aggression: Development of the three-factor violence climate survey. *Work & Stress*, 22, 108-124. DOI: 10.1080/02678370802187926
4. Johnson, R. E., & **Chang, C.-H.** (2008). Relationships between organizational commitment and its antecedents: Employee self-concept matters. *Journal of Applied Social Psychology*, 38, 513-541. DOI: 10.1111/j.1559-1816.2008.00315.x
3. **Chang, C.-H.**, Johnson, R. E., & Yang, L.Q. (2007). Emotional strain and organizational citizenship behaviors: A meta-analytic review. *Work & Stress*, 21, 312-332. DOI: 10.1080/02678370701758124
2. Johnson, R. E., **Chang, C.-H.**, & Lord, R. G. (2006). Moving from cognition to behavior: What the research says. *Psychological Bulletin*, 132, 381-415. DOI: 10.1037/0033-2909.132.3.381
1. Johnson, R. E., & **Chang, C.-H.** (2006). "I" is to continuance as "We" is to affective: The relevance of the self-concept for organizational commitment. *Journal of Organizational Behavior*, 57, 549-570. DOI: 10.1002/job.364

BOOK CHAPTERS AND INVITED CONTRIBUTIONS

21. Gabriel, A. S., Chang, C.-H., Johnson, R. E., & Rosen, C. C. (2018). So you have tenure: What comes next? *The Industrial-Organizational Psychologist*, 55(4), 56-58.
20. Rosen, C. C., Yochum, E.J., Passantino, L.G., Johnson, R. E., & **Chang, C.-H.** (2018). Review and recommended best practices for measuring and modeling organizational citizenship behavior. In P. M. Podsakoff, S. B. Mackenzie, & N. P. Podsakoff (Eds.), *The Oxford handbook of organizational citizenship behavior* (pp. 4081-416). New York: Oxford University Press. DOI: 10.1093/oxfordhb/9780190219000.013.42
19. Johnson, R. E., **Chang, C.-H.**, Kim, Y., Lin, S.-H. (2018). Employee self-concept and identity. In D. Ones, N. Anderson, H. K. Sinangil, & Viswesvaran, C. (Eds.), *Handbook of industrial, work, &*

- organizational psychology* (Vol. 2, 2nd ed.), pp. 25-45. London: Sage. DOI: 10.4135/9781473914957.n3
18. Dixon, A. J., Webb, J. M., **Chang, C.-H.** (2017). Biosensor approaches to studying leadership. In B. Schyns, P. Neves, & Hall, R. (Eds.), *Handbook of methods in leadership research*.
 17. Leong, F. T., **Chang, C.-H.**, & Mak, S., (2017). Occupational Health disparities among Asian Americans: Review and recommendations. In F. T. Leong, D. Eggerth, **C.-H. Chang**, M. Flynn, J. K. Ford, & R. Martinez (Eds.) *Occupational health disparities: Improving the well-being of ethnic and racial minority workers* (pp. 133-155). Washington, DC: American Psychological Association.
 16. Mann, M., & **Chang, C.-H.** (2016). Work-family issues. S. K. Whitbourne (Ed.), *The encyclopedia of adulthood and aging* (pp. 1-5). New York: Wiley-Blackwell.
 15. Yang, L.-Q., **Chang, C.-H.**, & Lim, V. K. G. (2016). Introduction to the special issue of new methods in work and organisational health psychology. *Applied Psychology: An International Review*, 65, 185-189. DOI: 10.1111/apps.12067
 14. Kozlowski, S. W. J., Chao, G. T., **Chang, C.-H.**, & Fernandez, R. (2015). Team dynamics: Using "big data" to advance the science of team effectiveness. In S. Tonidandel, E. King, & J. Cortina (Eds.), *Big data at work: The data science revolution and organizational psychology* (pp. 272-309). New York: Routledge Academic.
 13. Santoro, J. M., Dixon, A. J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2015). Measuring and monitoring the dynamics of team cohesion: Methods, emerging tools, and advanced technologies. In E. Salas, W. B. Vessey, & A. X. Estrada (Eds.), *Team cohesion: Advances in psychological theory, methods, and practice* (pp. 115-145). Bingley, UK: Emerald Group Publishing Limited.
 12. Dixon, A. J., **Chang, C.-H.**, & Johnson, R. E. (2015). Aggression with a conscience: A rational and moral framework for proactive workplace aggression. In P. L. Perrewé, J. Halbesleben, & C. C., Rosen (Eds.), *Research in occupational stress and well being* (Volume 12; pp. 81-106). Bingley, UK: Emerald Group Publishing.
 11. Johnson, R. E., & **Chang, C.-H.** (2015). Core self-evaluations. In J. D. Wright (Ed.), *International encyclopedia of social and behavioral sciences* (2nd Edition, pp. 905-910). Oxford, UK: Elsevier.
 10. Howe, M., **Chang, C.-H.**, & Johnson, R. E. (2013). Understanding affect, stress, and well-being within a self-regulation framework. In P. L. Perrewé, C. C., Rosen, & J. Halbesleben (Eds.), *Research in occupational stress and well being* (Volume 11, pp. 1-34). Bingley, UK: Emerald Group Publishing.
- ****Winner of the 2014 Outstanding Author Contribution Award of Emerald Literati Network****
9. Johnson, R. E., Taing, M. U., **Chang, C.-H.**, & Kawamoto, C. K. (2013). A self-regulation approach to person-environment fit. In Kristof-Brown, A. L. & Billsberry, J. (Eds.), *Organizational fit: Key issues and new directions* (pp. 74-98). Hoboken, NJ: Wiley-Blackwell.
 8. **Chang, C.-H.**, & Baard, S. K. (2012). Occupational stress in cross-cultural settings: A comparison between North America and East Asia. In P. Genkova, T. Ringeisen, & F. T. L. Leong (Eds.), *Handbuch stress und kultur: Interkulturelle und kulturoergleichende perspektiven* (English equivalent: Handbook stress and culture: Intercultural and cross-cultural perspectives, pp. 293-314). Wiesbaden, Germany: VS Publishers, Springer Group.
 7. Johnson, R. E., Lanaj, K., Tan, J. A., & **Chang, C.-H.** (2012). Putting our trust in fairness: Justice and regulatory focus as triggers of trust and cooperation. In L. L. Neider & C. A. Schriesheim

- (Eds.), *Research in management: Perspectives on justice and trust in organizations* (Vol. 9, pp. 1-28). Hartford, CT: Information Age Publishing.
6. **Chang, C.-H.**, & Baard, S. K. (2011). Cross-cultural occupational stress: An individual differences perspective. In P. L. Perrewé & D. C. Ganster (Eds.), *Research in occupational stress and well being* (Vol. 9, pp. 265-303). Bingley, UK: Emerald Group Publishing.
 5. **Chang, C.-H.**, & Spector, P. E. (2011). Cross-cultural occupational health psychology. In J. Quick & L. Tetrick (Eds.), *Handbook of Occupational Psychology* (2nd Ed., pp. 119-137). Washington, DC: American Psychological Association.
 4. Rosen, C. C., **Chang, C.-H.**, Djurdjevic, E., & Eatough, E. M. (2010). Occupational stressors and job performance: An updated review and recommendations. In P. L. Perrewé & D. C. Ganster (Eds.), *Research in occupational stress and well being: New developments in theoretical and conceptual approaches to job stress* (Vol. 8, pp. 1-60). Bingley, UK: Emerald Group Publishing.
- ***Winner of the 2011 Outstanding Author Contribution Award of Emerald Literati Network***
3. Spector, P. E., & **Chang, C.-H.** (2009). Social factors in employee health, safety and well-being. In J. Coreil (Ed.), *Social and behavioral foundations of public health* (2nd Ed., pp. 401-415). Thousand Oaks, CA: Sage.
 2. Rosen, C. C., **Chang, C.-H.**, & Levy, P. E. (2006). Organizational politics and personality: Past, present, and future. In E. Vigoda-Gadot, & A. Drory, (Eds.), *Handbook of organizational politics* (pp. 29-52). Cheltenham, UK: Edward Elgar Publishing.
 1. Doverspike, D., & **Chang, C.-H.** (2005). Calculating the cost-per-hire. *International Public Management Association for Human Resources News*, June 2005, p. 7-8.

CONFERENCE PROCEEDINGS

4. Siemieniec, G. M., **Chang, C.-H.**, Rosen, C. C., & Johnson, R. E. (2008). Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators. Abstract published in the conference proceeding of the 2008 Southern Management Association Meeting. St Pete Beach, FL.
3. **Chang, C.-H.**, Logan, J. M., & Bernard, T. E. (2008). *Effects of heat stress on risk perceptions and risk taking*. Abstract published in the conference proceeding of the 2008 National Occupational Injury Research Symposium, Pittsburgh, PA.
2. **Chang, C.-H.**, & Johnson, R. E. (2008). Strain and employee outcomes: Work-based regulatory foci as moderators. Abstract published in the conference proceeding of the *Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships*. Washington, DC: American Psychological Association.
1. Spector, P. E., Kessler, S. R., **Chang, C.-H.**, & Parr, A. D. (2008). Organizational violence climate and exposure to violence and verbal aggression. Abstract published in the conference proceeding of the *Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships*. Washington, DC: American Psychological Association.

