

Vita  
**Sang Eun Woo**

Department of Psychological Sciences, Purdue University  
703 Third Street, West Lafayette, IN 47907  
[sewoo@purdue.edu](mailto:sewoo@purdue.edu)

## **EDUCATION**

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### **University of Illinois at Urbana-Champaign, Urbana, IL**

Ph.D. in Psychology, 2009 | Industrial and Organizational Psychology (Minor: Quantitative Psychology)

### **Ewha Womans University in Seoul, Korea**

B.A. in Psychology, 2002

## **EMPLOYMENT**

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July 2016 – present      **Purdue University** Associate Professor, Department of Psychological Sciences, College of Health and Human Sciences

August 2009 – June 2016      **Purdue University** Assistant Professor, Department of Psychological Sciences, College of Health and Human Sciences

## **AWARDS, HONORS, RESEARCH GRANTS**

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- Anti-Racism Grant, Society for Industrial and Organizational Psychology, for project entitled: *Algorithmic Racial Bias in Automated Video Interviews* (with Louis Hickman, Louis Tay, and Sidney D’Mello), 2020-2021, \$10,000.
- National Science Foundation. Grant for project entitled: *Understanding and Alleviating Potential Biases in Large Scale Employee Selection Systems: The Case of Automated Video Interviews* (Co-PI with Louis Tay and Sidney D’Mello), 2019-2021, \$297,516.
- Purdue Research Foundation. Grant for project entitled: *The Role of Personality in Construing and Reacting to Momentary Work Situations* (Primary Investigator), 2018.
- Dr. William Hendrix I-O Faculty Research Award, Department of Psychological Sciences, Purdue University, 2017, 2019.
- Naval Postgraduate School. Grant for project entitled: *Optimal Selection of Organizational Structuring for Complex System Development and Acquisitions* (Co-PI with Dan DeLaurentis), 2016-2018, \$119,996.
- Purdue Research Foundation. Grant for project entitled: *Investigating graduate students’ relationship building process with peers and advisors: Implications for wellbeing and retention in higher education* (Primary Investigator), 2014-2015.
- National Science Foundation. Grant for project entitled: *Global Engineering Competency: Definitions, Development Paths, and Situational Assessment* (Co-PI with Brent Jesiek), 2012-2014, \$235,100.
- Purdue University International Program. Grant for project entitled: *A Longitudinal Study of Openness and Cultural Adjustment of Purdue International Undergraduate Students* (Primary Investigator), 2011, \$5,000.
- Douglas W. Bray and Ann Howard Award, Society for Industrial and Organizational Psychology Foundation, for project entitled: *Validity Evidence for Developmental Assessment Centers* (with Deborah Rupp, Alyssa Gibbons, Lori Snyder, Myungjoon Kim, and George Thornton), 2005, \$10,000
- Robert P. Larsen Career Development Research Grant, University of Illinois. Grant for selected research proposal in the area of career development and career counseling (with Alyssa Gibbons), 2004, \$1,000.

## **RESEARCH**

### **RESEARCH INTERESTS**

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- Personality and individual differences (especially themes related to openness and humility)
- Voluntary turnover and withdrawal processes
- Innovative/alternative measurement and research methods (e.g., big data, person-centered, inductive/abductive, Bayesian, assessment centers, situational judgment tests)

### **BOOKS & CHAPTERS** ( underlined: student author; \*asterisks\*: equal contributions)

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**Woo, S. E.**, Tay, L., & Behrend, T. (Eds.) (under contract). *Technology and Measurement: Research and Practices around the Globe*. Cambridge, UK, Cambridge University Press.

**Woo, S. E.**, Tay, L., & Proctor, R. (Eds.) (2020). *Big Data in Psychological Research*. Washington D. C., APA Books.

**Woo, S. E.**, Tay, L., Jebb, A., Ford, M., & Kern, M. (2020). Collecting big data for enhancing measurement quality. In S. Woo, L. Tay, & R. Proctor (Eds.). *Big Data in Psychological Research* (pp. 59-85). Washington D. C., APA Books.

Jebb, A. T., Tay, L., Ng, V., & **Woo, S. E.** (2019). Construct validation in multilevel studies. In S. Humphrey, & J. LeBreton (Eds.). *The Handbook for Multilevel Theory, Measurement, and Analysis* (pp. 253-278). Washington D.C., APA Books.

**Woo, S. E.**, Keith, M., Su, R., Saef, R., & Parrigon, S. (2017). The curious dynamic between openness and interests in creativity. In G. J. Feist, R. Reiter-Palmon, & J. C. Kaufman (Eds.). *The Cambridge Handbook of Creativity and Personality Research* (pp. 44-63). Cambridge University Press.

Jebb, A. T., Saef, R., Parrigon, S., & **Woo, S. E.** (2016). Need for cognition. In A. Lipnevich, F. Preckel, & R. Roberts (Eds.). *Psychosocial Skills and School Systems in the Twenty-First Century: Theory, Research, and Applications*. Springer.

**Woo, S. E.**, Saef, R., & Parrigon, S. (2015). Openness to Experience. In J. Wright (Ed.). *The International Encyclopedia of Social and Behavioral Sciences*, 2nd Edition. Elsevier.

**Woo, S. E.**, & Maertz, C. P. (2012). Assessment of voluntary turnover in organizations: Answering the questions of why, who, and how much. In N. Schmitt (Ed.), *The Oxford Handbook of Personnel Assessment and Selection* (pp. 570-594). New York, NY US: Oxford University Press.

Tay, L.\*, **Woo, S. E.**\*, Klafehn, J.\*, & Chiu, C-y.\* (2010). Recent advances in conceptualizing and measuring cultures. In E. Tucker, M. Viswanathan, & G. Walford (Eds.), *The Handbook of Measurement: How Social Scientists Generate, Modify, and Validate Indicators and Scales*. Sage Publication.

