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PROFESSIONAL EXPERIENCE

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| Associate Professor of Organization Studies Schulich School of Business, York University | July 2019 – present |
| Associate Professor of Industrial/Organizational Psychology Assistant Professor of Industrial/Organizational Psychology Department of Psychology, University of Waterloo | July 2018 – June 2019 July 2014 – June 2018 |
| Assistant Professor of Industrial/Organizational Psychology Department of Psychology, University of South Florida | August 2011 – June 2014 |

EDUCATION

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| Ph.D. Industrial/Organizational Psychology University of Minnesota, Twin Cities; Minneapolis, MN | July 2011 |
| B.A. Psychology, Minor: Management California State University, Los Angeles; Los Angeles, CA | June 2006 |

RESEARCH INTERESTS

Leadership (e.g., women in leadership, leadership and health, leader behavioral variability)
 Diversity and inclusion in organizational and educational settings
 Occupational health psychology (e.g., work-family issues, workplace understaffing, well-being)

GRANTS

RESEARCH GRANTS

SSHRC Insight Development Grant 2019-2021
Principal Investigator on Social Sciences and Humanities Research Council (SSHRC) research grant entitled, “Leveraging Data Science and Observed Internet Data to Understand the Role of Gender in the Work-Family Interface”. Awarded: \$57,077 CAD. Co-PI: Richard Landers (University of Minnesota); Collaborator: T. Alexandra Beauregard (Birkbeck University).

CIHR-SSHRC Partnership Grant for “Healthy and Productive Work” 2018-2023
Co-Investigator on Social Sciences and Humanities Research Council (SSHRC) grant entitled, “Partners for Enhancing Healthy and Productive Work for Young Men and Women with Disabilities”. Awarded: \$2.58 million (\$1.42 million from CIHR & SSHRC and \$1.15 million in cash/in-kind from partners). Principal Investigator: Sally Lindsay (Holland Bloorview Kids Rehabilitation Hospital & University of Toronto).

SSHRC Partnership Grant 2017-2024
Collaborator on Social Sciences and Humanities Research Council (SSHRC) grant entitled, “Engendering success in STEM: A research consortium for gender equality in science and technology”. Awarded: \$2.5 million. Principal Investigator: Toni Schmader (University of British Columbia).

SSHRC Insight Grant 2016-2022
Principal Investigator on Social Sciences and Humanities Research Council (SSHRC) research grant entitled, “Adaptability or Inconsistency? Understanding Antecedents and Consequences of Change in Leadership Behaviours”. Awarded: \$107,346 CAD. Collaborator: Aleksandra Luksyte (University of Western Australia).

SSHRC Partnership Grant 2016-2018
Co-Investigator on Social Sciences and Humanities Research Council (SSHRC) grant entitled, “Partners for Enhancing Healthy and Productive Work for Young Men and Women with Disabilities”. Awarded: \$75,000 CAD. Principal Investigator: Sally Lindsay (Holland Bloorview Kids Rehabilitation Hospital & University of Toronto).

UW Lois Claxton Humanities and Social Sciences Award 2015-2016
Principal Investigator on competitive internal award at the University of Waterloo to assist scholars to prepare for external Social Sciences and Humanities Research Council (SSHRC) grant applications. For project entitled, “Leader Adaptability or Inconsistency? Antecedents and Consequences of Variability in Leadership Behaviours”. Awarded: \$5,500 CAD. Collaborator: Aleksandra Luksyte (UWA).

SIOP Foundation Small Grant 2013-2014
Principal Investigator on a competitive research grant entitled, “Linking Leader and Gender Identity Conflict and Facilitation to Leader Health and Well-Being.” Awarded: \$7,000. Co-investigator: Rena Rasch (IBM).

Florida International University (FIU) Center for Leadership Grant 2013-2014
Principal Investigator on a competitive research grant entitled, “The Impact of Leadership Behaviors on Leader and Follower Health Outcomes: A Meta-analysis.” Awarded: \$10,000. Co-investigator: Stacey Kessler (Montclair State University)

USF NIOSH/Sunshine ERC Pilot Research Project 2012-2013
Principal Investigator on a competitive research grant entitled, “Reducing Work-Family Conflict: A Writing Intervention.” Awarded: \$13,608 (Direct Costs: \$12,600). Collaborator: Kristen Shockley (Baruch)

Graduate Research Partnership Program (GRPP) Summer Grant 2007
 Competitive research grant award entitled, "Ineffective Leadership Behaviors" from the University of Minnesota, Department of Psychology. Awarded: \$5,000.

