

Curriculum Vitae

Jinyan Fan

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**Education**

Ph.D. in Psychology, Ohio State University, 2004

*Major:* Industrial and Organizational Psychology

*Minor:* Quantitative Psychology

M.Ed., East China Normal University, Shanghai, P.R. China, 1997

*Major:* Industrial Psychology

B.A., East China Normal University, Shanghai, P.R. China, 1994

*Major:* Psychology

**Academic Appointments**

Associate Professor (with tenure), 09/2012 – present, Department of Psychology, Auburn University, Auburn, AL

Director, 09/2012 – 08/2014, Industrial and Organizational Psychology Program, Department of Psychology, Auburn University, Auburn, AL

Assistant Professor, 06/2010 – 08/2012, Department of Psychology, Auburn University, Auburn, AL

Assistant Professor, 09/2004 – 05/2010, Department of Psychology, Hofstra University, Hempstead, NY

**Honors and Awards**

- Finalist, Scholarly Achievement Award, Human Resources Division, Academy of Management, 2013.
- Co-recipient, the Jeanneret Award for Excellence in the Study of Individual or Group Assessment, Society for Industrial and Organizational Psychology, 2013.
- Finalist, Skolkovo Best Paper Award, International Management Division, Academy of Management, 2012.
- Recipient, the Best Paper in OB/HRM/OT Award, International Management Division, Academy of Management, 2012.
- A poster entitled “*Further test of a new faking-mitigation procedure: A field experiment*” was featured in the Top-Rated Poster Session at the All-Conference Reception during the 25<sup>th</sup>

annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA, 2010.

- Nominee, William H. Newman Award, Academy of Management, 2006.
- Recipient, Ralph Alexander Best Dissertation Award, Human Resources Division, Academy of Management, 2005.
- Presidential Research Award, Hofstra University, 2005 & 2009.

## **Grants & Contracts**

### External Grants

- A Comprehensive Examination of a New Faking-Mitigation Procedure for Personality Tests within Selection contexts: A Field Experiment
  - Amount: \$7,000.00
  - Role: Principle Investigator
  - Sponsor: The Society for Industrial and Organizational Psychology
  - Status: Funded, 2015; ongoing
- Testing the Efficacy of a New Procedure for Reducing Faking on Personality Tests in Selection Contexts
  - Amount: \$5,000.00
  - Role: Principle Investigator
  - Sponsor: The Society for Industrial and Organizational Psychology
  - Status: Funded, 2007; completed, 2009
  - Publication: *Journal of Applied Psychology*, 2012
- A New Orientation Program for International Graduate Students: A Field Experiment
  - Amount: \$5,000.00
  - Role: Principle Investigator (dissertation project)
  - Sponsor: Seymour Adler Scientist-Practitioner Doctoral Dissertation Grant Program, Aon Consulting, Inc. (This was a nationwide IO/OB proposal competition.)
  - Status: Funded, 2002; completed, 2004
  - Publication: *Journal of Applied Psychology*, 2008; *Journal of Organizational Behavior*, 2014

### Internal Grants

- Competitive summer research and humanities grant, the College of Liberal Arts, Auburn University, \$10,000.00, 2011.
- Faculty Research and Development Grant, Hofstra University, \$1,000.00 per year, 2005 – 2009.
- Hofstra University Supplemental Travel Fund, \$500.00, 2005; 2006; 2008.
- Alumni Grants for Graduate Research and Scholarship, Graduate School, Ohio State University, \$2,000.00, 2002.

### Consulting Contracts

- Contract from Assessment Associate International, LLC, 07/2014-12/2014. Translate several assessment products into Chinese, \$1,500.
- Contract from Affintus, LLC., 09/2011 – 04/2012. Investigate the psychometric properties of the Affintus personality and ability tests, \$4,700.
- Contract from Soft Solutions, Inc., 04/2012 – 05/2013. Develop and validate workplace personality items, \$9,600.

### Teaching Interests

- Introductory I/O courses at undergraduate level
- I/O survey courses at graduate level
- Special I/O substantive courses and cross-cultural special topics at doctoral level
- Research methods courses at graduate level

### Courses Taught

- Undergraduate - *Introductory Psychology, Organizational Psychology, and Psychological Statistics*
- Master Level- *Analyses of Variance and Work Motivation*
- Doctoral Level- *Multiple Regression, Factor Analysis, Newcomer Orientation and Socialization (seminar), Training and Development (seminar) and Personnel Selection (seminar)*

### Research Interests

- Newcomer orientation and socialization
- Cross-cultural training and adjustment
- Response distortions in online personality testing
- Chinese adult social self-efficacy
- Work motivation, particularly goal orientation and self-efficacy

### Refereed Journal Articles

\*\* indicate equal contributions. \* indicate corresponding authors. † indicate graduate student or visiting scholar coauthors.