### **PEER-REVIEWED JOURNAL ARTICLES** ( underlined: student author; \*asterisks\*: equal contributions)

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Hickman, L., Bosch, N., Ng, V., Saef, R., Tay, L., & **Woo, S. E.** (in press). Automated video interview personality assessments: Reliability, validity, and generalizability investigations. *Journal of Applied Psychology*.

Jesiek, B., **Woo, S. E.**, Parrigon, S., & Porter, C. M. (2020). Development and initial validation of a situational judgment test for global engineering competency. *Journal of Engineering Education*, 109(3), 470-490.

- Tay, L. \*, **Woo, S. E. \***, Hickman, L., & Saef, R. (2020). Social media psychometric and validity issues in machine learning approaches to personality assessment: A focus on social media text mining. *European Journal of Personality*, 34(5), 826-844.
- Köhler, T., González-Morales, G., Banks, G., O'Boyle, E., Allen, J., Sinha, R., **Woo, S. E.**, & Gulick, L. (2020). Supporting robust, rigorous, and reliable reviewing as the cornerstone of our profession: Introducing a competency framework for peer review. *Industrial and Organizational Psychology*, 13, 1-27.
- Porter, C. M. \*, Keith, M. G. \*, & **Woo, S. E.** (2020). A meta-analysis of network positions and creative performance: Differentiating creativity conceptualizations and measurement approaches. *Psychology of Aesthetics, Creativity, and the Arts*, 14(1), 50-67.
- Woo, S. E.** (2019). Big data opportunities for advancing turnover theory: A case for inductive and abductive research. *Industrial and Organizational Psychology*, 12(3), 330-333.
- Hickman, L., Tay, L., & **Woo, S. E.** (2019). Validity evidence for off-the-shelf language-based personality assessment using video interviews: Convergent and discriminant relationships with self and observer ratings. *Personnel Assessment and Decisions*, 5(3), 12-20.
- Porter, C. M., **Woo, S. E.**, Allen, D. A., & Keith, M. (2019). Network centrality and employee turnover: A meta-analytic path modeling approach. *Journal of Applied Psychology*, 104(4), 511-536.
- Saef, R., Porter, C. M., **Woo, S. E.**, & Wiese, C. (2019). Getting off on the right foot: The role of openness to experience in fostering initial trust between culturally dissimilar partners. *Journal of Research in Personality*, 79, 176-187.
- Woo, S. E.**, Jebb, A. T., Tay, L., & Parrigon, S. (2018). Putting the “person” in the center: Review and synthesis of person-centered approaches and methods in organizational science. *Organizational Research Methods*, 21(4), 814-845.
- Parrigon, S., **Woo, S. E.**, & Tay, L. (2018). Towards a comprehensive science of situations: On the importance of Typicality and the lexical approach. *Journal of Personality and Social Psychology*, 114(3), 493-495.
- Saef, R., **Woo, S. E.**, Carpenter, J., & Tay, L. (2018). Fostering socio-informational behaviors online: The interactive effect of openness to experience and extraversion. *Personality and Individual Differences*, 122, 93-98.
- Tay, L., Jebb, A. T., & **Woo, S. E.** (2017). Video capture of human behaviors: toward a Big Data approach. *Current Opinion in Behavioral Sciences*, 18, 17–22.
- Parrigon, S., **Woo, S. E.**, Tay, L., & Wang, T. (2017). CAPTION-ing the situation: A lexically-derived taxonomy of psychological situation characteristics. *Journal of Personality and Social Psychology*, 112(4), 642-681.
- Woo, S. E.**, O'Boyle, E. H., & Spector, P. E. (2017). Best practices in developing, conducting, and evaluating inductive research. *Human Resource Management Review*, 27, 255-264.
- Jebb, A., Parrigon, S. & **Woo, S. E.** (2017). Exploratory data analysis as a foundation of inductive research. *Human Resource Management Review*, 27, 265-276.
- Porter, C. M., Parrigon, S., **Woo, S. E.**, Saef, R., & Tay, L. (2017). Cultural and intellectual openness differentially relate to social comparisons with potential work partners. *Journal of Personality*, 85(5), 632-642. doi:10.1111/jopy.12266.

- Ng, V., **Woo, S. E.**, Tay, L., & Foster, J. (2016). Examining variability in values attributed to culture: Using personality as a relative benchmark. *Journal of Cross-Cultural Psychology*, 47(7), 981-996. doi:10.1177/0022022116651333.
- Porter, C. M., **Woo, S. E.**, & Campion, M. (2016). Internal and external networking differentially predict turnover through job embeddedness and job offers. *Personnel Psychology*, 69(3), 635-672. Finalist (Top 3) for Personnel Psychology's 2016 Best Article Award
- Woo, S. E.**, Chae, M. W., Jebb, A. T., & Kim, Y. D. (2016). A closer look at the personality-turnover relationship: Criterion expansion, dark traits, and time. *Journal of Management*, 42(2), 357-385.
- Zimmerman, R., Swider, B., **Woo, S. E.** & Allen, D. (2016). Who withdraws? Psychological individual differences and employee withdrawal behaviors. *Journal of Applied Psychology*. 101(4), 498-519.
- Porter, C. M., **Woo, S. E.**, & Tak, J. (2016). Developing and validating short-form protean and boundaryless career attitude scales. *Journal of Career Assessment*, 24(1), 162-181.
- Woo, S. E.**, Keith, M., & Thornton, M. (2015). Amazon Mechanical Turk for industrial and organizational psychology: Advantages, challenges, and practical recommendations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(2), 171-179.
- Porter, C. M., **Woo, S. E.** (2015). Untangling the networking phenomenon: A dynamic psychological perspective on how and why people network. *Journal of Management*, 41(5), 1477-1500.
- Woo, S. E.**, Jin, J., & LeBreton, J. (2015). Specificity matters: Criterion-related validity of contextualized and facet measures of Conscientiousness in predicting college student performance. *Journal of Personality Assessment*, 97(3), 301-309.
- Jebb, A. T. & **Woo, S. E.** (2015). A Bayesian primer for the organizational sciences: The “two sources” and introduction to BugsXLA. *Organizational Research Methods*, 18(1), 92-132.
- Woo, S. E.**, Chernyshenko, O.S., Longley, A., Zhang, Z., Chiu, C-y., & Stark, S.E. (2014). Openness to experience: Its lower-level structure, measurement, and cross-cultural equivalence. *Journal of Personality Assessment*, 96(1), 29-45.
- Woo, S. E.**, Chernyshenko, O.S., Stark, S.E., & Conz, G. (2014). Validity of six openness facets in predicting work behaviors: A meta-analysis. *Journal of Personality Assessment*, 96(1), 76-86.
- Woo, S. E.**, & Allen, D. (2014). Toward an inductive theory of stayers and seekers in the organization. *Journal of Business and Psychology*, 29, 683-703.
- Tay, L., **Woo, S. E.**, & Vermunt, J. K. (2014). A conceptual framework of cross-level isomorphism: Psychometric validation of multilevel constructs. *Organizational Research Methods*, 17(1), 77-106.
- Jesiek, B. K., Zhu, Q., **Woo, S. E.**, Thompson, J., & Mazzurco, A. (2014). Global engineering competency in context: Situations and behaviors. *Online Journal for Global Engineering Education*, 8(1), Art 1.
- Zhu, X., **Woo, S. E.**, Porter, C. M., & Brzezinski, M. (2013). Pathways to happiness: From personality to social networks and perceived support. *Social Networks*, 35, 382-393.
- Woo, S. E.** (2011). A study of Ghiselli's hobo syndrome. *Journal of Vocational Behavior*, 79, 461-469.