TEACHING GRANTS

USF CREATTE Scholar Fall 2012 & Spring 2013
 A campus-wide competitive instructional grant to facilitate involving research activities in undergraduate classes through the Office of Undergraduate Research (OUR). This grant supported a graduate student for 30 hours over the course of the semester (\$750) and for the purchase of materials related to research instruction (\$359).

TRAVEL GRANTS

USF Faculty International Travel Grant 2012
 A campus-wide competitive award to present the paper entitled, "Bottom-Up Inclusive Leadership: A Conceptual Model" at the Equality, Diversity, and Inclusion 2012 Conference in Toulouse, France. Awarded: \$2,500.

HONORS & AWARDS

Andre Bussing Memorial Prize 2018
 In recognition for high quality independent research in occupational health psychology by an early career researcher presented at the European Academy of Occupational Health Psychology Conference. Based on prior research record and for project that was later published as: Shen, W., Chang, K., Cheng, K.-T., & Kim, K. Y. (2019). What to do and what works? Exploring how work groups cope with understaffing. *Journal of Occupational Health Psychology, 24*, 346-358.

Saroj Parasuraman Award 2018
 The following paper received this award for outstanding publication on gender and diversity in organizations from the GDO Division of the Academy of Management: Shockley, K. M., Shen, W., DeNunzio, M., Arvan, M., & Knudsen, E. (2017). Disentangling the relationship between gender and work-family conflict: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology, 102*, 1601-1635.

Journal of Applied Psychology Monograph 2017
 The following paper was designated as a Monograph: Shockley, K. M., Shen, W., DeNunzio, M., Arvan, M., & Knudsen, E. (2017). Disentangling the relationship between gender and work-family conflict: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology, 102*, 1601-1635. "Monographs are substantial and significant contributions (as determined by the editorial team). As such, monographs are relatively rare". Specifically, there have been only four monographs since the mid-1990s in JAP.

Society of Industrial Organizational Psychology (SIOP) Featured Top Poster 2020, 2017,
 American Psychological Association, Division 14 2010, 2009, &
 2006

- Association for Psychological Science (APS) Rising Star** 2016
The APS Rising Star designation is presented to outstanding psychological scientists in the earliest stages of their research careers post-PhD.
- Positive Organizational Scholarship Best Paper Award, Honorable Mention** 2015
*The following paper received this award from the Center for Positive Organizations and the University of Michigan: Bono, J. E., Glomb, T. M., Shen, W., Kim, Y. J., & Koch, A. J. (2013). Building positive resources: Effects of positive events and positive reflection on work-stress and health. *Academy of Management Journal*, 56, 1601-1627.*
- FIU Center for Leadership 2013-2014 Research Fellow** 2013-2014
Fellowship established to recognize individuals whose research has the potential to make an outstanding and novel contribution to the field of leadership. Associated with the FIU Center for Leadership Grant award of \$10,000 listed above.
- UWA Early Career Visiting Fellowship in Management & Organisations** 2013
Selected to receive a \$2,000 AUD fellowship to travel to the University of Western Australia during Fall 2013 to present a research colloquium and work with students and faculty in the Department of Management & Organisations.
- UCI Center for Global Leadership Summer Fellowship** 2013
Selected to receive a \$3,000 fellowship to translate the research domain of “women in leadership” into a short written guide to assist practitioners in taking action.
- NSF ADVANCE Roadmap Workshop Participant** 2012
Invited participant for workshop at Texas A&M designed to help new women faculty members and postdoctoral associates in STEM achieve tenure.
- HumRRO Meredith P. Crawford Fellowship** 2010-2011
A one-time award of \$12,000.00 provided to a dissertation-stage I/O psychology graduate student demonstrating exceptional research skills.
- Elizabeth Miller Semko Memorial Fellowship** 2010-2011
Industrial/Organizational Psychology Program, University of Minnesota: \$1,500.00
- I/O Psychology Student Paper Competition Winner** 2010
Personnel Testing Council of Metropolitan Washington (PTC/MW): \$250.00
- National Science Foundation Graduate Research Fellowship Program, Honorable Mention** 2007
- Ford Diversity Fellowship Doctoral Program, Honorable Mention** 2007
- Graduate Fellowship from the Graduate School Block Grant, University of Minnesota: \$10,000.00** 2006-2007
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SCHOLARSHIP (*Authors contributed equally, †student co-authors under my supervision, S = SSHRC-supported research)