WORK UNDER REVISION OR REVIEW

- Johnson, R. E., **Chang, C.-H.**, Schaubroeck, J. M., & Ott-Holland, C. (revise and resubmit, 1st round).
Title removed for blind review.

Kozlowski, S. W. J., DeShon, R. P., **Chang, C.-H.**, Biswas, S., Pearce, M., Braun, M. T., Rench, T. A., & Baard, S. K. (revise and resubmit, 1st round). *Title removed for blind review.*

Chang, C.-H., Eatough, E. M., Ilie, A., Ispas, D., & Johnson, R. E. (under review). *Title removed for blind review.*

PRESENTATIONS

Refereed Symposia

81. Misisco, A., Olenick, J., Dishop, C., **Chang, C.-H.**, & Kozlowski, S. J. K. (2019, August). Frozen over time? Dynamic equilibrium in ICE teams. In J. Olenick & S. J. K. Kozlowski (Chairs), *A matter of time: Advancing the study of team processes in extreme environments*. Symposium presented at the 2019 Academy of Management Conference, Boston, MA.
80. Johnson, R. E., Lee, H. W., & **Chang, C.-H.** (2019, August). Organizational citizenship behavior and its implications for moral licensing. In Y. Song, M. Tu, & J. Koopmann (Chairs), *Citizenship behavior: Different theoretical perspectives to understand the predictors and outcomes*. Symposium presented at the 2019 Academy of Management Conference, Boston, MA.
79. Kozlowski, S. J. K., **Chang, C.-H.**, Biswas, S., Dishop, C., Olenick, J., Morrison, M., & Misisco, A. (2019, August). Capturing the dynamics of team interaction processes. In Collins, C. G. & Quigley, N. (Chairs), *Exploration of team dynamics: Advances in theory and methodology*. Symposium presented at the 2019 Academy of Management Conference, Boston, MA.
78. **Chang, C.-H.**, Johnson, R. E., LeBlanc, C., Kuang, S., Way, J., & Keller, A. (2019, June). Narcissism and response distortion in a personality assessment. In A. N. Stamate (Chair), *Employee selection*. Symposium presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
77. Dishop, C., Olenick, J., Misisco, A., Morrison, M., **Chang, C.-H.**, & Kozlowski, S. J. K. (2019, April). Issues when combining different data sources. In L. Zhou (Chair), *Methodological development in research using organic data: An interdisciplinary view*. Symposium presented at the 34th Society for Industrial and Organizational Psychology Conference, Washington, DC.
76. Kozlowski, S. J. K., **Chang, C.-H.**, Dishop, D., Olenick, J., Morrison, M., & Misisco, A. (2019, April). Capturing team process dynamics. In I. Gokhman & L. A. DeChurch, (Chairs), *Failure is not an option: Discovering the dynamics of space teams*. Symposium presented at the 34th Society for Industrial and Organizational Psychology Conference, Washington, DC.
75. Kozlowski, S. J. K., **Chang, C.-H.**, & Biswas, S. (2019, January). Measuring, monitoring, and regulating teamwork for long duration missions. In K. Reid & L. Landon, (Chairs), *Team adaptation in extreme environment*. Symposium presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
74. Arnetz, J., Sudan, S., Fitzpatrick, L., Cotton, S., Jodoin, C., **Chang, C.-H.**, & Arnetz, B. (2018, October). Organizational determinants of bullying and work disengagement due to bullying among hospital nurses. Symposium presented at the 6th International Conference on Violence in the Health Sector: Advancing the delivery of positive practice, Toronto, Canada.
73. Keller, A. C., Chong, S., Bryant, C., & **Chang, C.-H.** (2018, September). When helping others hurts: Differential effects on need fulfillment and meaningfulness. In R. Jensen & P. Klumb, (Chairs). *Social interactions in the workplace*. Symposium presented at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.

72. Lin, S.-H., LeBlanc, C. A., & **Chang, C.-H.** (2018, August). A within-individual approach to understand family-work enrichment and leader behaviors. In K. Hildenbrand (Chair), *Work/life and leadership*. Symposium presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.
71. **Chang, C.-H.**, Yang, L., & Lauricella, T. K. (2018, May). Social support exchange and nurses' musculoskeletal injuries in a team context: Anger as a mediator. In E. Y. Huang (Chair), *Occupational health and safety*. Symposium presented at the 2018 Taiwan Association of Industrial and Organizational Psychology (TAIOP) Inaugural and International Conference, Taipei, Taiwan.
70. Arnetz, J., **Chang, C.-H.**, Fitzpatrick, L., Cotton, S. R., Bauer, J., Jodoin, C., & Janisse J. (2018, April). Organizational climate determinants of workplace bullying among nurses. In Hamblin, L. E. (Chair), *Workplace violence in healthcare: Protective climates and processes in the work unit*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
69. Kozlowski, S. W. J., **Chang, C.-H.**, Dishop, C., Biswas, S., & Perry, S. (2018, April). Targeted big data: Team interaction sensors. In Kuljanin, G. (Chair), *Big data acquisition: Web-scraping, APIs, sociometric badges, corporate e-mails*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
68. Kozlowski, S. W. J., **Chang, C.-H.**, & Biswas, S. (2018, January). Measuring, monitoring, and regulating teamwork for long duration missions. In Roma, P., & Landon, L. (Chairs), *Crew composition, teamwork and mission duration: Tracking performance*. Symposium presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
67. Arnetz, J., Fitzpatrick, L., Breejen, K., Cotton, S., Jodoin, C., & **Chang, C.-H.** (2017, November). Workplace bullying among nurses: An exploration of experiences and potential interventions. In *OHS Podium Session - Violence in the Workplace*. Paper presented at the 2017 American Public Health Association Annual Meeting, Atlanta, GA.
66. Yochum, E., Rosen, C. C., **Chang, C.-H.**, & Passantino, L. (2017, August). It's construct clean-up time (again): Identifying and addressing OCB measurement issues. In Brady, D. & Brown, D. J. (Co-Chairs), *Bad theory, inadequate constructs, and misoperationalizations: Do we know what we think we know?* Symposium presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.
65. Lee, H. W., Bradburn, J. C., Johnson, R. E., & **Chang, C.-H.** (2017, August). Benefits of receiving gratitude for helpers: Daily investigation of proactive and reactive helping. In Lee, H. W. (Chair), *Toward a social interaction view of organizational citizenship behavior*. Symposium presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.
64. Ma, J. J., Lin, S., Johnson, R. E., & **Chang, C.-H.** (2017, June). Cost of a stressful commute: A daily investigation of mental fatigue and leader behavior. In Yang, L.-Q. & Wipfli, B. (Co-Chairs), *Integrating multidisciplinary perspectives on commuting, stress, and well-being*. Symposium presented at the 2017 Work, Stress, and Health Conference, Minneapolis, MN.
63. Bryant, C. M., Chong, S., Keller, A. C., & **Chang, C.-H.** (2017, May) Differential effects of social burden: Needs fulfillment and work meaningfulness. In Social support. Symposium presented at the European Association of Work and Organizational Psychology 2017 Conference, Dublin, Ireland.
62. Chong, S., Keller, A. C., Bryant, C. M., & **Chang, C.-H.** (2017, April). Differential effects of social burden: Needs fulfillment and work meaningfulness. In C. M. Bryant, C.-H. Chang, & A. C.

- Keller (Co-chairs), *Providing social support: helping or harming the provider?* Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
61. Olenick, J., Dixon, A. J., Dishop, C., Steve W. J. Kozlowski, & **Chang, C.-H.** (2017, April). Applying linguistic analysis to isolated, and confined, extreme environmental team. In S. K. Baard-Perry & G. F. Goodwin (Co-chairs), *Beyond unobtrusive methodologies: The intrusive component of "Big Data" research*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
60. Webb, J. M., Olenick, J., Dixon, A. J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2017, April). Comparing long-duration team dynamics in a Mars exploration simulation. In L. A. DeChurch (Chair), *Exploring new frontiers: Building better teams on Earth and beyond*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
59. Dixon, A. J., Webb, J. M., Olenick, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2017, April). Using experience sampling data to examine relationships between team processes. In L. A. DeChurch (Chair), *Exploring new frontiers: Building better teams on Earth and beyond*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
58. Webb, J. M., Olenick, J., Dixon, A. J., Dishop, C., Binsted, K., **Chang, C.-H.**, & Kozlowski, S. W. J. (2017, January). Comparing team functioning of three teams living in the Hawai'i space exploration analog and simulation. In K. Holden & K. Ohnesorge (Co-chairs), *Characterizing behavioral changes in isolation and confinement*. Panel presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
57. **Chang, C.-H.**, Kozlowski, S. W. J., Santoro, J. M., Olenick, J., Dixon, A. J., & Ayton, J. (2016, August). Tracking long-term team dynamics in the Antarctic. In J. Ayton (Chair), *Human biology and medicine*. Symposium presented at XXXIV SCAR Biennial Meetings and the 2016 Open Science Conference, Kuala Lumpur, Malaysia.
56. Rosen, C. C., Johnson, R. E., **Chang, C.-H.**, Passantino, L., & Yochum, E. J. (2016, April). Practices for measuring and modeling OCBs: A review and recommendations. In N. P. Podsakoff & P. M. Podsakoff (Chairs), *Foundations of organizational citizenship behavior: Reviews and future research recommendations*. Symposium presented at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, California.
55. Kozlowski, S. W. J., **Chang, C.-H.**, Baard-Perry, S. K., & Biswas, S. (2016, April). Capturing real-time team process dynamics. In G. Plummer & N. Contractor (Chairs), *Novel ways to understand and assess teamwork*. Symposium presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
54. Kozlowski, S. W. J., **Chang, C.-H.**, Baard, S. K., & Biswas, S. (2015, August). Capturing team process dynamics. In A. Yu (Chair), *Unobtrusive measures in organizational research: The potential wearable sensor technology*. Symposium presented at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada.
53. Lauricella, T., **Chang, C.-H.**, Lanaj, K., & Johnson, R. E. (2015, August). Relations of regulatory focus with employee physical and psychosocial health. In M. S. Mitchell & R. J. Vandenberg (Chairs), *The diminishing effects of work: Theoretical and empirical advances on employee health*. Symposium presented at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada.