- Proctor, R. W., Nof, S. Y., Yih, Y., Balasubramanian, P., Busemeyer, J., Carayon, P., Chiu, C-Y, Farahmand, F., Gonzalez, C., Gore, J., Landry, S. J., Lehto, M., Rau, P-L., Rouse, W., Tay, L., Vu, K-P. L., **Woo, S. E.**, Salvendy, G. (2011). Understanding and improving cross-cultural decision making in design and use of digital media: A research agenda. *International Journal of Human Computer Interaction*, 27, 1-40.
- Burrus, K.M., **Woo, S. E.**, Wyatt, J., & Hossler, D. (2010). Use of student-institution fit in college admissions: Do applicants really know what is good for them? *College & University*, 18-26.
- Woo, S.E.**, Sims, C., Rupp, D.E., & Gibbons, A.M. (2008). Development engagement within and following Developmental Assessment Centers: Considering feedback favorability and self-assessor agreement. *Personnel Psychology*, 61, 727-759.
- Woo, S.E.**, Gibbons, A.M., & Thornton III, G.C. (2007). Latent mean differences in the facets of achievement motivation of undergraduate students and adult workers in the U.S. *Personality and Individual Differences*, 43(7), 1687-1697.
- Woo, S.E.**, Harms, P.D., & Kuncel, N.R. (2007). Personality-intelligence integrated: Typical intellectual engagement and need for cognition. *Personality and Individual Differences*, 43(6), 1635-1639.
- Gibbons, A.M., Rupp, D.E., Kim, M.J., & **Woo, S.E.** (2006). Perceptions of managerial performance dimensions in Korea. *Psychologist Manager Journal*, 9(2), 125-143.
- Gibbons, A.M., Rupp, D.E., Snyder, L.A., Holub, A.S., & **Woo, S.E.** (2006). A preliminary investigation of developable dimensions. *Psychologist Manager Journal*, 9(2), 99-123.
- Rupp, D.E., Gibbons, A.M., Baldwin, A.M., Snyder, L.A., Spain, S.M., **Woo, S.E.**, Brummel, B., Sims, C., & Kim, M.J. (2006). Initial validation of a developmental assessment center. *Psychologist Manager Journal*, 9(2), 171-200.
- Kuncel, N.R., Crede, M., Thomas, L.L., Klieger, D.M., Seiler, S.N., & **Woo, S.E.** (2005). A meta-analysis of the Pharmacy College Admission Test (PCAT) and grade predictors of pharmacy student success. *American Journal of Pharmaceutical Education*, 69(3), 339-347.

#### **OTHER PUBLICATIONS** (underlined: student author; asterisks: equal contributions)

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- Hickman, L., Cutler, B., & **Woo, S. E.** (2020). Exploring calling in fraternity and sorority professionals. *Essentials: E-Publication for Association of Fraternity/Sorority Advisors*, 1 (6).

#### **INVITED TALKS**

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- Ground truths in algorithm-based measurement for selection.* Presenter, Virtual Workshop “Workforce Science in the Big Data Era: Improving Measurement, Modeling and Meaning”. Rice University, February 2021.
- CARMA Women in Research Methods Launch Pad Session - How to Make Research Methods Part of your Career.* A virtual panel given to CARMA Short Course Participants, January 2021.
- Bias, Fairness, and Validity in Graduate Admissions: A Psychometric Perspective.* A virtual departmental colloquium given to the Department of Psychology, George Mason University, October 2020.
- Artificial Intelligence at Work: Promises and Challenges of Working with Robots.* Chair, Symposium at the 32<sup>nd</sup> Association for Psychological Sciences Annual Convention, Chicago, May 2020. [Cancelled due to COVID-19]

*Big Data for Organizational Science*. CARMA Webcast Lecture Series, November 2019.

*AI and Psychology of Work*. The Second International Conference on Artificial Intelligence Humanities: ICAIH 2019, Chung-Ang University, Seoul, South Korea, August 2019.

*Big Data in I-O psychology*. Chair, Symposium at the 31<sup>st</sup> Association for Psychological Sciences Annual Convention, Washington DC, May 2019.

*Many faces of openness to experience and their implications for work outcomes*. Ghent University, Belgium, March 2019.