- †Li, Y., **Fan, J.**, & Zhao, S. (accepted). Identification as a double-edged sword: The dual effects of organizational identification on job satisfaction and life satisfaction. *Journal of Personnel Psychology*.

- †Qiu, L., & **Fan, J.** (2014, October 21). Family boundary characteristics, work-family conflict, and life satisfaction: A moderated mediation model. *International Journal of Psychology*. Advanced online publication. doi: 10.1102/ijop.12107
- Meng, H., Huang, P., †Ning, H., & \***Fan, J.** (2014, August 26). Social self-efficacy predicts Chinese college students' first-year transition: A four-wave longitudinal investigation. *Journal of Career Assessment*. Advanced online publication. doi: 10.1177/1069072714547482
- Merkle, E., **Fan, J.**, & Zeileis, A. (2014). Testing for measurement invariance with respect to an ordinal variable. *Psychometrika*, 79, 569-584. doi: 10.1007/s11336-013-9376-7
- \*\***Fan, J.**, & \*\*Lai, L. (2014). Pre-training perceived social self-efficacy accentuates the effects of a cross-cultural coping orientation program: Evidence from a longitudinal field experiment. *Journal of Organizational Behavior*, 35, 831-850. doi: 10.1002/job.1932
- †Cullen, K. L., **Fan, J.**, & Liu, C. (2014). Employee popularity mediates the relationship between political skill and workplace interpersonal mistreatment. *Journal of Management*, 40, 1760-1778. doi: 10.1177/0149206311435104
- Froh, J. J., Bono, G., **Fan, J.**, Emmons, R. A., Henderson, K., Leggio, H., & Wood, A. Nice thinking! An educational intervention that teaches children how to think gratefully. (2014). *School Psychology Review*, 43, 132-152. [Featured in Top 10 Insights from the Science of a Meaningful Life in 2104, the Greater Good Science Center, UC Berkeley.]
- Liu, C., Liu, Y., Mills, M. J., & **Fan, J.** (2013). Job stressors, job performance, job dedication, and the moderating effect of conscientiousness: A mixed-method approach. *International Journal of Stress Management*, 20, 336-363.
- \*\***Fan, J.**, \*\*Litchfield, R. C., †Islam, S., †Weiner, B., †Monique, A., Liu, C., & Kulviwat, S. (2013). Workplace social self-efficacy: Concept, measure, and initial validity evidence. *Journal of Career Assessment*, 21, 91-110. doi: 10.1177/1069072712454702
- **Fan, J.**, Gao, D., Carroll, S. A., †Lopez, F. J., Tian, T. S., & Meng, H. (2012). Testing a new procedure for reducing faking on personality tests within selection contexts. *Journal of Applied Psychology*, 97, 866-880. doi: 10.1037/a0026655 [Co-recipient of the Jeanneret Award for Excellence in the Study of Individual or Group Assessment, SIOP, 2013.]
- \*\***Fan, J.**, \*\*Meng, H., Zhao, B., & †Patel, T. (2012). Further validation of a US adult social self-efficacy inventory in Chinese populations. *Journal of Career Assessment*, 20, 463-478. doi: 10.1177/1069072712450006
- Litchfield, R. C., **Fan, J.**, & Brown, V. R. (2011). Directing idea generation using brainstorming with specific novelty goals. *Motivation and Emotion*, 35, 135-143. doi: 10.1007/s11031-011-9203-3
- \*\*Froh, J. J., \*\***Fan, J.**, Emmons, R. A., Bono, G., Huebner, E. S., & Watkins, P. (2011). Measuring gratitude in youth: Assessing the psychometric properties of adult gratitude scales in children and adolescents. *Psychological Assessment*, 23, 311-324. doi: 10.1037/a0021590
- Liu, C., Nauta, M. M., Li, C., & **Fan, J.** (2010). Comparisons of organizational constraints and their relations to strains in China and the United States. *Journal of Occupational Health Psychology*, 15, 452-467. doi: 10.1037/a0020721
- Froh, J. J., Kashdan, T., Yurkewicz, C., **Fan, J.**, Glowacki, & Allen, J. (2010). The benefits of passion and absorption in activities: Engaged living in adolescents and its role in psychological well-being. *Journal of Positive Psychology*, 5, 311-332. doi: 10.1080/17439760.2010.498624