52. Kozlowski, S. W. J., **Chang, C.-H.**, Biswas, S., Baard, S. K., Golden, S., Santoro, J., Dixon, A., Lauricella, T., & Stobaugh, D. (2015, July). A sensor technology for capturing real-time team process dynamics. In N. Contractor & L. DeChurch (Chairs), *Technology for studying and enabling teams*. Symposium presented at the Interdisciplinary Network for Group Research Conference, Pittsburgh, PA.
51. Dixon, A. J., **Chang, C.-H.**, & Johnson, R. E. (2015, May). Aggression with a conscience: A rational and moral framework for proactive workplace aggression. In P. L. Perrewe (Chair), *Mistreatment in organizations: Models, frameworks, and empirical findings*. Symposium presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health 2015, Atlanta, Georgia.
50. **Chang, C.-H.**, Bernard, T. E., Bloswick, D. S., & Johnson, R. E. (2015, May). Employee behavioral reactions to musculoskeletal symptoms: Supervisor support as a moderator. In Jennings, K. S. & Britt, T. W. (Chairs), *Supporting employees in high stress jobs: Benefits of social support for physical and psychological health*. Symposium presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health 2015, Atlanta, Georgia.
49. Kozlowski, S. W. J., & **Chang, C.-H.** (Chairs) (2015, April). *Team dynamics: Capturing process phenomena in extreme teams*. Symposium presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
48. Kozlowski, S. W. J., **Chang, C.-H.**, Baard-Perry, S. K., Pearce, M., Dixon, A. J., Santoro, J. M. (2015, April). Capturing team process dynamics. In W. B. Vessey (Chair), *Teams on ICE: Team research in spaceflight analogs*. Symposium presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
47. **Chang, C.-H.** (Discussant) (2015, April). *Guanxi: Examining its implications across conceptualizations, cultures, levels, and outcomes*. Symposium presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
46. Kozlowski, S. W. J., **Chang, C.-H.**, & Biswas, S. (2015, January). *A multi-method approach for capturing teamwork dynamics*. Paper presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
45. Baard, S. K., Kermond, C., Pearce, M., Ayton, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2014, August). Understanding team affect, cohesion and performance dynamics in long duration Antarctic missions. In Ayton, J. (Chair), *Human biology and Medicine*. Symposium presented at 2014 Open Science Conference XXXIII SCAR Biennial Meetings, Auckland, New Zealand.
44. **Chang, C.-H.**, & Johnson, R. E. (2014, May). Relations of employee approach and avoidance motives with work outcomes. In A. A. Grandey & M. A. Krannitz, (Co-Chairs), *Complexity of applying approach/avoidance motivation to work outcomes*. Symposium presented at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii.
43. Johnson, R. E., & **Chang, C.-H.** (2014, May). Relations of implicit approach and avoidance motives with work outcomes. In J. L. Unnerstall & S. M. Merritt, (Co-Chairs), *New perspectives on implicit processes in organizations*. Symposium presented at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii.
42. Golubovich, J. & **Chang, C.-H.** (2014, May). Differentiating violence prevention climate from safety climate. In L.-Q. Yang & S. R. Kessler, (Chairs), *Workplace mistreatment climate: Nipping*

- mean behavior before it starts.* Symposium presented at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii.
41. **Chang, C.-H.**, & Johnson, R. E. (2014, May). Identity as an antecedent of abusive behavior. In K. S. Nei & D. V. Simont (Chairs), *The emergence of abusive supervisors: What makes them mean?* Symposium presented at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii.
 43. Kozlowski, S. W. J., Biswas, S., & **Chang, C.-H.** (2014, February). *Capturing and regulating the dynamics of team collaboration and cohesion.* Paper presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
 42. Kossek, E. E., & **Chang, C.-H.** (2013, August). A cross-national exploration of divergence and convergence in objective and subjective assessments of the work-family nexus. In M. M. Piszczek (Chair), *Work and family in a multicultural world.* Symposium presented at the 73rd Annual Meeting of the Academy of Management, Orlando, Florida.
 41. Kozlowski, S. W. J., **Chang, C.-H.**, Pearce, M., Baard, S. K., Kermond, C. M., Xie, H., & Golden, S. (2013, July). *Teamwork in the Antarctic: Cohesion in isolated, confined, and extreme (ICE) environments.* Paper presented at the 19th Humans in Space Symposium, Cologne, Germany.
 40. Kozlowski, S. W. J., **Chang, C.-H.**, Biswas, S., Pearce, M., Baard, S., Kermond, C., & Xie H., (2013, April). Looking forward to Mars: Researching teams for future exploration missions. Symposium presented at the 28th Annual Society for Industrial and Organizational Psychology Conference, Houston, Texas.
 39. **Chang, C.-H.**, & Golubovich, J. (2013, April). Family interference with work and safety: Role of situational moderators. In E. M. Eatough & **C.-H. Chang** (Co-Chairs), When family interferes with safety at work: Exploring cognitive mechanisms. Symposium presented at the 28th Annual Society for Industrial and Organizational Psychology Conference, Houston, Texas.
 38. Johnson, R. E., Rosen, C. C., & **Chang, C.-H.** (2013, April). Biasing effects of common method variance on higher-order constructs. In N. P. Podsakoff (Chair), Common method variance biases: Evidence and remedies. Symposium presented at the 28th Annual Society for Industrial and Organizational Psychology Conference, Houston, Texas.
 37. Kozlowski, S. W. J., Biswas, S., & **Chang, C.-H.** (2013, February). *Capturing and regulating the dynamics of team collaboration and cohesion.* Paper presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
 36. **Chang, C.-H.**, & Golubovich, J. (2012, August). Family interference with work and safety: Role of situational moderators. In E. E. Kossek, M. M. Piszczek, & K. L. McAlpine (Chairs), *Work-family resources: New theory and perspectives.* Symposium presented at the 72nd Annual Meeting of the Academy of Management, Boston, MA.
 35. **Chang, C.-H.**, & Golubovich, J. (2012, August). Strain, cognitive failure, and prevention behaviors: Violence prevention climate as a moderator. In D. E. Caughlin, L-Q. Yang, & **C.-H. Chang** (Chairs), *Employee and organizational consequences of aggression prevention climate.* Symposium presented at the 72nd Annual Meeting of the Academy of Management, Boston, MA.
 34. Ott-Holland, C., **Chang, C.-H.**, Johnson, R. E., & Schaubroeck, J. (2012, August). Moral licensing in the workplace. In M. Gradshteyn & L. Van Dyne (Chairs), *The interactive dynamics of helping.* Symposium presented at the 72nd Annual Meeting of the Academy of Management, Boston, MA.