*The role of personality in understanding online behaviors*. Presenter, In A. Summerville & K. DeMarree (Chairs), *Our Digital Lives: The Social and Personality Psychology of Social Media and Online Behavior*. Symposium at the 2019 Society for Personality and Social Psychology Annual Convention, Portland, OR, February 2019.

*New ways of assessing personality and situation characteristics: Opportunities and future directions*. Bowling Green State University, Industrial-Organizational Psychology Brownbag Speaker Series, October 2018.

*Persons and situations in the workplace*. Ghent University, Belgium, October 2017.

*Persons and situations in the workplace*. Yonsei University, Seoul, Korea, June 2017.

*CAPTION-ing the situation: A lexically-derived taxonomy of psychological situation characteristics*. Ghent University, Belgium, March 2017.

*CAPTION-ing the situation: A lexically-derived taxonomy of psychological situation characteristics*. University of London – Birkbeck, London, UK, March 2017.

*Understanding and measuring individual differences in engineering education*. Purdue University, School of Engineering Education, February 2017.

*Personality and individual differences in individual career behaviors*. The Annual Meeting of Midwestern Psychological Association, Chicago, May 2016.

*Positive organizations and flourishing employees: The intersection between industrial-organizational psychology and positive psychology*. [In Spanish: *Organizaciones positivas y empleados florecientes: La intersección entre la psicología industrial-organizacional y la psicología positiva*] Bogota, Colombia, January 2016.

*A broader look at personality and individual differences in employee withdrawal*. Michigan State University, Department of Psychology, March 2015.

*The role of bright and dark personality traits in predicting employee turnover*. The Pennsylvania State University, Department of Psychology, February 2015.

*Hobos, Leavers, and Stayers... Who Are They? A person-centered approach to understanding employee turnover*. University of Illinois, Department of Psychology, November 2011.

*Hobos in the workplace: A person-centered study of frequent job quitters*. Purdue University, Department of Psychological Sciences, Clinical Psychology Area Colloquium series, October 2011.

*Hobos, Leavers, and Stayers... Who Are They? A person-centered approach to understanding individual differences*

*in voluntary turnover*. Purdue University, Department of Psychological Sciences, Social Psychology Area Colloquium series, April 2011.

*Development engagement in response to feedback in developmental assessment centers*. The First International Conference on Cognition, Consciousness and Culture. Seoul, Korea, October 2007.

*Test-taking strategies*. The annual luncheon meeting of Educational Testing Service, Princeton, NJ, Summer 2006.

## **CONFERENCE PRESENTATIONS**

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### ***Chaired Symposia, Panel Discussions, and Roundtable Sessions***

Woo, S. E., Behrend, T., & Tay, L. (June, 2021). *Technology and Measurement Around the Globe*. A virtual symposium. [<https://www.purdue.edu/hhs/psy/tmag/>] (Student Organizers: Jerod White and Louis Hickman)

Saef, R., & Woo, S. E. (April, 2021). *Personality in the Workplace: How Much does the Situation Matter?* Symposium at the annual meeting of the Society for Industrial and Organizational Psychology (Virtual).

Woo, S. E. (May, 2020). *Artificial Intelligence at Work: Promises and Challenges of Working with Robots*. Symposium at the 32<sup>nd</sup> Association for Psychological Sciences Annual Convention, Chicago. [Cancelled due to COVID]

Saef, R., & Woo, S. E. (April, 2020). *Personality in the Workplace: How Much does the Situation Matter?* Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX, April 2020. [Withdrawn due to COVID]

Woo, S. E. (May, 2019). *Big Data in I-O psychology*. Symposium at the 31<sup>st</sup> Association for Psychological Sciences Annual Convention, Washington DC.

Woo, S. E., & Koehler, T. (April, 2019). *How to Be a Good Reviewer: Reviewer Development Workshop*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.

Woo, S. E. (March, 2019). *Innovative Approaches to Assessing and Understanding Person-Situation Dynamics in the Workplace*. Symposium at the International Convention of Psychological Science in Paris, France.

Woo, S. E., Proctor, R., & Tay, L. (May, 2018). *Big Data for Psychological Sciences*, [6<sup>th</sup> Purdue Symposium on Psychological Sciences](#), Purdue University, West Lafayette, Indiana, USA.

Woo, S. E. (March, 2017). *Recent advances and future directions for personality and situation assessments*. Symposium at the second biennial International Convention of Psychological Science, Vienna, Austria.

Woo, S. E., & Samuel, D. (May, 2015). *Dark personality in the workplace: Lessons from clinical psychology research*. Symposium at the 27th Association for Psychological Science Annual Convention, New York, NY.

Woo, S. E. (May, 2015). *Diversifying methodological choices in the field of psychological science: Showcasing four alternative approaches*. Symposium at the 27th Association for Psychological Science Annual Convention, New York, NY.

Woo, S. E. (April, 2015). *Two major challenges in turnover research: Theory proliferation and time*. Panel discussion at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Woo, S. E., & Connelly, B. S. (April, 2011). *Does specificity matter? Advantages of broad versus narrow traits*. Symposium at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Woo, S. E. (August, 2010). *New directions in turnover*. Roundtable paper session at the annual meeting of Academy of Management, Montreal, Canada.
- Woo, S. E. (April, 2010). *Recent advances in voluntary turnover research: Expanding the horizon*. Symposium at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Zimmerman, R., & Woo, S.E. (April, 2009). *Future directions in voluntary turnover research*. Panel discussion at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