- **Fan, J.**, Meng, H., Gao, X., †Lopez, F. J., & Liu, C. (2010). Validation of a US adult social self-efficacy inventory in Chinese populations. *The Counseling Psychologist*, *38*, 473-496. doi: 10.1177/0011000009352514
- **Fan, J.**, & Wanous, J. P. (2008). Organizational and cultural entry: A new type of orientation program for multiple boundary crossings. *Journal of Applied Psychology*, *93*, 1390-1400. doi: 10.1037/a0012828
- **Fan, J.**, †Wong, C. C., Carroll, S. A., & †Lopez, F. J. (2008). An empirical investigation of the influence of social desirability on the factor structure of the Chinese 16PF. *Personality and Individual Differences*, *45*, 790-795. doi: 10.1016/j.paid.2008.08.008
- **Fan, J.**, Meng, H., Billings, R. S., Litchfield, R. C., & Kaplan, I. (2008). On the role of goal orientation traits and self-efficacy in the goal-setting process: Distinctions that make a difference. *Human Performance*, *21*, 354-382. doi: 10.1080/08959280802347122
- Litchfield, R. C., & **Fan, J.** (2007) Sequential and simultaneous multiple explanation: Implications for alternative consideration when response options are not provided. *Judgment and Decision Making*, *2*, 54-69.
- Gong, Y., & **Fan, J.** (2006). A longitudinal examination of the role of goal orientation in cross-cultural adjustment. *Journal of Applied Psychology*, *91*, 176-184. doi: 10.1037/0021-9010.91.1.176
- Klein, H. J., **Fan, J.**, & Preacher, K. J. (2006). The effects of early socialization experiences on content mastery and outcome: A mediational approach. *Journal of Vocational Behavior*, *68*, 96-115. doi: 10.1016/j.jvb.2005.02.001

### Book Chapters

- Hui, C. H., Zhou, X., Chan, M. P. S., Zhang, X., Liu, X., & **Fan, J.** (2013). Assessing and placing disaster relief volunteers. In Olson-Buchanan, J., Bryan, L., and Thompson, L. (Eds.), *Using I-O psychology for the greater good: Helping those who help others* (pp. 439-464). Taylor and Francis, New York.
- **Fan, J.**, Buckley, R. M., & Litchfield, R. C. (2012). Orientation programs that may facilitate newcomer adjustment: A literature review and future research agenda. *Research in Personnel and Human Resource Management*, *31*, 91-148.

### Other Publications

- **Fan, J.**, & Lai, L. (2012). Attribute-treatment interactions in cross-cultural training: Evidence from a field experiment. In Toombs, L. (Eds.), *Best Paper Proceedings of the 2012 Academy of Management Meeting*.
- **Fan, J.** (2008). Job loss. A 500-word item written for *The Encyclopedia of Counseling*.
- **Fan, J.**, & †Nieman-Gonder, J. (2008). Pay equity. A 500-word item written for *The Encyclopedia of Counseling*.
- Kulviwat, S., Zhang, Y., & **Fan, J.** (2007). Predicting flow in online shopping: A comparison of three theories of emotions. In J. Mohr & R. Fisher (Eds.), *Enhancing knowledge development in marketing*, *18*, pp. 57. Washington D. C.: American Marketing Association summer Educators' Conference.

### **Work under Review**

- **Fan, J.**, Zhao, G., Meng, H., Li, Y., Griffith, R. L., Hou, N., Lopez, F. J., & Liu, Y. Personality scores across selection and development contexts: Evidence for faking. Revise and Resubmit. *Journal of Applied Psychology*.
- Liu, C., Li, C., **Fan, J.**, & Nauta, M. M. Interpersonal conflict and core self-evaluation: A cross-national examination. Revise and Resubmit. *International Journal of Conflict Management*.
- Liu, C., Li, C., **Fan, J.**, Pfeiffer, N., & Nauta, M. M. Examining interpersonal conflict at work and job withdrawal in China and the United States. Under 1<sup>st</sup> round of review, *Journal of Business and Psychology*.

### **Non-English Publications**

- Meng, H., Fan, J., & Liu, J. (2007). Goal orientation and adjustment: The mediating role of social self-efficacy. [in Chinese]. *Psychological Education and Development (China)*, 23, 54-58.
- Fan, J., Ye, B., Zhang, Z., & Liu, B. (2003). Exploratory factor analysis: A literature review between 1991 and 2000. [in Chinese]. *Advances in Psychological Science (China)*, 11, 579-585.
- Meng, H., Fan, J., Jeong, S., Zhu, J., & Xiao, C. (2003). The validation of two goal orientation scales in a Chinese college student sample. [in Chinese]. *Psychological Science (China)*, 26, 165-166.
- Yu, W., Zhen, K., & Fan, J. (1997) *The Psychology of Consumer Behavior* [in Chinese]. Beijing: People Education Press.
- Yu, W., Jia, Y., & Fan, J. (1996). *Cross-Cultural Management on Sino-Foreign Enterprises* [in Chinese]. Beijing: People Education Press.

