

SEULKI “RACHEL” JANG

Curriculum Vitae

455 W. Lindsey Street, Dale Hall Tower, Room 815b

Norman, OK 73019

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EDUCATION

Ph.D. Industrial-Organizational Psychology

May 2018

University of South Florida, Tampa

Concentration: Occupational Health Psychology

Dissertation Title: A latent profile analysis of benefactor and beneficiary organizational citizenship behaviors toward individuals

Advisor: Dr. Tammy D. Allen

Dissertation Committee: Dr. Tammy D. Allen, Dr. Walter C. Borman, Dr. Stephen Stark, Dr. Eunsook Kim, Dr. Joseph Vandello

Dean's Award for Excellence

M.A. Industrial-Organizational Psychology

May 2015

University of South Florida, Tampa

Concentration: Occupational Health Psychology

Thesis Title: A multilevel examination of cultural moderators of the job demands-resources model

Advisor: Dr. Winny Shen

Thesis Committee: Dr. Winny Shen, Dr. Tammy D. Allen, Dr. Joseph Vandello

Dean's Award for Excellence

B.A. Psychology

May 2012

University of Minnesota, Twin Cities

Thesis Title: Gender differences in sociocultural adaptation among international students

Advisors: Dr. Reiko Hirai, Dr. Patricia Frazier

ACADEMIC POSITION

Assistant Professor of Industrial-Organizational Psychology

August 2020-Present

University of Oklahoma

Assistant Professor of Industrial-Organizational Psychology
Penn State Mont Alto

August 2018-June 2020

RESEARCH EXPERIENCE

RESEARCH INTERESTS

Occupational Health and Wellbeing, Organizational Citizenship Behaviors, Cross-Cultural Differences, Gender Differences, and Statistical Methods

JOURNAL PUBLICATIONS

- Jang, S.**, Allen, T. D., & Regina, J. (2020). Office housework, burnout, and promotion: Does gender matter? *Journal of Business and Psychology*.
- Jang, S.**, Allen, T. D., Kim, E., & Cho, S. (2020). An examination of the temporal order of helping behaviors and emotional exhaustion. *Stress & Health*.
- Jang, S.**, Salomon, K., & Allen, T. D. (2019). Discrimination and health: Does hiring, promoting, and firing discrimination relate to biological dysregulation and cardiovascular disease?. *Occupational Health Science*. 3(4), 363–386.
- Jang, S.**, Shen, W., Allen, T. D., & Zhang, H. (2018). Societal individualism-collectivism and uncertainty avoidance as cultural moderators of relationships between job resources and strain. *Journal of Organizational Behavior*. 39(4), 507-524.
- Jang, S.**, Kim, E., Cao, C., Allen, T. D., Cooper, C. L., Lapierre, L. M., ... & Woo, J. (2017). Measurement invariance of the satisfaction with life scale across 26 countries. *Journal of Cross-Cultural Psychology*. 48(4), 560-576.

BOOK CHAPTERS

- Allen, T. D., & **Jang, S.** (2016). Gender and organizational citizenship behavior. In Podsakoff, P., MacKenzie, S. B., & Podsakoff, N. (Eds.), *The Oxford handbook of organizational citizenship behavior*. New York, NY: Oxford University Press.

MANUSCRIPTS UNDER REVIEW

- Jang, S.**, Allen, T. D., Kim, E., O'Brien, K., Cho, I., & Ceylan, S. (invited for revise & resubmit, 1st round). Measurement invariance of organizational citizenship behavior across employee gender.

PRESENTATION

* Student co-author

Coleman, K. *, Jackson, K. *, Metcalfe, M. *, Perry, S. *, Ruth, B. *, & **Jang, S.** (2020, April).