### ***Symposium & Panel Presentations***

- Woo, S. E. (2020). Panelist. Professional Development Workshop “*Next stop – Nerd Central: How to Get on the Research Methods Train*” at the virtual annual meeting of the Academy of Management, August 2020.
- Woo, S. E. (2020). Panelist. In E. O’Boyle (Chair), *How to be a Good Reviewer? A Competency Framework for Reviewer Development*. Panel Symposium at the virtual annual meeting of the Academy of Management, August 2020.
- Woo, S. E. (2020). *Inductive and Abductive Approaches to Science*. In S. McAbee, F. Guo, & A. Samo (Chairs), *Teaching Big Data Methods in I-O Graduate Curriculum 3.0*. Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. [Withdrawn due to COVID-19]
- Saef, R., & Woo, S. E. (2020). *How do Managers, Coworkers, and Subordinates Affect Worker’s Personality Expression?* In R. Saef & S. Woo (Chairs), *Personality in the Workplace: How Much does the Situation Matter?* Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX, April 2020. [Withdrawn due to COVID-19]
- Hickman, L., Bosch, N., Tay, L., Ng, V., Saef, R., & Woo, S. E. (2020). *Investigating Emotion Analytics for Predicting Personality in Video Interviews*. In M. Liu (Chair), *Machine Learning for I-O 2.0*. Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Woo, S. E. (2019). *What is a Person-Centered Method Anyway?* In J. Hofmans (Chair), *Person-centered research: conceptual, methodological and empirical contributions*. Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D. C.
- Woo, S. E. (2019). In C. Porter (Chair), *What’s next for Turnover Research and Practice? Where we are and where we should go*. Panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D. C.
- Saef, R., & Woo, S. E. (2019). *Does Personality Moderate the Effect of Situational Adversity on Daily Well-Being?* In Z. Goh & J. W.B. Lang (Chairs), *Expanding ESM/Diary Research in I/O: New Constructs and Measurement Approaches*. Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D. C.
- Saef, R., & Woo, S. E. (2019). *Personality Predicting how People Perceive Work*. In S.E. Woo (Chair), *Innovative Approaches to Assessing and Understanding Person-Situation Dynamics in the Workplace*. Symposium at the International Convention of Psychological Science in Paris, France.

- Porter, C. M., Woo, S. E., Alonso, N., & Snyder, G. (2018). *Development and Validation of the Professional Networking Motives Inventory*. In C. Porter (Chair), *New Frontiers of Professional Networking Research*. Symposium conducted at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Parrigon, S., Woo, S. E., Tay, L., & Samuel, D. (2017). *Experimenting in College: Changes and personality and well-being over four years*. In J. Hofmans & B. Wille (Chairs), *Personality Dynamics at Work: Integrating between-person stability and within-person change*. Symposium conducted at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Porter, C. M., Rupp, D. E., & Woo, S. E. (2017). *Considering the usefulness of the general factor in assessment centers*. In P. Ingold & B.J. Hoffman (Chairs), *Assessment Centers: Advances in Scoring and Interpretation*. Symposium conducted at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Dukes, A., Parrigon, S., Davendralingam, N., Woo, S. E., & DeLaurentis, D. (2017). *Optimal selection of organizational structuring for complex systems development and acquisitions*. In M. Kitz (Chair), *Thoughts on Management of Complex Systems Acquisition*. A panel conducted at the 14th annual acquisition research symposium, Monterey, CA.
- Woo, S. E., Parrigon, S., Tay, L., & Wang, T. (2017). *CAPTION-ing the situation: A lexically-derived taxonomy of psychological situation characteristics*. Research talk presented at the second biennial International Convention of Psychological Science, Vienna, Austria.
- Porter, C., Rupp, D. E., & Woo, S. E. (2015). *Beyond the OAR: Considering the Operational Meaning and Usefulness of AC Ratings' General Factor*. Paper presented at the 39th International Congress on Assessment Center Methods, San Diego, CA.
- Jesiek, B. K., Woo, S. E., Zhu, Q., Ramane, K., & Choudhary, N. (2015). *Defining and assessing global engineering competency: Methodological reflections*. Presentation to be given at 2015 ASEE Annual Conference and Exposition, Seattle, WA, June 14-17, 2015.
- Porter, C. P., Rupp, D. E., & Woo, S. E. (2015). *Defining the general performance construct behaviorally*. In Lance, C. E., & LoPilato, A. C. (Chairs). *Perspectives on General Performance Effects in Assessment Center Ratings*. Symposium to be conducted at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Porter, C. P., Woo, S. E., & Campion, M. (2014). *Who you know predicts whether and how you go: Linkages between networking and voluntary turnover*. In Hancock, J., & Biggane, J. E. (Chairs). *Until Withdrawal Do Us Part? Exploring Employee Withdrawal in Organizations*. Symposium conducted at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.
- Gibbons, A. M., Griffeth, R. W., Tenbrink, A. T., Woo, S. E., & Martelli, T. (2014). *Variability in Random Exercise Effects by Dimension*. In Griffeth, R. W., & Tenbrink, A. T. (Chairs). *Why Assessment Center Exercises Elicit Variable Performance: Unpacking Differences*. Symposium conducted at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.
- Jesiek, B. K., & Woo, S. E. (2013). *Situational Assessment for Global Learning Outcomes*. Presentation given at the 2013 Assessment Institute in Indianapolis, October 28-29, 2013.
- Jesiek, B. K., Zhu, Q., Mazzurco, A., Thompson, J., & Woo, S. E. (2013). *Global engineering competencies and*

cases. Proceedings of the 2nd Annual ASEE International Forum, Atlanta, GA, June 22, 2013.