### **Recent Conference Presentations (2008 – present)**

- Fan, J. (Chair, 2015, April). *Investigating validities of several faking measures within selection contexts*. Symposium to be conducted at the 29<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
- Hack, E. M., Yao, X., Page, R. C., Yuan, Y., & Fan, J. (2015, April). SDE and IM scores moderate personality validities among job applicants. Paper to be presented as part of the symposium conducted by Fan, J. (Chair), *Investigating validities of several faking measures within selection contexts* at the 29<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Gu, J., Meng, H., & Fan, J. (2015, April). *Social self-efficacy and work outcomes: Popularity and status as mediators*. Poster to be presented at the 29<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Hou, N., & Fan, J. (2015, April). *Testing timing of delivery effect of a cross-cultural training program*. Poster to be presented at the 29<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Li, Y., Hou, N., Zheng, L., Fan, J., & Zhao, S. (2015, April). *Dual effects of organizational identification on job and life satisfaction*. Poster to be presented at the 29<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Fan, J., Zhao, G., Li, Y., Wang, M., & Meng, H. (2014, May). Personality scores across selection and development contexts: Evidence for faking. Paper presented as part of the symposium by Fan, J. & Page, R. C. (Chair), *Does faking occur and matter? It's about when, not whether* at the 28<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Liu, C., Liu, Y., Mills, M., & Fan, J. (2014, May). Job stressors, job performance, and conscientiousness: A mixed-method approach. Paper presented at the 28<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Merkle, E. C., Fan, J., & Zeileis, A. (2013, May). Testing for measurement invariance with respect to an ordinal variable. Paper presented at the 2013 Modern Modeling Methods Conference, Storrs, CT.
- Meng, H., Fan, J., Huang, P., & Shi, Y. (2013, April). *Independent component of social self-efficacy predicts Chinese college freshmen's adjustment*. Paper presented at the 27<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Huston, TX.
- Fan, J., & Lai, L. (2012, August). Attribute-treatment interactions in cross-cultural training: Evidence from a field experiment. Paper presented at the annual meeting of the Academy of Management, Boston, MA. [**Receipt of the Best Paper in OB/HRM/OT at the International Management Division of the Academy of Management.**]
- Froh, J. J., Bono, G., Emmons, R. A., Wood, A., & Fan, J. (2012, August). Nice thinking! An intervention that teaches children how to think gratefully. In J. Froh (chair), *Helping youth thrive: Making the case that gratitude matters*. Symposium presented at the American Psychological Association's annual convention, Orlando, FL.
- Liu, Y., Fan, J., & Meng, H. (2012, April). Examining construct validity of a workplace personality measure across cultures. In R. C. Page (chair), *Issues in cross-cultural personality assessment*. Symposium presented at the 26<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Fan, J., Gao, D., Ellis, R. C., & Ning, H. (2012, April). Further test of a faking-mitigation procedure: Replications and extension. Paper presented at the 26<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Pfeiffer, N., Liu, C., Nauta, M., & Fan, J. (2012, April). Core self-evaluation and the relations between workplace conflict and withdrawal. Paper presented at the 26<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Erdheim, J., Tate, A. J., Fan, J., Krauss, A., & Rauker, D. (2011, April). All aboard: Opportunities and challenges associated with employee onboarding. Panel discussion to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Fan, J., Islam, S., Weiner, B., Monique, A., Liu, C., & Kulviwat, S. (2010, August). *Workplace social self-efficacy: Concept, measure, and initial validity evidence*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.