- Top-down or bottom-up? Investigating psychological stress and turnover intentions between managers and subordinates. Poster presented at the 15th Annual Academic Festival, Mont Alto, PA.
- Lei, X., Lee, P., & **Jang, S.** (2020, April). What happens to job satisfaction trajectory under normal and intervention conditions? Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Jang, S.**, & Cho, S. (2019, November). Linking satisfaction with physical work environment, telecommuting, and job performance via job satisfaction. Poster presented at the 13th Work, Stress, and Health Conference, Philadelphia, PA.
- Jang, S.**, Allen, T. D., Darby, M.*, & Yoon, H.* (2019, November). A latent profile analysis of giving and receiving organizational citizenship behavior toward individuals. Poster presented at the 13th Work, Stress, and Health Conference, Philadelphia, PA.
- Campbell, T.*, Coleman, K.*, Dunbar, K.*, Gladfelter, C.*, Hassinger, S.*, Miles, D.*, Moore, A.*, Smith, N.*, Yeakel, A.*, & **Jang, S.** (2019, April). Linking job insecurity, the number of children, and work-family conflict via employees' stress and their spouses' stress. Poster presented at the 14th Annual Academic Festival, Mont Alto, PA.
- Gisler, S., Gray, B., Roman, J., Zhou, Z., Miller, E., Park, Y., Dumani, S., & **Jang, S.** (2019, April). Current and former I-O international students share their experiences. Alternative session given at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Jang, S.**, Allen, T. D., Regina, J. & Radke, W.* (2018, April). Office housework, health, and career success: Does gender matter? Poster presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jang, S.**, Salomon, K., Allen, T. D., & Henderson, T. (2018, April). Different health outcomes of discrimination in hiring, promoting, and firing. Poster presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jang, S.**, Allen, T. D., Kim, E., & Darby, M.* (2018, April). Measurement invariance of OCB across gender. Poster presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jang, S.**, Allen, T. D., Regina, J. & Radke, W.* (2018, February). Office housework, health, and career success: Does gender matter? Poster presented at the Sunshine Education and Research Center annual graduate student poster event, Tampa, FL.
- Jang, S.**, Salomon, K., Allen, T. D., & Henderson, T. (2018, February). Different health outcomes of discrimination in hiring, promoting, and firing. Poster presented at the Sunshine Education and Research Center annual graduate student poster event, Tampa, FL.

- Jang, S.**, Allen, T. D., Kim, E., & Darby, M.* (2018, February). Measurement invariance of OCB across gender. Poster presented at the Sunshine Education and Research Center annual graduate student poster event, Tampa, FL.
- Jang, S.**, Kim, E., Cao, C., Allen, T. D., Cooper, C. L., Lapierre, L. M., ... & Poelmans, S. (2017, April). Measurement invariance of work-family conflict and psychological well-being measures. In Tay, L. (Chair) & **Jang, S. (Co-chair)**, *Measurement invariance of life satisfaction across 26 countries*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Arvan, M., Chun, S., Escribano, P., Andel, S., Fletcher, K., **Jang, S.**, ... & Allen, T. D. (2017, April). Measurement invariance of work-family conflict and psychological well-being measures. In Tay, L. (Chair) & **Jang, S. (Co-chair)**, *Are work-family conflict measure gender invariant? A multi-study exploration*. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Jang, S.** & Allen, T. D. (2017, April). Gender and organizational citizenship behavior. Poster presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Jang, S.**, Henderson, T., Mancini, V., & Allen, T. D. (2017, June). Organizational citizenship behavior and burnout: A chicken and egg problem? Poster presented at the 12th Work, Stress, and Health Conference, Minneapolis, MN.
- Jang, S.**, Henderson, T., Mancini, V., & Allen, T. D. (2017, February). Organizational citizenship behavior and burnout: A chicken and egg problem? Poster presented at the Sunshine Education and Research Center annual graduate student poster event, Tampa, FL.
- Jang, S.**, Shen, W., & Rasch, R. (2016, April). Cultural moderators of relationships in the job demands-resources model. Poster presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Jang, S.**, Kim, E., Cao, C., Allen, T. D., Cooper, C. L., Lapierre, L. M., ... & Woo, J. (2016, February). Measurement invariance of life satisfaction across 26 countries. Poster presented at the Sunshine Education and Research Center annual graduate student poster event, Tampa, FL.
- Hutchinson, D., Shen, W., Telford, B., Andel, S.A., **Jang, S.**, & Ramsay, S. (2014, April). Personality and justice perceptions: An updated meta-analysis. Poster presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

TEACHING EXPERIENCE

COURSE INSTRUCTOR EXPERIENCE

PSY6703-002 Work and Family	Fall 2020
PSYCH301 Research Methods in Psychology	Spring 2020
PSYCH485 Leadership in Work	Spring 2020
PSYCH100 Introduction to Psychology	Spring 2020
PSYCH301 Research Methods in Psychology	Fall 2019
PSYCH281 Industrial and Organizational Psychology	Fall 2019
PSYCH100 Introduction to Psychology	Fall 2019
PSYCH484 Work Attitudes and Motivation	Spring 2019
PSYCH301 Research Methods in Psychology	Spring 2019
PSYCH281 Industrial and Organizational Psychology	Fall 2018
PSYCH301 Research Methods in Psychology	Fall 2018
EXP4304 Motivation (Online)	Summer 2018
EXP4304 Motivation (Online)	Spring 2018
INP4004 Industrial and Organizational Psychology	Spring 2017
EXP4304 Motivation	Fall 2016

COURSE ASSISTANT EXPERIENCE

CLP4433 Test and Measures	Spring 2016
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LAB INSTRUCTOR EXPERIENCE