- Gibbons, A., Woo, S.E., Kedharnath, U., & Bowen, A. (2013). Variance in motivation to engage in developmental assessment centers. In Hoffman, B. J., & Klehe, U-C. (Chairs), *The Topography of Performance: Maximum, Typical, and Dynamic Performance*. Symposium conducted at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Woo, S. E., & Chernyshenko, O. S. (2011). Openness facets predict various behavioral outcomes beyond a general factor. In Woo, S.E., & Connelly, B. S. (Chair), *Does Specificity Matter? Advantages of Broad versus Narrow Traits*. Symposium conducted at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jin, J., & Woo, S. E. (2011). Predicting college students' academic performance: Contextualization, facets, and compound trait. In Woo, S.E., & Connelly, B. S. (Chair), *Does Specificity Matter? Advantages of Broad versus Narrow Traits*. Symposium conducted at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jesiek, B., & Woo, S. E. (2011). Realistic Assessment for Realistic Instruction: Situational Assessment Strategies for Engineering Education and Practice, Paper presented at the WEE conference. [WEE: The 1st World Engineering Education Flash Week]
- Gibbons, A., Woo, S.E., Kedharnath, U., & Bowen, A. (2011). The problem of motivation in developmental assessment centers. Presented at the 36th International Congress on Assessment Center Methods, St. Pete Beach, FL.
- Woo, S. E. (2010). Individual differences in turnover reasons: A latent class approach. In Woo, S.E. (Chair), *Recent advances in voluntary turnover research: Expanding the horizon*. Symposium conducted at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Von Thaden, T., Woo, S.E., & Spain, S. (2009). Validating a four-factor model of safety culture in commercial flight operations. In Fitzgerald, P. (Chair), *Organizational Safety and Effectiveness*. Symposium conducted at 15th International Symposium on Aviation Psychology, Dayton, Ohio.
- Woo, S.E., Zhang, Z., Chiu, C-y, & Chernyshenko, O.S. (2008). A six-faceted measure of Openness: Measurement invariance across three cultures. In Oswald, F. & Rench, T. (Co-chairs), *Face it: The Predictive Validity of Personality Facets*. Symposium conducted at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Chernyshenko, O.S., Stark, S., Woo, S.E., & Conz, G. (2008). Openness to Experience: Its facet structure, measurement, and validity. In Oswald, F. & Rench, T. (Co-chairs), *Face it: The Predictive Validity of Personality Facets*. Symposium conducted at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Woo, S.E. & Sims, C. (2005). The impact of agreement between self and assessor ratings on DAC engagement. In Snyder, L.A. & Rupp, D.E. (Co-chairs), *Developmental assessment centers: Special considerations for researchers and practitioners*. Symposium conducted at the 20th Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Snyder, L.A., Gibbons, A.M., Woo, S.E., & Kim, M.J. (2005). An examination of the developability of dimensions in DACs. In Snyder, L.A. & Rupp, D.E. (Co-chairs), *Developmental assessment centers: Special considerations for researchers and practitioners*. Symposium conducted at the 20th Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

### ***Poster & paper presentations***

- Hickman, L., Bosch, N., Tay, L., & Woo, S. E. (2020). *Exploring Relationships Between Personality Ratings and Computer-based Analysis of Behaviors in Video Interviews*. Presented at the annual meeting of Eastern Academy of Management, Portland, ME.
- Saef, R., & Woo, S. E. (2017). *Fostering trust in cross-cultural interactions: The role of openness*. Poster presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Woo, S. E., & Porter, C. M. (2017). *Nomological network of job hopping*. Poster presented at the second biennial International Convention of Psychological Science, Vienna, Austria.
- Javalagi, A., Porter, C. M., & Woo, S. E. (2016). *A meta-analysis of protean and boundaryless careers predicting employee withdrawal*. Poster presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Javalagi, A., Porter, C., Woo, S. E., (2016). *Protean and boundaryless career attitudes predict employee withdrawal*. Poster presented at the 88th Annual Conference of the Midwestern Psychological Association, Chicago, IL.
- Woo, S. E., Porter, C. P., Guttridge, D., & Parrigon, S. P. (2014). *Culture and hoboism: Do job hobos exist in Korea?* Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.
- Jebb, A.T., & Woo, S. E. (2014). *Personality predicting exit, voice, loyalty, and neglect responses to dissatisfaction*. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.
- Saef, R., Woo, S. E., Parrigon, S. P., Porter, C. P., Monteith, M., & Weber, C. (2014). *The role of openness and tolerance in culturally diverse teams*. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.
- Parrigon, S. P., Woo, S. E., Porter, C. P., & Tay, L. (2014). *Xenophobia and xenophilia in coworker choices: The role of openness*. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HA.
- Woo, S.E., & Griffeth, R. (2013). *Exit-Voice-Loyalty-Neglect attitudinal profiles of dissatisfied workers: A person-centered approach*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Woo, S. E., & Tak, J. (2013). *Blue Bird syndrome and hobo attitude: Differential predictions of turnover*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Porter, C., & Woo, S. E. (2013). *Differential relationships of internal and external networking behaviors with turnover*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Tay, L., Woo, S. E., & Vermunt, J. (2013). *A conceptual and methodological framework for cross-level isomorphism*. poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

- Porter, C., Woo, S. E., Zhu, X., & Brzezinski, M. (2011). *Who you know can improve your creative potential: A social network approach*. Poster presented at the annual meeting of the Association for Psychological Sciences, Washington, D.C.
- Woo, S.E. (2011). *A study of Ghiselli's hobo syndrome*. Poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Woo, S.E. (2010). *Who are the hobos?: Personality of frequent quitters in Korea*. Poster presented at the 25<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Von Thaden, T., Woo, S.E., & Spain, S. (2009). *Investigating national differences in commercial aviation safety culture: a comparison of flight operations at a European and an American Airline*. Poster presented at 15th International Symposium on Aviation Psychology, Dayton, Ohio.
- Woo, S.E. (2008). *Multi-faceted openness predicts creativity, and multiculturalism moderates this relationship*. Poster presented at the annual conference of the Association for Psychological Science, Chicago, IL.
- Mattern, K., Woo, S.E., & Wyatt, J. (2008). *Use of student-college fit in college admissions: Predictive validity investigations*. Poster presented at the 23rd Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Woo, S.E., Gibbons, A. M., & Thornton III, G.C., & Kim, M.J. (2007). *Measuring achievement motivation of United States and Korean employees with the Achievement Motivation Inventory*. Poster presented at the annual conference of the Association for Psychological Science, Washington, D.C.
- Woo, S.E., Schulze, R., & Roberts, R.D. (2007). *Self-Motivated Cognition (SMoCo) incrementally predicts academic performance*. Poster presented at the 7<sup>th</sup> annual meeting of Society for Personality and Social Psychology, Memphis, TN.
- Woo, S.E., Harms, P.D., & Kuncel, N. R. (2006). *Measuring personality-intelligence integrated: Typical intellectual engagement, need for cognition, and openness*. Poster presented at the annual conference of the Association for Psychological Science, New York, NY.
- Rupp, D.E., Gibbons, A.M., Kim, M.J., & Woo, S.E. (2005). *Developable dimensions of managerial performance in Korea: Implications for international developmental assessment centers*. Paper presented at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Kuncel, N.R., Crede, M., Thomas, L.L., Klieger, D.M., Seiler, S.N., & Woo, S.E. (2004). *A meta-analysis of the Pharmacy College Admission Test (PCAT) and grade predictors of pharmacy student success*. Poster paper presented at the annual conference of the American Psychological Society, Chicago, IL.