33. Kozlowski, S. W. J., DeShon, R. P., Biswas, S., & **Chang, C.-H.** (2012, February). *Capturing the dynamics of team cohesion and collaboration*. Paper presented at the NASA Behavioral Health and Performance Investigator's Workshop, Houston, TX.
32. Kawamoto, C. K., Taing, M., & **Chang, C.-H.**, (2011, August). A self-regulation approach to person-environment fit. In J. Billsberry & A. Kristof-Brown (Chairs), *New directions in organizational fit*. Symposium presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
31. Djordjevic, E., Rosen, C. C., **Chang, C.-H.**, Taing, M., & Johnson, R. E. (2011, August). Core self-evaluation: Assessing and improving construct clarity. In A.-G. Albrecht (Chair), *A closer look at core self-evaluations*. Symposium presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
30. **Chang, C.-H.**, Eatough, E. M., & Jaiprashad, D. (2011, May). *Assessment of exposure to physical and nonphysical violence in physical therapy: A qualitative study*. Paper presented at the 9th International Conference on Occupational Stress and Health: Work Stress, and Health 2011 - Work and Well-Being in an Economic Context, Orlando, FL.
29. Eatough, E. M., & **Chang, C.-H.** (2011, May). *Caring workgroups: An antecedent to safety behavior via motivation*. In E. M. Eatough & **C.-H. Chang** (Co-Chairs), *Antecedents to safety: Findings from high stakes industries*. Symposium presented at the 9th International Conference on Occupational Stress and Health: Work Stress, and Health 2011 - Work and Well-Being in an Economic Context, Orlando, FL.
28. Wickham, S. L., **Chang, C.-H.**, & Bernard, T. E. (2011, May). *Linking sustainable building design and construction with worker safety and health*. In E. M. Eatough & **C.-H. Chang** (Co-Chairs), *Antecedents to safety: Findings from high stakes industries*. Symposium presented at the 9th International Conference on Occupational Stress and Health: Work Stress, and Health 2011 - Work and Well-Being in an Economic Context, Orlando, FL.
27. Johnson, R. E., Tan, J. A., & **Chang, C.-H.** (2011, April). *A "how to" guide for developing word fragment completion measures*. In N. A. Bowling & R. E. Johnson (Co-Chairs), *Measuring implicit processes in organizational research*. Symposium presented at the 26th Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.
26. Eatough, E. M., Way, J. D., & **Chang, C.-H.** (2010, August). *Understanding the link between psychosocial factors and work-related musculoskeletal complaints*. In S. L. Alonso (Chair), *Work stressors and employee health*. Symposium presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.
25. **Chang, C.-H.**, Eatough, E. M., & Jaiprashad, D. (2010, April). *Employee musculoskeletal symptoms and treatment-seeking: Workplace support as moderators*. In M. Ford & L.Q. Yang (Co-Chairs), *Beneficial forms of social support and implications for employee well-being*. Symposium presented at the 25th Annual Society for Industrial and Organizational Psychology Conference, Atlanta, Georgia.
24. Johnson, R. E., Taing, M. U., & **Chang, C.-H.** (2009, November). *Conceptualizing person-environment fit as ideal-actual goal discrepancies: What can the fit literature learn from goal-based theories of self-regulation?* Paper presented at the 3rd Global e-Conference on Fit: The Future for Fit and Misfit Research. Buckinghamshire, UK.
23. **Chang, C.-H.**, Bernard, T. E., Eatough, E. M., Johnson, R. E., & Bloswick, D. S. (2009, November). *Employee outcomes of musculoskeletal symptoms: Psychosocial factors as moderators*. In L. Q. Yang & **C.-H. Chang** (Co-Chairs), *Linking occupational health and safety: Evidence from high-risk*

- populations. Symposium presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
22. **Chang, C.-H.**, Spector, P. E., Eatough, E. M., & Yang, L. Q. (2009, November). *Exposure of violence and aggression with employee strains: Work-based regulatory focus as a moderator*. In K. Miner-Rubino & M. E. Bergman (Co-Chairs), Addressing gaps in workplace mistreatment research: Unique samples, moderators, and outcomes. Symposium presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
 21. **Chang, C.-H.**, Bernard, T. E., Eatough, E. M., Johnson, R. E., & Bluswick, D. S. (2009, April). *Employee outcomes of musculoskeletal symptoms: Psychosocial factors as moderators*. Paper presented at the 7th Annual National Occupational Research Agenda (NORA) Young/New Investigators Symposium, Salt Lake City, Utah.
 20. Johnson, R. E., Saboe, K., & **Chang, C.-H.** (2009, April). *Relationships of self-identity with counterproductive work behavior*. In D. L. Lance, J. Spence, & D. Brown (Co-Chairs), Deviant behavior and the self. Symposium presented at the 24th Annual Society for Industrial Organizational Psychology Conference, New Orleans, Louisiana.
 19. Spector, P. E., Kessler, S. R., & **Chang, C.-H.** (2008, October). *Sticks and stones: Does verbal aggression hurt less than physical violence?* In P. L. Perrewé & G. R. Ferris (Chairs), Dark-side research in organizational sciences: Who ever said it was going to be pretty? Symposium presented at the 2008 Southern Management Association Meeting, St. Pete Beach, FL.
 18. Siemieniec, G. M., **Chang, C.-H.**, Rosen, C. C., & Johnson, R. E. (2008, October). *Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators*. Paper presented at the 2008 Southern Management Association Meeting, St Pete Beach, FL.
 17. **Chang, C.-H.**, Johnson, R. E., & Matias, M. (2008, August). *What role does leader identity play in leader-member exchange?* In J. D. Nahrgang, & C. C. Rosen (Chairs), Novel questions (and answers!) concerning leader-member exchange. Symposium presented at the 68th Academy of Management Annual Meeting, Anaheim, CA.
 16. Johnson, R. E., **Chang, C.-H.**, & Yang, L. (2007, August). *Motivation and organizational commitment: support for a four-factor model*. Paper presented at the 67th Academy of Management Annual Meeting, Philadelphia, PA.
 15. **Chang, C.-H.** (Chair) (2007, August). *Regulatory focus and self-determination theory*. Symposium presented at the 67th Academy of Management Annual Meeting, Philadelphia, PA.
 14. **Chang, C.-H.** (Chair) (2007, August). *Applicant and organizational perspectives on selection*. Symposium presented at the 67th Academy of Management Annual Meeting, Philadelphia, PA.
 13. Johnson, R. E., & **Chang, C.-H.** (2007, April). *Integrating organizational commitment with self-concept and regulatory focus: A four-factor model*. Paper presented at the 22nd Annual Society for Industrial Organizational Psychology Conference, New York City, New York.
 12. Johnson, R. E. (Co-Chair), & **Chang, C.-H.** (Co-chair) (2007, April). *Self-based individual differences in organizations: Implications for employee attitudes and behaviors*. Symposium presented at the 22nd Annual Society for Industrial and Organizational Psychology Conference, New York City, New York.

11. Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (2006, August). *Linking justice to motivation: The effects of justice on self-concept, regulatory focus, and affect*. Paper presented at the 66th Academy of Management Annual Meeting, Atlanta, Georgia.
10. Rosen, C. C., **Chang, C.-H.**, Johnson, R. E., & Levy, P. E. (2005, August). *The role of psychological contract breach in mediating the relationship between politics, justice, and work attitudes*. Paper presented at the 2005 Annual Meeting of the Academy of Management, Honolulu, Hawaii.
9. Selenta, C., Cober, R. T., Levy, P. E., Doverspike, D., **Chang, C.-H.**, & Pogson, C. E. (2003, April). *Akron's Center for Organizational Research (COR): How we got there from here!* Paper presented at the 18th Annual Society for Industrial Organizational Psychology Conference, Orlando, FL.
8. **Chang, C.-H.** (2002, July). *Organizational politics perceptions and political behavior: A proposed model*. Paper presented at the 9th International Conference on Advances in Management, Needham, MA.
7. Diefendorff, J. M., Gosserand, R. H., Hall, R. J., & **Chang, C.-H.** (2002, April). *Distinguishing action-state orientation from other motivational and self-regulatory traits*. Paper presented at the 17th Annual Society for Industrial Organizational Psychology Conference, Toronto, ON.
6. **Chang, C.-H.**, Moran, E. T., & Naidoo, L. (2002, March). *The wheel of justice: A cyclical model of procedural justice*. Paper presented at the 23rd Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Tampa, FL.
5. Hall, R. J., **Chang, C.-H.**, & Neumann, A. (2001, June). *Workgroup adjustment and organizational knowledge effects on newcomer attitudes and performance*. Paper presented at the 13th Annual Convention of the American Psychological Society, Toronto, Canada.
4. Hall, R. J., Schlauch, C., & **Chang, C.-H.** (2001, April). *Implications of action-state orientation and action control theory for the understanding of autonomy effects on satisfaction and performance*. Paper presented at the 16th Annual Society for Industrial Organizational Psychology Conference, San Diego, CA.
3. **Chang, C.-H.** (2001, March). *Effects of members' action-state orientation on their expected in-group behaviors*. Paper presented at the 22nd Annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, State College, PA.
2. **Chang, C.-H.** (1999, November). *Yesterday, today and tomorrow: a critical investigation on ideological and practical changes in workers' education and training in New Zealand*. Paper presented at the Education and Social Action Conference, Sydney, Australia.
1. **Chang, C.-H.**, Jolly, M., & Vyle, E. (1999, November). *Textbook vs. reality: restructuring within the Hamilton City Council*. Paper presented at the Third National Conference of the New Zealand Organization Development Network, Wellington, New Zealand.