PEER-REVIEWED ARTICLES

1. †Kim, K. Y., **Shen, W.**, & †Evans, R. (in press). Should I lead? An intrapersonal perspective on the Asian-White leadership gap. *Canadian Journal of Behavioral Science, Special Issue: "Emerging Research in Industrial-Organizational Psychology in Canada"*. (S)
2. *Malhotra, S., ***Shen, W.**, & *Zhu, P.-C. (in press). A vicious cycle of symbolic tokenism: The gendered effects of external board memberships on chief executive officer compensation. *Human Resource Management*.
3. Andel, S. A., **Shen, W.**, & Arvan, M. (in press). Depending on your own kindness: The moderating role of self-compassion on the within-person consequences of work loneliness during the COVID-19 pandemic. *Journal of Occupational Health Psychology*.
4. *Malhotra, S., ***Shen, W.**, & *Zhu, P.-C. (in press). What is (s)he worth? Exploring mechanisms and boundary conditions of the relationship between CEO extraversion and pay. *British Journal of Management*. (S)
5. †Kwok, N., **Shen, W.**, & Brown, D. J. (in press). I can, I am: Differential predictors of leader efficacy and identity trajectories in leader development. *The Leadership Quarterly, Special Issue: "21st Century Leadership Development"*. (S)
6. **Shen, W.**, & Joseph, D. L. (in press). Gender and leadership: A criterion-focused review and research agenda. *Human Resource Management Review*.
7. Lindsay, S., Rezai, M., **Shen, W.**, & Lyons, B. J. (2020). A disability disclosure simulation as an educational tool. *Equality, Diversity and Inclusion: An International Journal*, 39, 865-879. (S)
8. †Cheng, P., **Shen, W.**, & †Kim, K. Y. (2020). Personal endorsement of ambivalent sexism and career success: An investigation of differential mechanisms. *Journal of Business and Psychology*, 35, 783-798. (S)
9. †Yeung, E., & **Shen, W.** (2020). Diversity climate promises in ideological psychological contracts: Racial differences in responses to breach and fulfilment. *European Journal of Work and Organizational Psychology*, 29, 262-278. *Special Issue: "Charting Directions for a New Research Era: Addressing Gaps and Advancing Scholarship in the Study of Psychological Contracts."* (S)
10. *Hideg, I., & ***Shen, W.** (2019). Why still so few? A theoretical model of the role of benevolent sexism and career support in the continued underrepresentation of women in leadership positions. *Journal of Leadership and Organizational Studies*, 26, 287-303.

Special Issue: "Critical Discourse: Envisioning the Place and Future of Diversity and Inclusion in Organizations." (S)