- Zhang, Z., Fan, J., & Meng, H. (2010, June). Leader-follower congruence in proactive personality: Findings from China and the U.S. Paper presented as part of the symposium by Z. Zhang (chair), *Leadership Research and Applications in China: When Chinese Traditions Meet Modern Theories*, at the 2010 International Association for Chinese Management Research, Shanghai, P. R. China.
- Fan, J., & Meng, H. (2010, April). *Continued validation of a U.S. social self-efficacy inventory in China*. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Fan, J., Gao, D., Carroll, S., & Lei, Q. (2010, April). *Further test of a new faking-mitigation procedure: A field experiment*. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Fan, J., Weiner, B., Islam, S., Alexander, M., Kane, L., Fiskaa, A., Greenhill, A., & Colantuoni, P. (2010, August). *Validation of a workplace social self-efficacy inventory: A pilot study*. Paper presented at the 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Fan, J., & Wong, C. (2009, August). *Faking affects personality factor structure within job application contexts: The case of 16PF Select*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Fan, J., Gao, D., Meng, H., & Lopez, F. J. (2009, April). *Testing a new procedure in reducing faking in personality assessment*. Poster presented at the 24<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Litchfield, R. C., Fan, J., & Brown, V. R. (2008, August). *Brainstorming, goals, and idea generation: A field study*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Fan, J., & Wong, C. (2008, April). *Does faking affect personality measures' factor structure? An empirical investigation*. Poster presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Meng, H., Fan, J., & Zhang, R. (2008, April). *Personality and transformational leadership: An empirical study in China*. Poster presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Liu, C., Wu, D., Fan, J., & Nauta, M. M. (2008). *Does job complexity predict job strains?* Paper presented at the 8<sup>th</sup> Biannual Conference of the European Academy of Occupational Health Psychology, Valencia, Spain.

## **Professional Services**

### ***Service to Professional Community***

- Editorial Boards:
  - *Journal of Vocational Behavior* (2008 – present)
  - *The Counseling Psychologist* (2012 – present)
  - *Journal of Career Assessment* (2012 – present)
- Chair, the Ralph Alexander Best Dissertation Award Committee, the Human Resources Division, the Academy of Management, 2006



- *Ad hoc* reviewing: *American Journal of Community Psychology*, *Applied Psychology: An International Review*, *Asian American Journal of Psychology*, *Computers in Human Behavior*, *The Counseling Psychologist*, *Educational Psychology*, *Educational Research and Reviews*, *Human Performance*, *Human Resource Management*, *International Journal of Psychology*, *Journal of Career Assessment*, *International Perspectives in Psychology*, *Journal of Counseling Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, *Learning and Individual Differences*, *Perceptual and Motor Skills*, *Psychological Methods*, *Psychological Reports*, & *Social Behavior and Personality: An international Journal*
- Reviewer, the Society of Industrial and Organizational Psychology, 2005 – present
- Reviewer, the Human Resources Division, the Organizational Behavior Division, and the International Management Division of the Academy of Management, 2006 – present

### ***Service to Auburn University and Psychology Department***

- Institutional Review Board, the Social and Behavioral Track, 2012 – present

### **Professional Memberships**

- The American Psychological Association
- The Society of Industrial and Organizational Psychology
- The Academy of Management

### **Consulting Experience**

Research Contractor, Affintus, LLC. 09/2011 – present

- Commissioned to investigate the psychometric properties of the Affintus personality and ability tests.
- Contracted to develop social desirability measures and assist in implementing it within the Affintus personality test.
- Contracted to develop the technical manual for Affintus personality and ability tests.
  - Contracted to implement my own faking-mitigation method in Affintus testing operation system and to examine its efficacy in reducing faking within selection contexts.

Research Contractor, Assessment Associates International, Minnetonka, MN, 06/2010 – present

- Commissioned to investigate the psychometric properties of the Page Work Behavior Inventory in Chinese populations.
- Contracted to implement my own faking-mitigation method in AAI's testing operation system in China and to examine its efficacy in reducing faking within selection contexts.

Research Contractor, IPAT, Inc., Savoy, IL., 09/2007 – 09/2009

- Contracted to investigate the potential impact of social desirability on the factor structure of 16 PF Select.

Consultant, Guangzhou branch, China Telecom, Inc., Guangzhou, Guangdong, P. R. China, 06/2007 – 12/2007

- Designed assessment package for new call center representatives including cognitive ability, personality, and bio-data measures.
- Conducted the ongoing assessment.
- Conducted prospective validation studies linking various individual differences variables to new call center representatives' job performance and turnover.

Research Contractor, the HR department of Sun Yet-Sun University, Guangzhou, Guangdong, China, 06/2006 – present

- Conducted personality-based job analysis for university staff positions.
- Conducted annual assessment of job applicants for university staff positions using a self-developed online testing system.
- Provided personnel recommendations to the HR department.

Principle Consultant, Qishuyan Locomotive & Rolling Stock Works, Changzhou, Jiangsu, P. R. China, 05/2007 – 10/2007

- Conducted leadership potential assessment for all qualified middle-level managers. The assessment package included cognitive ability, personality, and transformational leadership.
- Led a Chinese research team throughout the entire project.
- Wrote the feedback report and the technical report.

## **References**

John Wanous, Ph.D.  
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