Refereed Poster Presentations

66. Chong, S., & **Chang, C.-H.** (2019, June). *Experiencing an esteem boost from being uncivil in the workplace: A dominance interpersonal motive perspective*. Poster presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
 65. Chong, S. & **Chang, C.-H.** (2019, April). *Enactment of incivility as a recovery mechanism for employees' state self-esteem*. Poster presented at the 34th Society for Industrial and Organizational Psychology Conference, Washington, DC.
- ***Winner of the Top Posters Award at the 34th Society for Industrial and Organizational Psychology Conference*****

64. Kozlowski, S. J. K., Biswas, S., & **Chang, C.-H.** (2019, January). Team cohesion badge: Development of Galvanic skin resistance modality. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
63. Olenick, J., Webb, J., Dishop, C., Binsted, K., **Chang, C.-H.**, & Kozlowski, S. J. W. (2018, January). Team dynamics and granger causality in a long duration flight analog. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
62. Kozlowski, S. W. J., Biswas, S. & **Chang, C.-H.** (2018, January). Team cohesion badge: Development of galvanic skin resistance modality. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
61. Dishop C., Olenick J., Webb, J. S., Kozlowski, S. W. J., **Chang C.-H.**, & Perry, S. (2018, January). Algorithm validation in the application of sensor data to team processes. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
60. Lauricella, T. K., & **Chang, C.-H.** (2017, June). Interactive effects of emotional labor and regulatory focus on diet and alcohol behaviors. Poster presented at Work, Stress, and Health 2017, Minneapolis, MN.
59. Lauricella, T. K., & **Chang, C.-H.** (2017, May). Spillover effects of emotional labor on diet and alcohol behaviors. Poster presented at the European Association of Work and Organizational Psychology 2017 Conference, Dublin, Ireland.
58. Lowe, A., Ali, A. A., Ryan, A. M., & **Chang, C.-H.** (2017, April). *Chronic illness stigma: Differential reactions to workplace accommodations*. Poster presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
57. Mao, C., **Chang, C.-H.**, Johnson, R. E., Sun, J. M., & Lauricella, T. K. (2017, April). *Incivility, performance, and work behaviors: Implications of the social context*. Poster presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
56. Webb, J. M., Olenick, J., Ayton, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2017, January). *An examination of the relationships between the Big Five personality factors and team processes*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
55. Eatough, E. A., Johnson, R. E., **Chang, C.-H.**, Hammer, L., & Truxillo, D. (2016, April). *Family-to-work conflict and safety performance in two high risk industries*. Poster presented at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, California.
54. Ma, J., Lin, S.-H., Johnson, R. E., & **Chang, C.-H.** (2016, April). *Commute stressor and effective leader behaviors: An ego depletion perspective*. Poster presented at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, California.
53. Santoro, J. M., Olenick, J., Dixon, A. J., Ayton, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2016, February). *Tracking long-term team dynamics in the Antarctic*. Poster presented at the 2016 NASA Human Research Program Investigators' Workshop: Frontiers in Human Space Exploration Research, Galveston, TX.
52. Santoro, J. M., Dixon, A. J., Binsted, K., **Chang, C.-H.**, & Kozlowski, S. W. J. (20146, February). *Tracking long-term dynamics: The Hawaii Space Exploration Analog and Simulation (HI-SEAS)*. Poster presented at the 2016 NASA Human Research Program Investigators' Workshop: Frontiers in Human Space Exploration Research, Galveston, TX.
51. Dixon, A. J., Santoro, J. M., Lauricella, T., Harvey, R., Karner, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2016, February). *Teams on the ice: A multi-year research effort*. Poster presented at the

- 2016 NASA Human Research Program Investigators' Workshop: Frontiers in Human Space Exploration Research, Galveston, TX.
50. Kozlowski, S. W. J., **Chang, C.-H.**, & Biswas, S. (2016, February). *Measuring the dynamics of teamwork*. Poster presented at the 2016 NASA Human Research Program Investigators' Workshop: Frontiers in Human Space Exploration Research, Galveston, TX.
 49. Binsted, K., Basner, M., Bedwell, W., Caldwell, B. **Chang, C.-H.**, Hunter, J., et al. (2016, February). *Investigations at HI-SEAS into team function and performance on long duration exploration missions*. Poster presented at the 2016 NASA Human Research Program Investigators' Workshop: Frontiers in Human Space Exploration Research, Galveston, TX.
 48. Dixon, A. J., Santoro, J. M., Lauricella, T., **Chang, C.-H.**, & Kozlowski, S. W. J. (2016, February). *An investigation into team dynamics within the Human Exploration Research Analog (HERA)*. Poster presented at the 2016 NASA Human Research Program Investigators' Workshop: Frontiers in Human Space Exploration Research, Galveston, TX.
 47. Song, Y., Liu, Y., Koopmann, J. M., Wang, M., **Chang, C.-H.**, & Shi, J. (2015, May). *Eating your feelings? Linking employees' daily workplace stressors to daily eating behaviors*. Poster presented at the 11th International Conference on Occupational Stress and Health: Work, Stress, and Health 2015, Atlanta, Georgia.
 46. Lin, S.-H., Johnson, R. E., Rosen, C. C., & **Chang, C.-H.** (2015, April). *Locus of control: Evaluation of the self or the environment?* Poster presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
 45. Johnson, R. E., Rosen, C. C., & **Chang, C.-H.** (2015, April). *Common method variance and higher-order constructs: An empirical test*. Poster presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
 44. Mak, S., & **Chang, C.-H.** (2015, April). *Workplace stressors and treatment adherence among Type II diabetic employees*. Poster presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
 43. Santoro, J. M., Dixon, A. J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2015, January). *A multi-site investigation into team dynamics in isolated, confined, extreme environments*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
 42. Baard, S. K., Pearce, M., Golden, S., Harvey, R. P., Karner, J., Ayton, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2015, January). *The dynamics of teamwork on the ice: A multi-year, multi-national effort*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
 41. Pearce, M., Baard, S. K., Harvey, R. P., Karner, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2014, August). *Tracking the psychosocial health of ICE teams*. Poster presented at the 2014 Open Science Conference XXXIII SCAR Biennial Meetings, Auckland, New Zealand.
 40. Baard, S. K., Kermond, C., Pearce, M., Ayton, J., **Chang, C.-H.**, & Kozlowski, S. W. J. (2014, July). *Understanding team dynamics in long duration Antarctic missions*. Poster presented at the 9th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Raleigh, NC.
 39. Golden, S., Ali, A., **Chang, C.-H.**, & Johnson, R. E. (2014, May). *A meta-analysis of action-state orientation and its antecedents and outcomes*. Poster presented at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii.

38. Pearce, M., Baard, S. K., Chang, C.-H., & Kozlowski, S. W. J. (2014, February). *Analog team dynamics: A multi-year effort toward understanding fluctuations in team cohesion over time*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
37. Baard, S. K., Lorenz, S., Pearce, M., Bo, D., Kermond, C., Golden, S., Biswas, S., Chang, C.-H., & Kozlowski, S. W. J. (2014, February). *Monitoring team dynamics through physical and physiological indicators*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
36. Baard, S. K., Bo, D., Pearce, M., Kermond, C., Xie, H. C., Lorenz, S., Tomlinson, W., Golden, S., Biswas, S., Chang, C.-H., & Kozlowski, S. W. J. (2013, February). *An innovative methodology for monitoring team effectiveness*. Poster presented at the NASA Human Research Program Investigators' Workshop, Galveston, TX.
35. Chang, C.-H., Golubovich, J., Mak, S., Eatough, E. M., & Rockfeller, K. (2013, January). *A qualitative needs assessment for interventions to prevent and manage exposure to workplace violence in physical therapy practice*. Poster presented at the Combined Sections Meeting (CSM) 2013 of the American Physical Therapy Association, San Diego, California.
34. Chang, C.-H., Eatough, E. M., Golubovich, J., & Rockfeller, K. (2012, June). *Exposure to physical and verbal violence in physical therapy practice*. Poster presented at the PT12: Annual Conference & Expo of the American Physical Therapy Association, Tampa, Florida.
33. Chang, C.-H., & Golubovich, J. (2012, April). *Psychosocial context, hardiness, and musculoskeletal complaints: A mediated moderation model*. Poster presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, California.
32. Mao, C., Chang, C.-H., Johnson, R. E., & Sun, J. (2012, April). *A mediated moderation model of incivility, contract breach, and behaviors*. Poster presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, California.
31. Venus, M., Mao, C., Lanaj, K., Johnson, R. E., & Chang, C.-H. (2012, April). *Relations of leader identity with leader behavior and effectiveness*. Poster presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, California.
30. Eatough, E. M., Chang, C.-H., & Lyons, B. J. (2012, April). *Interpersonal conflict, coping, and control: Interactive effects on well-being*. Poster presented at the 27th Annual Society for Industrial and Organizational Psychology Conference, San Diego, California.
29. Lanaj, K., Chang, C.-H., & Johnson, R. E. (2011, August). *Regulatory focus and job performance: A review and meta-analysis*. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
28. Chang, C.-H., Eatough, E. M., & Johnson, R. E. (2011, May). *Understanding the mechanism linking family interference with work and employee safety*. Poster presented at the 9th International Conference on Occupational Stress and Health: Work Stress, and Health 2011 - Work and Well-Being in an Economic Context, Orlando, FL.
27. Jackson, E. M., Saboe, K., Chang, C.-H., & Johnson, R. E. (2010, April). *Effects of transformational leadership on follower self-efficacy and -esteem*. Poster presented at the 25th Annual Society for Industrial and Organizational Psychology Conference, Atlanta, Georgia.
26. Miloslavic, S., Eatough, E. M., Chang, C.-H., & Johnson, R. E. (2010, April). *Effects of role stressors on organizational citizenship behavior: A meta-analysis*. Poster presented at the 25th Annual Society for Industrial and Organizational Psychology Conference, Atlanta, Georgia.
25. Eatough, E. M., Chang, C.-H., & Hall, N. (2009, November). *The impact of acute stress on individual, group, and performance outcomes*. Poster presented at the 8th International Conference on

- Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
24. **Chang, C.-H.**, Johnson, R. E., & Rosen, C. C. (2009, April). *Discrepancy, velocity, and goal revision: Temporal orientation as a moderator*. Poster presented at the 24th Annual Society for Industrial Organizational Psychology Conference, New Orleans, Louisiana.
 23. **Chang, C.-H.**, Spector, P. E., Eatough, E., & Kessler, S. R. (2009, April). *Violence climate, exposure, and prevention performance: A mediation model*. Paper presented at the 24th Annual Society for Industrial Organizational Psychology Conference, New Orleans, Louisiana.
 22. Johnson, R. E., **Chang, C.-H.**, Jackson, E., & Saboe, K. (2009, April). *Effects of leadership on follower identity: A meta-analysis*. Paper presented at the 24th Annual Society for Industrial Organizational Psychology Conference, New Orleans, Louisiana.
 21. Taing, M., Belliveau, T., Singla, N., Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (2009, April). Longitudinal effects of goal orientation on goal-setting and performance. Paper presented at the 24th Annual Society for Industrial Organizational Psychology Conference, New Orleans, Louisiana.
 20. **Chang, C.-H.**, Logan, J. M., & Bernard, T. E. (2008, October). *Effects of heat stress on risk perceptions and risk taking*. Poster presented at the 2008 National Occupational Injury Research Symposium, Pittsburgh, PA.
 19. **Chang, C.-H.**, Spector, P. E., Eatough, E., & Kessler, S. R. (2008, September). *Violence climate, exposure to violence and aggression, and prevention performance: A mediation model*. Paper presented at the Frontiers in Psychoneuroimmunology: The Emotional Interface, Tampa, FL.
 18. Logan, J. M. & **Chang, C.-H.** (2008, June). *Effects of heat stress on risk perceptions and risk taking*. Paper presented at the Safety 2008: Annual Conference of American Society of Safety Engineers, Las Vegas, NV.
 17. Braeunig, L., **Chang, C.-H.**, & Helford, M. (2008, April). *PSS, meeting frequency, and turnover intentions: Informational justice as mediator*. Paper presented at the 23rd Annual Society for Industrial Organizational Psychology Conference, San Francisco, CA.
 16. Johnson, R. E., & **Chang, C.-H.** (2008, April). *Development and validation of a work-based regulatory focus scale*. Paper presented at the 23rd Annual Society for Industrial Organizational Psychology Conference, San Francisco, CA.
 15. Nixon, A., Jackson, E., Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (2008, April). *Politics, justice, and citizenship: Does justice make workers more considerate?* Paper presented at the 23rd Annual Society for Industrial Organizational Psychology Conference, San Francisco, CA.
 14. **Chang, C.-H.**, & Johnson, R. E. (2008, March). *Strain and employee outcomes: Work-based regulatory foci as moderators*. Poster presented at the Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships, Washington, DC.
 13. Spector, P. E., Kessler, S. R., **Chang, C.-H.**, & Parr, A. D. (2008, March) *Organizational violence climate and exposure to violence and verbal aggression*. Poster presented at the Work, Stress, and Health 2008: Health and Safe Work Through Research, Practice, and Partnerships, Washington, DC.
 12. Logan, J. M. & **Chang, C.-H.** (2008, February). *Effects of heat stress on risk perceptions and risk taking*. Poster presented at the 18th Annual 2008 USF Health Research Day, Tampa, FL.
 11. **Chang, C.-H.**, Johnson, R. E., & Hall, R. J. (2007, June). *Follower self-identity activation as the process underlying leadership effects*. Paper presented at the 68th Annual Convention of Canadian Psychological Association, Ottawa, ON, Canada.

10. Matias, M., **Chang, C.-H.**, & Johnson, R. E. (2007, April). *Employee strain and organizational citizenship behaviors: A meta-analytic review*. Poster presented at the 22nd Annual Society for Industrial Organizational Psychology Conference, New York City, New York.
9. **Chang, C.-H.**, & Johnson, R. E. (2006, May). *Discrepancy, velocity, and job satisfaction: Temporal orientation as a moderator*. Paper presented at the 21st Annual Society for Industrial Organizational Psychology Conference, Dallas, TX.
8. **Chang, C.-H.**, Hall, R. J., & Johnson, R. E. (2006, May). *Follower self-concept activation as the process underlying leadership effects*. Paper presented at the 21st Annual Society for Industrial Organizational Psychology Conference, Dallas, TX.
7. Rosen, C. C., **Chang, C.-H.**, & Johnson, R. E. (2006, May). *Politics, stress, and satisfaction: Personal and situational buffers*. Paper presented at the 21st Annual Society for Industrial Organizational Psychology Conference, Dallas, TX.
6. Johnson, R. E., & **Chang, C.-H.** (2005, June). *Implications of self-concept for organizational commitment*. Paper presented at the 66th Annual Convention of the Canadian Psychological Association, Montreal, Quebec, Canada.
5. Johnson, R. E., **Chang, C.-H.**, & Rosen, C. C. (2005, April). *Implicit effects of organizational justice: Moving beyond social exchange frameworks*. Paper presented at the 20th Annual Society for Industrial Organizational Psychology Conference, Los Angeles, CA.
4. Rosen, C. C., **Chang, C.-H.**, & Johnson, R. E. (2005, April). *Motivation systems, affective dispositions, and information processing: A mediated model*. Paper presented at the 20th Annual Society for Industrial Organizational Psychology Conference, Los Angeles, CA.
3. **Chang, C.-H.**, & Bott, J. P. (2004, April). *An integration of promotion/prevention focus and action-state orientation*. Paper presented at the 19th Annual Society for Industrial Organizational Psychology Conference, Chicago, IL.
2. Rosen, C. C., **Chang, C.-H.**, & Levy, P. E. (2004, April). *Effects of perceived organizational politics, agreeableness, and self-monitoring on organizational citizenship behaviors*. Paper presented at the 19th Annual Society for Industrial Organizational Psychology Conference, Chicago, IL.
1. **Chang, C.-H.**, & Rosen, C. C. (2003, April). *A meta-analytic review of perceived organizational politics and its outcomes*. Paper presented at the 18th Annual Society for Industrial Organizational Psychology Conference, Orlando, FL.

Panel Discussion

14. **Chang, C.-H.** (2019, April). *Cybersecurity and I-O: Opportunities and challenges for practitioners and academics*. Panel presented at the 34th Society for Industrial and Organizational Psychology Conference, Washington, DC.
13. **Chang, C.-H.** (2019, April). *How to be a good reviewer: Reviewer development workshop*. Panel presented at the 34th Society for Industrial and Organizational Psychology Conference, Washington, DC.
12. **Chang, C.-H.** (2018, July). *Group dynamics on burnout in healthcare*. Panel presented at the INGRoup Interdisciplinary network for group research Annual Conference, Washington, DC.
11. **Chang, C.-H.** (2018, June). *Editors' panel*. Panel presented at the International conference on Leadership, Team, and Innovation, Zhejiang Gongshang University, Hangzhou, China.

10. **Chang, C.-H.** (2018, June). *Speed mentoring session mentor*. Speed mentoring session at the 2018 Journal of Clinical Child and Adolescent Psychology Future Directions Forum, Washington, DC.
9. **Chang, C.-H.** (2017, June). *Interdisciplinary training and collaboration on occupational safety and health*. Best practices in interdisciplinary training and collaboration on occupational safety and health session held at 2017 Work, Stress, and Health Conference, Minneapolis, MN.
8. **Chang, C.-H.** (2017, April). *Executive Board Special Session: Getting engaged in I-O advocacy and federal research funding opportunities*. Panel presented at the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.
7. **Chang, C.-H.** (2017, April). *Speed mentoring session mentor: How to secure funding at National Science Foundation*. Speed mentoring session held at the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.
6. **Chang, C.-H.** (2016, April). *Job stress, burnout, and organizational health: Aligning science and solutions*. Community of Interest session held at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
5. **Chang, C.-H.** (2016, April). *Speed mentoring session mentor: How to secure funding at National Science Foundation*. Speed mentoring session held at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
4. **Chang, C.-H.** (2015, April). *Speed mentoring session mentor: How to craft a successful proposal*. Speed mentoring session held at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.
3. **Chang, C.-H.** (2014, May). *Speed mentoring session mentor: Trade-offs, pitfalls, and how grant funding works*. Speed mentoring session held at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii.
2. **Chang, C.-H.** (2014, May). *Panel member: Navigating romantic and peer relationships in I-O*. Panel to be presented at the 29th Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii.
1. **Chang, C.-H.** (2011, April). *Panel member: Jobs in academia: Much more than I/O*. Panel presented at the 26th Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.