11. †Yeung, E., & **Shen, W.** (2019). Can pride be a vice *and* virtue at work? Associations between authentic and hubristic pride and leadership behaviors. *Journal of Organizational Behavior, 40*, 605-624. (S)
12. Beck, J. W., & **Shen, W.** (2019). The effects of U.S. presidential elections on work engagement and job performance. *Applied Psychology: An International Review, 68*, 547-576. (S)
13. **Shen, W.**, Chang, K., Cheng, K.-T., †Kim, K. Y. (2019). What to do and what works? Exploring how work groups cope with understaffing. *Journal of Occupational Health Psychology, 24*, 346-358. (S)
14. Lindsay, S., Cagliostro, E., Leck, J., **Shen, W.**, & Stinson, J. (2019). Disability disclosure and workplace accommodations among youth with disabilities. *Disability and Rehabilitation, 41*, 1914-1924. (S)
15. **Shen, W.** (2019). Personal and situational antecedents of workers' implicit leadership theories: A within-person, between-jobs design. *Journal of Leadership and Organizational Studies, 26*, 204-216.
16. Lindsay, S., Cagliostro, E., Leck, J., **Shen, W.**, & Stinson, J. (2019). Employers' perspectives of including young people with disabilities in the workforce, disability disclosure and providing accommodations. *Journal of Vocational Rehabilitation, 50*, 141-156. (S)
17. Lindsay, S., Cagliostro, E., Leck, J., **Shen, W.**, & Stinson, J. (2019). A framework for employer's disability confidence. *Equality, Diversity and Inclusion: An International Journal, 38*, 40-55. (S)
18. †Kwok, N. K., Hanig, S., Brown, D. J., & **Shen, W.** (2018). How leader role identity influences the process of leader emergence: A social network analysis. *The Leadership Quarterly, 29*, 648-662. (S)
19. Sears, G., **Shen, W.**, & Zhang, H. (2018). When and why are proactive employees more creative? Investigations of relational and motivational mechanisms and contextual contingencies in the East and West. *Journal of Applied Social Psychology, 48*, 593-607.
20. †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*, 507-524. (S)
21. †Hudson, C. K., & **Shen, W.** (2018). Consequences of work group manpower and expertise understaffing: A multilevel approach. *Journal of Occupational Health Psychology, 23*, 85-98.

22. Martinko, M. J., Randolph-Seng, B., **Shen, W.**, Brees, J. R., Mahoney, K. T., & Kessler, S. R. (2018). An examination of the influence of implicit theories, attribution styles, and performance cues on questionnaire measures of leadership. *Journal of Leadership and Organizational Studies*, 25, 116-133.
23. Shockley, K. M., **Shen, W.**, †DeNunzio, M. M., †Arvan, M. L., & †Knudsen, E. A. (2017). Disentangling the relationship between gender and work-family conflict: An integration of theoretical perspectives using meta-analytic methods. *Journal of Applied Psychology [Monograph]*, 102, 1601-1635.
24. Shewach, O., **Shen, W.**, Sackett, P. R., & Kuncel, N. R. (2017). Differential prediction in the use of the SAT and high school grades in predicting college performance: Joint effects of race and language. *Educational Measurement: Issues and Practice*, 36, 46-57.
25. Britt, T. W., **Shen, W.**, Sinclair, R. R., †Grossman, M., & Klieger, D. (2016). How much do we really know about employee resilience? *Industrial Organizational Psychology: Perspectives on Science and Practice*, 9, 378-404.
26. †Koh, C. W., **Shen, W.**, & †Lee, T. (2016). Black-White differences in job satisfaction: A meta-analysis. *Journal of Vocational Behavior*, 94, 131-143.
27. Higdem, J. L., Kostal, J. W., Kuncel, N. R., Sackett, P. R., **Shen, W.**, Beatty, A. S., & Kiger, T. B. (2016). The role of socioeconomic status in SAT-freshman grade relationships across gender and racial subgroups. *Educational Measurement: Issues and Practice*, 35, 21-28.
28. Joseph, D. L., Dhanani, L., **Shen, W.**, McHugh, B., & McCord, M. (2015). Is a happy leader a good leader? A meta-analytic investigation of leader trait affect and leadership. *The Leadership Quarterly*, 26, 557-576.
29. †Hudson, C. K., & **Shen, W.** (2015). Understaffing: An under-researched phenomenon. *Organizational Psychology Review*, 5, 244-263.
30. *Anseel, F., *Beatty, A. S., ***Shen, W.**, Lievens, F., & Sackett, P. R. (2015). How are we doing after more than 30 years? A meta-analytic review of the antecedents and outcomes of feedback-seeking behavior. *Journal of Management*, 41, 318-348.
31. **Shen, W.**, Cucina, J., M., Walmsley, P., & Seltzer, B. (2014). When correcting for unreliability of job performance ratings, the best estimate is still .52. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 7, 519-524.
32. *Bono, J. E., *Glomb, T. M., **Shen, W.**, Kim, Y. J., & Koch, A. J. (2013). Building positive resources: Effects of positive events and positive reflection on work-stress and health. *Academy of Management Journal*, 56, 1601-1627.