## **TEACHING**

### **TEACHING INTERESTS**

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Industrial and/or Organizational Psychology  
 Psychology of Work and Work Experience  
 Organizational Behavior  
 Human Resource Management  
 Personnel Selection

Psychological Measurement/Psychometrics  
 Work Attitudes  
 Research Methods  
 Personality and Individual Differences  
 Introduction to Statistics

## **TEACHING EXPERIENCE**

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### ***Instructor***, Purdue University (2009-Present)

- Psych272: Introduction to I-O Psychology
- Psych475: Work Motivation and Job Satisfaction
- Psych680: Survey of Organizational Psychology
- Psych682: Work Experience
- Psych682: Contemporary Issues and Practices in I-O Psychology

### ***Teaching Assistant***, University of Illinois at Urbana-Champaign, 2003-2007

- Psych 350: Laboratory of Personality
- Psych 250: Psychology of Personality
- Psych 245: Introduction to I-O Psychology

### ***Lab Instructor***, University of Illinois at Urbana-Champaign, 2005-2006

- Psych 235: Introduction to Statistics

## **TEACHING AWARDS**

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University of Illinois List of Instructors Rated as Excellent – Outstanding (Ranked in the top 10% of all instructors and TAs on campus)

Psych 235: Introduction to Statistics, Fall 2005 (rated 4.8/5.0); Fall 2006 (rated 5.0/5.0).

## **STUDENT MENTORING**

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### ***Primary Advisor for Doctoral Students at Purdue University, I-O Psychology***

- Caitlin Porter, PhD (Fall 2010 – Spring 2016) – Now Assistant Professor at University of Memphis
- Scott Parrigon, PhD (Fall 2013 – May 2018) – Now at Google, Inc.
- Rachel Saef, PhD (Fall 2013 – August 2019) – Now Assistant Professor at Northern Illinois University.
- Andrew Jebb, PhD (Fall 2013 – August 2020) – Now at the Institute for the Study of Human Flourishing at the University of Oklahoma – Norman.
- Jordan Mathew (Fall 2020 – present).

### ***Doctoral Dissertation Committees Served***

- |                                       |  |
|---------------------------------------|--|
| • Jane Wu (I-O), Ph.D., 2010          | • Caitlin Porter (I-O; chair), PhD, 2016 |
| • Don Lustenberger (I-O), PhD, 2011   | • Drew Mallory (I-O), PhD, 2017          |
| • Dina Krasikova (I-O), PhD, 2011     | • Scott Parrigon (I-O; chair), PhD, 2018 |
| • Michael Baysinger (I-O), PhD, 2011  | • Melissa Keith (I-O), PhD, 2019         |
| • Stefanie Plemmons (I-O), PhD, 2012  | • Rachel Saef (I-O; chair), PhD, 2019    |
| • Kelly Scherer (I-O), PhD, 2014      | • Vincent Ng (I-O), PhD, 2019            |
| • Priscilla Lui (Clinical), PhD, 2015 | • Andrew Jebb (I-O; chair), PhD, 2020    |
| • Lauren Kuykendall (I-O), PhD, 2015  | • Louis Hickman (I-O), PhD, In progress  |

### ***Master's Thesis Committees Served***

- |                                     |                                    |
|-------------------------------------|------------------------------------|
| • Caitlin Porter (I-O; chair), 2012 | • Melissa Keith (I-O), 2016        |
| • Sarah Griffin (Clinical), 2015    | • Rachel Saef (I-O; chair), 2016   |
| • Vincent Ng (I-O), 2015            | • Nikki (Schulz) Strah (I-O), 2018 |

- Stuti Thapa Magar (I-O), 2020

### ***Research-Focused Honors Students Supervised***

- Elizabeth Trancik, 2012-2013
- Chelsea Weber, 2012-2013
- Anoop Javalagi, 2015-2016 (*Winner of the College of Health and Human Sciences “Best Abstract” Undergraduate Research Award; Winner of the Departmental Undergraduate Research Award*)
- Haojing (Coral) Zhu, 2015-2016