PSY2012 Introduction to Psychology	Fall 2017
PSY2012 Introduction to Psychology	Summer 2017
PSY2012 Introduction to Psychology	Summer 2016
PSY3213 Research Methods in Psychology	Fall 2015
PSY2012 Introduction to Psychology	Summer 2015
PSY2012 Introduction to Psychology	Spring 2015
PSY2012 Introduction to Psychology	Fall 2014
PSY2012 Introduction to Psychology	Summer 2014
PSY3204 Psychological Statistics	Spring 2014
PSY3204 Psychological Statistics	Fall 2013
PSY2012 Introduction to Psychology	Summer 2013
PSY3213 Research Methods in Psychology	Spring 2013
PSY3213 Research Methods in Psychology	Fall 2012

GRANT EXPERIENCE & ACCOLADES

APA Dissertation Research Award (\$1,000) <i>American Psychological Association</i>	November, 2017
Occupational Health and Safety Education and Research Center Pilot Grant (\$8,880) <i>National Institutes for Occupational Safety and Health/Centers for Disease Control (NIOSH/CDC)</i>	September, 2017
Occupational Health and Safety Education and Research Center Pilot Grant (\$1,000) <i>National Institutes for Occupational Safety and Health/Centers for Disease Control (NIOSH/CDC)</i>	March, 2017
Conference Presentation Grant (\$500) <i>University of South Florida, Tampa</i>	March, 2017
SIOP Student Travel Award (\$500) <i>Society for Industrial and Organizational Psychology</i>	February, 2017
The Cooperate Social Responsibility Summit <i>Society for Industrial and Organizational Psychology in Anaheim</i>	April, 2016
Conference Presentation Grant (\$500) <i>University of South Florida, Tampa</i>	April, 2016
Conference Presentation Grant (\$500) <i>University of South Florida, Tampa</i>	April, 2014
Dean's Award for Excellence (\$15,450 annual stipend, tuition, and health insurance) <i>University of South Florida, Tampa</i>	2012-2017

PROFESSIONAL EXPERIENCE & SERVICE

REVIEW EXPERIENCE

Reviewer for *Applied Psychology: An International Review*
 Reviewer for *Stress and Health*
 Reviewer for *Journal of Vocational Behavior*
 Reviewer for *International Journal of Psychology*
 Reviewer for *Society for Industrial and Organizational Psychology (SIOP)*
 Reviewer for *Work, Stress, and Health (WSH)*
 Reviewer for *the Academic Festival at Penn State Mont Alto*
 Reviewer for *the Psych Expo at the University of South Florida*

MENTORING/SUPERVISION EXPERIENCE

Graduate Students: Amanda Butler
 Undergraduate Research Assistants: Andrea Bevill, Alexandra Blume, Sujie Chen, Molly Darby, Wednesday Radke, Naomi Smith, Hyeyoung Yoon

PROFESSIONAL SERVICE

Diversity Committee Member, <i>University of Oklahoma</i>	Fall 2020-present
Diversity Committee Member, <i>Penn State Mont Alto</i>	Fall 2019-Spring 2020
Undergraduate Academic Advisor, <i>Penn State Mont Alto</i>	Fall 2019-Spring 2020

PROFESSIONAL AFFILIATIONS

Society for Industrial Organizational Psychologists
 Society for Occupational Health Psychology
 Academy of Management
 American Psychological Association
 Global Organization for Humanitarian Work Psychology

GRADUATE COURSE WORK

INDUSTRIAL-ORGANIZATIONAL COURSEWORK

Personnel Psychology, Organizational Psychology, Research in Industrial and Organizational Psychology, Occupational Health Psychology, Work-Family Seminar, Social and Behavioral Sciences in Health, Environmental and Occupational Health, Human Factors, Computer-Supported Cooperative Work (Psychology & Technology), Performance Appraisal, Personality in Industrial and Organizational Psychology, Ethics and Professional Issues in Psychology, Social Psychology, Cognitive Psychology

METHODS COURSEWORK

Organizational Research Methods, Regression and Analysis of Variance, Psychometrics, Statistics III (Multivariate, SEM, and HLM), Hierarchical Linear Modeling, Structural Equation Modeling, Categorical Analysis, Meta-analysis, Psychophysiology, Computational Modeling, Advanced Measurement

SPECIALIZED SKILLS

CERTIFICATES

Office Automation Industrial Engineer, South Korea	November 2007
Computer Accounting Operator, South Korea	September 2007
Distribution Management, South Korea	June 2007

STATISTICAL PACKAGE PROFICIENCIES

SPSS, Statistical Package for the Social Sciences (Advanced)

SAS, Statistical Analysis Software (Intermediate)

Mplus (Advanced)

HLM (Advanced)

R (Intermediate)

SQL (Basic)

MICROSOFT OFFICE SUITE

Microsoft Word, Excel, PowerPoint, Photoshop, Access

LANGUAGE

English (Advanced)

Korean (Native)

French (Basic)