33. **Shen, W.**, & †Dumani, S. (2013). The complexity of marginalized identities: The social construction of identities, multiple identities, and the experience of exclusion. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 6, 84-87.
34. Sackett, P. R., Kuncel, N. R., Rigdon, J. L., Beatty, A. S., **Shen, W.**, & Kiger, T. B. (2012). The role of socioeconomic status in SAT-grade relationships and in college admissions decisions. *Psychological Science*, 23, 1000-1007.
35. **Shen, W.**, Sackett, P. R., Kuncel, N. R., Beatty, A. S., Rigdon, J. L., & Kiger, T. B. (2012). All validities are not created equal: Determinants of variation in SAT validity across schools. *Applied Measurement in Education*, 25, 197-219.
36. **Shen, W.**, Kiger, T. B., Davies, S. E., Rasch, R. L., Simon, K. M., & Ones, D. (2011). Samples in applied psychology: Over a decade of research in review. *Journal of Applied Psychology*, 96, 1055-1064.
37. Bono, J. E., **Shen, W.**, & Snyder, M. (2010). Fostering integrative community leadership. *The Leadership Quarterly*, 21, 324-335.
38. McEnrue, M. P., Groves, K. S., & **Shen, W.** (2010). Emotional intelligence training: Evidence regarding its efficacy for developing leaders. *Leadership Review*, 10, 3-26.
39. McEnrue, M. P., Groves, K. S., & **Shen, W.** (2009). Emotional intelligence development: Leveraging individual characteristics. *Journal of Management Development*, 28, 150-174.
40. *Myors, B., *Lievens, F., *Schollart, E., *Van Hove, G., ... ***Shen, W.**, & *Sackett, P. R. (2008b). Broadening international perspectives on the legal environment for personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 266-270.
41. *Myors, B., *Lievens, F., *Schollart, E., *Van Hove, G., ... ***Shen, W.**, & *Sackett, P. R. (2008a). International perspectives on the legal environment for selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 206-256.
42. Groves, K. S., McEnrue, M. P., & **Shen, W.** (2008). Developing and measuring the emotional intelligence of leaders. *Journal of Management Development*, 2, 225-250.
43. Regan, P. C., **Shen, W.**, De La Pena, E., & Gosset, E. (2007). "Fireworks exploded in my mouth:" Affective responses before, during, and after the very first kiss. *International Journal of Sexual Health*, 19, 1-16.

BOOKS

44. Shockley, K. S., **Shen, W.**, & Johnson, R. C. (Eds.). (2018). *The Cambridge Handbook of the Global Work-Family Interface*. Cambridge University Press.

BOOK CHAPTERS

45. **Shen, W.**, & Shockley, K. S. (in press). Culture and work-family dynamics. In M. Gelfand & M. Erez (Eds.), *Oxford Handbook on Culture and Organizations*. Oxford University Press.
46. **Shen, W.**, & Shockley, K. M. (in press). Work-family research: Questioning assumptions and looking forward for true impact. In E. K. Kelloway & C. Cooper (Eds.), *Research Agenda for Workplace Stress and Wellbeing*. Elgar.
47. **Shen, W.**, & †Dhanani, L. (2018). Defining and measuring discrimination. In A. Collela & E. B. King (Eds.), *The Oxford Handbook on Discrimination at Work* (pp. 297-312). Oxford University Press.
48. ***Shen, W.**, *Sackett, P. R., Lievens, F., Schollaert, E., Van Hove, G., Steiner, D. D., et al. (2017). Updated perspectives on the international legal environment for selection. In J. L. Farr & N.T. Tippins (Eds.), *The Handbook of Employee Selection, Second Edition* (pp. 659-677). Taylor & Francis Group.
49. Shockley, K. M., & **Shen, W.** (2016). Couple dynamics: Division of labor. In T. D. Allen & L. Eby (Eds.), *The Oxford Handbook on Work and Family* (pp. 125-139). Oxford University Press.
50. Bono, J. E., **Shen, W.**, & Yoon, D. J. (2014). Personality and leadership: Looking forward, looking ahead. In D. V. Day (Ed.), *The Oxford Handbook of Leadership and Organizations* (pg. 199-220). Oxford University Press.
51. *Sackett, P. R., ***Shen, W.**, *Myors, B., *Lievens, F., *Schollaert, E., *Van Hove, G., et al. (2010). Perspectives from twenty-two countries on the legal environment for selection. In J. L. Farr & N.T. Tippins (Eds.), *The Handbook of Employee Selection* (pg. 651-676). Taylor & Francis Group.
52. Sackett, P. R., & **Shen, W.** (2009). Subgroup differences on cognitively loaded tests in contexts other than personnel selection. In J. Outtz (Ed.), *Adverse Impact: Implications for Organizational Staffing and High Stakes Selection* (pg. 323-346). Taylor & Francis Group.