Invited Presentations – International Conferences

4. **Chang, C.-H.** (2019, June). *Positive family events and their implications for effective leader behaviors: A daily examination*. Invited presentation at the 1st Shanghai-MSU Research Consortium on Career and Work Psychology Conference, Shanghai, China.
3. **Chang, C.-H.** (2019, June). *Meet the editor: Some insights about publishing in top-tier journals*. Invited workshop presented at the 1st Shanghai-MSU Research Consortium on Career and Work Psychology Conference, Shanghai, China.
2. **Chang, C.-H.** (2019, May). *Threats, opportunities, or both: Technological advancement and research and practice in industrial and organizational psychology in the new era*. Invited Opening Keynote Address at the 2019 Taiwanese Industrial and Organizational Psychology Conference, Taipei, Taiwan.
1. **Chang, C.-H.** (2018, June). *Social support exchange from the provider's perspective: From individual motivation to team context*. Invited presentation at the International conference on Leadership, Team, and Innovation, Zhejiang Gongshang University, Hangzhou, China.

Invited Presentations – International Institutions

15. **Chang, C.-H.** (2019, June). *Family-to-work enrichment and implications for effective leader behaviors*. Invited presentation at Tongji University, Shanghai, China.
14. **Chang, C.-H.** (2019, May). *Effects of positive family events: A daily examination of family-to-work enrichment*. Invited presentation at Durham University, Durham, UK.
13. **Chang, C.-H.** (2019, February). *Basic psychological needs at work: Implications for employee behaviors and well-being*. Invited presentation at National University of Singapore, Singapore.
12. **Chang, C.-H.** (2019, February). *Effects of positive family events: A daily examination of family-to-work enrichment*. Invited presentation at Yale-National University of Singapore, Singapore.
11. **Chang, C.-H.** (2018, May). *Social support exchange and nurses' musculoskeletal injuries in a team context: Anger as a mediator*. Invited presentation at National University of Taiwan, Taipei, Taiwan.
10. **Chang, C.-H.** (2017, October). *Occupational stress: Three theoretical perspectives*. Invited lecture at National Chengchi University, Taipei, Taiwan.
9. **Chang, C.-H.** (2017, October). *Tricks of the trade: What I've learned about publishing papers at top-tier journals as a journal editor*. Invited presentation at Chinghua University, Hsinchu, Taiwan.
8. **Chang, C.-H.** (2016, March). *Workplace stressors and treatment adherence among type II diabetic employees*. Invited presentation at National University of Singapore, Singapore.
7. **Chang, C.-H.** (2016, March). *Cost of a stressful commute: Implications for work behaviors*. Invited presentation at Singapore Management University, Singapore.
6. **Chang, C.-H.** (2015, June). *Occupational stress and self-regulation*. Invited presentation at Lingnan Organizational Behavior Symposium, 2015, Lingnan (University) College, Sun Yat-sen University, Guangzhou, China.
5. **Chang, C.-H.** (2014, June). *The what, why, and how of meta-analysis: An introduction*. Invited presentation at Rotterdam School of Management, Rotterdam, Netherlands.
4. **Chang, C.-H.** (2014, April). *Violence prevention climate and workplace violence: Implications for employee behaviors and well-being in the healthcare setting*. Invited presentation at Ben-Gurion University of the Negev, Beer-Sheva, Israel.
3. **Chang, C.-H.** (2013, June). *Psychological licensing and ethical behavior: How past good deeds permit employees to be less prosocial*. Invited research presentation at Erasmus University, Rotterdam, Netherlands.
2. **Chang, C.-H.** (2012, June). *The First Psychological Academic Exchange between US and China*. Workshop presented at Shaanxi Normal University, People's Republic of China.
 - "Occupational stress" (Presenter)
1. **Chang, C.-H.** (2011, May). *Advanced workshop of applied psychology and management*. Workshop presented at Peking University, People's Republic of China.
 - "Leadership and follower self-concept" (Presenter)
 - "Occupational stress" (Presenter)
 - "Workplace mistreatment" (Presenter)
 - "Conducting applied psychological research: The manuscript writing and journal review process" (Co-presenter with Russell Johnson and Mo Wang)
 - "Teaching organizational behavior to MBA and MA students" (Co-presenter with Russell Johnson)

Invited Presentations – U.S. Conferences

3. **Chang, C.-H.** (2018, July). *Funding opportunities related to teams research at the National Science Foundation*. Invited workshop at INGRoup Interdisciplinary network for group research Annual Conference, Washington, DC.
2. **Chang, C.-H.** (2009, September). *Occupational health psychology: Understanding the psychosocial factors behind workplace health and safety*. Florida Occupational Health Conference 2009, Naples, FL.
1. **Chang, C.-H.** (2009, February). *Violence climate, exposure to violence and aggression, and prevention performance: Some research evidence*. Environmental Research Interdisciplinary Symposium (ERIC), University of South Florida, Tampa, FL.

Invited Presentations – U.S. Institutions

24. **Chang, C.-H.** (2018, September). *Effects of positive family events: A daily examination of family-to-work enrichment*. Invited presentation at Bowling Green State University, Bowling Green, OH.
23. **Chang, C.-H.** (2018, August). *Grant funding: Some of my trials and tribulations*. Invited talk at University of South Alabama, Mobile, AL.
22. **Chang, C.-H.** (2018, March). *Tackling worker burnout: Lessons from other industries*. Invited presentation at the Primary Care Physician Forums, Robert Graham Center, Washington, DC.
21. **Chang, C.-H.** (2017, November). *Basic psychological needs at work: Implications for employee behaviors and well-being*. Invited presentation at University of Minnesota, Minneapolis, MN.
20. **Chang, C.-H.** (2017, October). *Effects of positive family events: A daily examination of family-to-work enrichment*. Invited presentation at Clemson University, Greenville, SC.
19. **Chang, C.-H.** (2017, October). *Unveil the mystery of research grant: Helpful hints for seeking funding from the National Science Foundation*. Invited presentation at Clemson University, Greenville, SC.
18. **Chang, C.-H.** (2017, September). *Seeking research support as a graduate student? National Science Foundation's Graduate Research Fellowship Program*. Invited presentation at University of Arkansas, Fayetteville, AR.
17. **Chang, C.-H.** (2017, September). *Unveil the mystery of research grant: Helpful hints for seeking funding from the National Science Foundation*. Invited presentation at University of Arkansas, Fayetteville, AR.
16. **Chang, C.-H.** (2017, March). *National Science Foundation funding opportunities and grant-writing tips for social, behavioral, and economic scientists*. Invited presentation at Portland State University, Portland, OR.
15. **Chang, C.-H.** (2017, March). *Cost of a stressful commute: Implications for work behaviors*. Invited presentation at Portland State University, Portland, OR.
14. **Chang, C.-H.** (2017, January). *Cost of a stressful commute: Implications for work behaviors*. Invited presentation at University of Maryland, College Park, MD.
13. **Chang, C.-H.** (2016, September). *Cost of a stressful commute: Implications for leadership behaviors*. Invited presentation at George Mason University, Fairfax, VA.
12. **Chang, C.-H.** (2015, October). *Total Worker Health perspective: Effects of occupational stress on worker health and safety*. Invited presentation at Fall Extension Conference, Michigan State University, East Lansing, MI.

11. **Chang, C.-H.** (2015, August). *Connecting the moving dots: Examining the effects of team processes and their dynamics from a multi-level perspective*. Invited presentation at National Science Foundation, Washington, DC.
10. **Chang, C.-H.** (2015, January). *Workplace stressors and treatment adherence among type II diabetic employees*. Invited presentation at Central Michigan University, Mount Pleasant, MI.
9. **Chang, C.-H.** (2012, February). *Violence prevention climate and prevention performance: Some research evidence*. Industrial/Organizational Psychology Brownbag, The University of Akron, Akron, OH.
8. **Chang, C.-H.** (2012, January). *Exploring the relationship between violence prevention climate and prevention performance: Some research evidence*. Industrial/Organizational Psychology Brownbag, Wayne State University, Detroit, MI.
7. **Chang, C.-H.** (2011, December). *Leadership in healthcare setting*. Bronson Battle Creek Hospital End of the year lecture, Battle Creek, MI.
6. **Chang, C.-H.** (2011, September). *Violence prevention climate, exposure to violence and aggression, and prevention performance: Some research evidence*. Industrial/Organizational Psychology Brownbag Series, Bowling Green State University, Bowling Green, OH.
5. **Chang, C.-H.** (2011, June). *Workplace violence: An occupational health psychology perspective*. Summer Research Opportunity Program, Michigan State University, East Lansing, MI.
4. **Chang, C.-H.** (2009, September). *Occupational stress: Antecedents, reactions, and coping*. Public Health Student Association Meeting, University of South Florida, Tampa, FL.
3. **Chang, C.-H.** (2008, December). *Promoting employee health and well-being through improving occupational safety*. Department of Psychology, University of South Florida, Tampa, FL.
2. **Chang, C.-H.** (2008, September). *Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators*. Department of Psychology, University of South Florida, Tampa, FL.
1. **Chang, C.-H.** (2007, November). *Not all leader-member exchanges are created equal: Importance of leader relational identity*. Department of Psychology, University of South Florida. Tampa, FL.