### ***Preliminary Examination Committees Served (Outside of the Regular I-O Area Exams)***

- Priscilla Lui (Clinical), 2012
- Vera Du (Clinical), 2019-2020

### ***Undergraduate & Masters Students Supervised for Individual Research***

*(Those in bold have gone to graduate schools in psychology and related fields)*

David Tan (Spring 2010), **Heidi Hoefler** (Spring 2010), Lisa Hayes (Spring 2010), **Sarah Ahmed** (Spring 2010, Summer 2010), Corey Snow (Summer 2010), Sean Mulvaney (Summer 2010), **Megan Moody** (Summer 2010), **Han Kang** (Fall 2010, Spring 2011), Kelsey Begle (Fall 2010, Spring 2011), **Scott Rogers** (Fall 2010, Spring 2011), Vanessa Gresham-Miller (Fall 2010), Gina Angelina Ankrom (Spring 2011), Mrinalini Mahalingam (Spring 2011), **Krystal McGlaun** (Fall 2011), Elizabeth Trancik (Fall 2011 – Spring 2013), Chelsea Weber (Fall 2011– Spring 2013), **Sarah Wood** (Fall 2011), **Ann Park** (Fall 2012, Spring 2013), **Dasol Kim** (Fall 2012, Spring 2013), Gabe Elkin (Fall 2012, Spring 2013), Lauren Bray (Fall 2012), Megan Sasser (Fall 2012), Nicole Morande (Fall 2012), Skye Barella (Fall 2012), **Brad Barnett** (Spring 2013), **Cade Barella** (Spring 2013, Fall 2013), Capucine Reutenauer (Spring 2013), Hwayeon Lee (Spring 2013), Joan Kim (Spring 2013), Kurt Williams (Spring 2013), **Izzy Landis** (Fall 2013, Spring 2014), Marta Tremblay (Fall 2013), Edwin Yoon (Fall 2013), Alice Wong (Fall 2013), **Xin Hou** (Spring 2014), Ali Bartlett (Spring 2014), Melissa Jo Manning (Spring 2014), Lori Nussbaum (Spring 2014), Michael Breternitz (Spring 2014), **Eung Il Kim** (Spring 2014 – Fall 2014), Doug Gutridge (Spring 2014 – Fall 2014), Michael Sikorski (Spring 2014 – Spring 2015), **Yusuke Yamamoto** (Spring 2014 – Spring 2015), Xiuli Wang (Fall 2014), Cooper Dixon (Spring 2015), Seoyeon Lim (Spring 2015), Emily Hazen (Spring 2015), Christine Dougherty (Spring 2015), Jacob Unfried (Spring 2015), Azwanina Azham Shah (Spring 2015), Derek Carroll (Fall 2015), Jacob Rezell (Spring 2015 - Fall 2015), Kyle Kazanjian (Spring 2015 – Fall 2015), Samantha Mikisch (Fall 2015), **Anoop Javalagi** (Spring 2015 – Spring 2016), Haojing (Coral) Zhu (Spring 2015 – Spring 2016), **Dana Tomeh** (Spring 2015–Spring 2016), **Andres Santiago** (Fall 2017), **Caroline Brown** (Fall 2017-Spring 2018), Nadia Putri (Fall 2017-Spring 2018), **Shivani Ranga Shetty** (Fall 2017-Spring 2018), Madeline Parker (Spring 2017-Spring 2019), **Amanda Fordyce** (Fall 2018-Spring 2019), Hannah Holm-Hansen (Fall 2018), Megan McCardle (Fall 2018-Spring 2019), Emily Willard (Spring 2019), Soung Hoon Kim (Spring 2019), Andrew Delich (Spring 2021), Juliana Donoso Abuwad (Spring 2021), Emily Fields (Spring 2021), Hannah Hui (Spring 2021), Onyi Nwogu (Spring 2021), Navojit Roy (Spring 2021), Katie Zhang (Spring 2021).

## ***PROFESSIONAL SERVICE***

### **GUEST EDITOR**

- *Personnel Psychology* Special Issue, “Machine Learning, Artificial Intelligence, and Big Data: Improvements to the Science of People at Work and Applications to Practice” (with Louis Tay and Fred Oswald), forthcoming in 2023. [[link](#)]
- *International Journal of Testing* Special Issue, “Equity and Fairness in Testing and Assessment in School Admissions” (with Bart Wille and Stephen Sireci), forthcoming in late 2021 or early 2022. [[link](#)]
- *Human Resource Management Review* Special Issue, “Inductive Approaches to Organizational Science” (with Ernest O’Boyle and Paul Spector), 2017. [[link](#)]

### **ASSOCIATE EDITOR**

*International Journal of Testing* (2020 – present)

## **EDITORIAL BOARD & CONSULTING EDITORSHIP**

*Journal of Applied Psychology (2020 – present)*

*Organizational Research Methods (2015 – present)*

*Journal of Management (2014 – present)*

*Journal of Business and Psychology (2014 – present)*

*Human Resource Management Review (2014- present)*

*Journal of Business and Psychology, Special Issue on Inductive Research (2013 – 2014)*

## **AD-HOC REVIEWER**

*Asian Journal of Social Psychology | Assessment | Human Resource Management Journal | Human Resource Management Review | Journal of Applied Psychology | Journal of Business and Psychology | Journal of Engineering Education | Journal of Management | Journal of Occupational and Organizational Psychology | Journal of Personality | Journal of Personality Assessment | Journal of Research in Personality | Journal of Vocational Behavior | Learning and Individual Differences | Nature Human Behaviour | Organizational Research Methods | Personnel Psychology | Psychological Assessment | Research Foundation - Flanders (Fonds Wetenschappelijk Onderzoek - Vlaanderen, FWO) | Social and Personality Psychology Compass | Zeitschrift für Arbeits- und Organisationspsychologie (Journal of Work and Organizational Psychology)*

## **OTHER SERVICE**

- Chair, SIOP @ APS Program Committee (2021-2023)
- Chair-in-Training, SIOP @ APS Program Committee (2020-2021)
- Chair, American Psychological Association, Committee on Psychological Tests and Assessment (2021)
- Member, American Psychological Association, Committee on Psychological Tests and Assessment (2019-2021)
- Member, SIOP @ APS Program Committee (2019- 2020)
- Member, SIOP Education and Training Committee; the Robust and Reliable Reviewer Training Subcommittee (2018-2020)
- SIOP Friday Seminar Planning Committee (2014-2015)
- SIOP Award Review Committee (2011-2014): Joyce & Robert Hogan Award for Personality and Work Performance
- Scientific Committee of the 2nd CARMA conference – Internet and Big Data in Economics and Social Sciences (<http://www.carmaconf.org/>)