APPLIED RESEARCH AND CONSULTING EXPERIENCE

Center for Organizational Research (COR), University of Akron, Akron <i>Coordinator</i>	Aug. – Dec. 2002
Hamilton City Council, Hamilton, New Zealand <i>Contract Consultant</i>	Jul. – Oct. 1999
The Gourmet Burgers, Hamilton, New Zealand <i>Contract Consultant</i>	Mar.–Jun. 1999
AM1206 Community Radio Hamilton, Hamilton, New Zealand <i>Contract Consultant</i>	Dec. 1998 – Feb. 1999
Department of Psychology, The University of Waikato, Hamilton, NZ <i>Research Assistant</i>	Mar. – Jun. 1998

TEACHING EXPERIENCE

Undergraduate Psychology Courses

Last updated in September 2019
 Underline: student co-author

- Industrial/Organizational Psychology
- Introduction to Psychology (regular section, Honors section, distance learning section)
- General and Experimental Psychology
- Occupational Health and Safety

Undergraduate Statistics Courses

- Data analysis in Psychological Research
- Intermediate Statistics
- Quantitative Methods in Psychology

Undergraduate Business Courses

- Quantitative Business Analysis II

Undergraduate Education Courses

- Adult Learning and Education

Graduate Psychology Courses

- Personnel Psychology
- Questionnaire Development
- Advanced Organizational Psychology
- Industrial/Organizational Psychology
- Occupational Health and Safety
- Attitudes and Values

Graduate Statistics Courses

- Intermediate Statistics

Graduate Public Health Courses

- Safety and Health Administration

THESIS/DISSERTATION COMMITTEES

<i>Dissertations</i>	<i>Department</i>	<i>Role</i>	<i>Year</i>
Taylor Lauricella	Psychology	Chair	2018 – present
Jingjing Ma	Psychology	Committee member	2019
Joshua Prasad	Psychology	Committee member	2019
Sin-hui Chong	Psychology	Chair	2018
Danielle King	Psychology	Committee member	2018
Abdifatah Ali	Psychology	Committee member	2017
Stanton Mak	Psychology	Committee member	2017
Marina Pearce	Psychology	Committee member	2016
Charlotte Powers	Psychology	Committee member	2014
Brent Lyons	Psychology	Committee member	2013
Jessica Keeney	Psychology	Committee member	2012
Gordon Schmidt	Psychology	Committee member	2012
Kyle Groff	Psychology	Committee member	2012
Joseph Mazzola	Psychology	Committee member	2010
Ozgun Burcu Rodopman	Psychology	Committee member	2009
Edward Rickamer Hoover	Psychology	Committee member	2009
Liuqin Yang	Psychology	Committee member	2009
Kimberly O'Brien	Psychology	Committee member	2008

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Christy Adams	Psychology	Committee member	2007
Karla Brennscheidt	Psychology	Committee member	2009

Master's Thesis

Jenna Van Fossen	Psychology	Chair	2019 – present
Zach Woessner	Psychology	Chair	2019 – present
Sergio Marquez	Psychology	Chair	2018 – present
Courtney Bryant	Psychology	Committee member	2018
Taylor Lauricella	Psychology	Chair	2017
Marissa Mann	Psychology	Chair	2015
Aurora Dixon	Psychology	Chair	2016
Simon Golden	Psychology	Committee member	2015
Danielle King	Psychology	Committee member	2015
Abdifatah Ali	Psychology	Committee member	2015
Sinhui Chong	Psychology	Committee member	2014
Stanton Mak	Psychology	Committee member	2014
Samantha Baard	Psychology	Committee member	2013
Catherine Ott-Holland	Psychology	Committee member	2013
Tyler Meyer	Psychology	Committee member	2012
Charlotte Powers	Psychology	Committee member	2012
Keith Proctor	EOH	Committee member	2010
Patrick Whitney	EOH	Committee member	2010
Melville Bradley	EOH	Committee member	2009
Carmen Perez	EOH	Committee member	2009
Erin Eatough	Psychology	Chair	2010
Meng Taing	Psychology	Committee member	2009
Kyle Groff	Psychology	Committee member	2009
Allison Burke	Psychology	Chair	2007
Edrica Richardson	Psychology	Committee member	2007
Laura Braeunig	Psychology	Chair	2007

Master's Practicum Paper/Special Project

Sophie Debroux	EOH	Advisor	2011
Cheryl Phillips	EOH	Advisor	2010
Steffanie Wickham	EOH	Advisor	2010
Elisa DuBreuil	Public Health	Advisor	2009
Jennifer Logan	EOH	Advisor	2008
Josh Smith	Psychology	Advisor	2006

Honor's Thesis

Allison Nisbett	Psychology	Advisor	2012
Stephanie Miloslavic	Psychology	Committee member	2009
Emilija Djurdjevic	Psychology	Committee member	2008
Laura Schmidt	Psychology	Advisor	2007

PROFESSIONAL AFFILIATIONS

American Psychological Association	2000 – Present
Academy of Management	2004 – Present
Chicago Industrial/Organizational Psychologist	2005 – 2007
Society for Industrial/Organizational Psychology	2000 – Present
Society for Occupational Health Psychology	2007 – Present
Southern Management Association	2008 – 2010

PROFESSIONAL SERVICES

Editorship

Applied Psychology: An International Review

- Guest editor for special issue on *Advances in methodologies in occupational health psychology*
- Associate editor: 2013 – 2015

Journal of Applied Psychology

- Associate editor: 2015 - present

Journal of Occupational Health Psychology

- Guest editor

Journal of Organizational Behavior

- Associate editor: 2015 – 2016

Occupational Health Disparities among Racial and Ethnic Minorities: MSU Symposium on Multicultural Psychology Book Series

- Co-editor for volume 2

Editorial Board Member

Academy of Management Journal	2013 – Present
Journal of Applied Psychology	2012 – Present
Journal of Business and Psychology	2010 – Present
Journal of Occupational Health Psychology	2011 – Present
Journal of Occupational and Organizational Psychology	2012 – Present
Journal of Organizational Behavior	2012 – 2016
Occupational Health Science	2017 – Present
Organizational Behavior and Human Decision Processes	2013 – 2016
Research in Occupational Stress and Well Being	2012 – Present
Work, Aging, and Retirement	2014 – Present

Ad Hoc Reviewer for Journals

Academy of Management Review
 Accident Analysis and Prevention
 American Psychologist
 Applied Psychology: An International Review
 Asia Pacific Journal of Management

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Canadian Journal of Behavioural Science
 Disaster Prevention and Management
 Human Relations
 Human Performance
 Human Resource Management
 Human Resource Management Review
 International Journal of Emerging Markets
 International Journal of Sport and Exercise Psychology
 Journal of Applied Social Psychology
 Leadership Quarterly
 Management Research Review
 Personality and Social Psychology Bulletin
 Psychological Bulletin
 Scandinavian Journal of Work, Environment & Health
 Self and Identity
 Work & Stress

Ad Hoc Reviewer for Conferences

Society for Industrial/Organizational Psychology	2005 – Present
Academy of Management – Human Resource Division	2004 – Present
Academy of Management – Organizational Behavior Division	2004 – Present
Academy of Management – Research Methods Division	2004 – Present
Southern Management Association	2008 – Present

Ad Hoc Reviewer for Funding Agencies

Social Sciences and Humanities Research Council, Canada	2010 – Present
Israel Science Foundation	2011 – Present
National Institute for Occupational Safety and Health	2013 – 2015

Study Section/Panel Regular Membership for Funding Agencies

National Institute for Occupational Safety and Health	2015 – 2019
National Science Foundation	2014 – 2016

Society for Industrial/Organizational Psychology

Strategic program committee – Friday Seminar	2008 – 2009
Strategic program committee – Friday Seminar Chair	2009 – 2010
Strategic program committee – Friday Seminar	2010 – 2011
Strategic program committee – Themetrack session	2013 – 2014
Hawaii Outreach Taskforce for 2014 SIOP Conference	2012 – 2014
Government Relations Advocacy Team (GREAT) committee	2013 – 2016
Conference Chair in Training	2015
Conference Chair	2016 – 2018
Site Selection Committee	2017 – present

Society for Occupational Health Psychology

Membership committee	2008 – 2009
Conference committee	2008 – 2009
<i>Chicago Industrial/Organizational Psychologist</i> Vice-President and Program chair	2005 – 2007
<i>Psi Chi, The National Honor Society for Psychology</i> Faculty advisor	2005 – 2007
<i>IOOB Graduate Student Conference</i> Conference Organization Co-chair	2003
Site and Travel Coordination Co-chair	2003
<i>The University of Akron I/O Psychology Graduate Student Club</i> President	2001
Vice-President	2002
Treasurer	2003

ADMINISTRATIVE SERVICES

Organizational psychology program admission chair, Michigan State University	2010 – 2014
Organizational psychology program director, Michigan State University	2014 – 2016
Organizational psychology program director, Michigan State University	2019 – present

HONORS AND AWARDS

Journal of Business and Psychology Reviewer of the Year Award	Apr. 2013
Journal of Organizational Behavior Best Reviewer Award	Aug. 2013 Aug. 2014
Academy of Management Organizational Behavior Division Outstanding Reviewer Award	Aug. 2007 Jun. 2011
The University of Akron President's Letter of Commendation for Excellence in Research	Oct. 2004
Golden Key National Honour Society	Jun. 1998