OTHER PUBLICATIONS

53. Beatty, A. B., Kiger, T. B., Sackett, P. R., Kuncel, N. R., Rigdon, J. L., **Shen, W.**, & Walmsley, P. T. (2012). *A comparison of alternate approaches to creating indices of academic rigor*. College Board Research Report (2012-11), New York, NY.
54. **Shen, W.** (2010, November). *Building your marketability throughout your graduate school career*. Psychological Science Agenda, American Psychological Association Science Directorate.

55. **Shen, W.** (2010, July/August). *The APA Science Student Council at APA Convention 2010*. Psychological Science Agenda, American Psychological Association Science Directorate.
56. **Shen, W.** (2009, October). *Curing researcher's block: Generating innovative research ideas*. Psychological Science Agenda, American Psychological Association Science Directorate.
57. **Shen, W.**, Beatty, A. S., & Sackett, P. R. (2009, September). *Further moderators of the interrater reliability of supervisory ratings of job performance*. Washington, DC: Personnel Testing Council of Metropolitan Washington Newsletter.

PROFESSIONAL PRESENTATIONS

PAPER OR SYMPOSIUM PRESENTATIONS (Last 5 years)

1. †Mu, F., **Shen, W.**, & Bobocel, D. R. (2019, August). *Subordinate gendered reactions to supervisor interpersonal justice violations*. In Y. E. Lee & J. Koopman (Chairs), Familiar questions, novel approaches: "Conceptual parking spaces" remain in the justice literature. Paper presented at the 2019 Academy of Management Conference, Boston, MA.
2. **Shen, W.**, Shockley, K. S., McMillan, J., & Arvan, M. (2019, May). *Unpacking gender differences in work-family enrichment: A meta-analytic approach*. In H. Chung (Chair), Examining links between work-family-life constructs: Antecedents and outcomes of balance, conflict and enrichment. Paper presented at the 8th International Community, Work, and Family Conference, Valletta, Malta.
3. **Shen, W.**, Pindek, S., & Spector, P. E. (2019, April). *Understaffing and OCBs: Coming apart or pulled together?* In S. Pindek (Chair), Surprising and underexplored stress phenomena in the workplace. Paper presented at the Society for Industrial and Organizational Psychology 2019 Conference, National Harbor, MD.
4. †Hancock, S., & **Shen, W.** (2019, April). *Clarifying the Queen Bee phenomenon: Identifying ambiguities and controversies*. In S. Hancock & W. Shen (Co-Chairs), Women leaders: Challenges and opportunities in attaining and maintaining leadership. Paper presented at the Society for Industrial and Organizational Psychology 2019 Conference, National Harbor, MD.
5. †Yeung, E., & **Shen, W.** (2017, June). *Diversity recruitment: Broken promises or unrealized potential?* In F. Y. H. Kung & W. Shen (Co-Chairs), Diversity Policies on the Stand. Paper presented at the Canadian Psychological Association 2017 Convention, Toronto, ON.

POSTER PRESENTATIONS (Last 5 years)

6. †Evans, R., & **Shen, W.** (2019, June). *Are followers like me? Investigating antecedents of implicit followership theories*. Poster presented at the Canadian Psychological Association 2019 Annual Convention, Halifax, NS.
7. †Kim, K. Y., & **Shen, W.** (2019, April). *Why don't you lead? Exploring explanations for the Asian-White leadership gap*. Poster presented at the Canadian Psychological Association 2019 Annual Convention, Halifax, NS.
8. †Evans, R., & **Shen, W.** (2019, April). *Where do implicit followership theories come from? An investigation of antecedents*. Poster presented at the Society for Industrial and Organizational Psychology 2019 Conference, National Harbor, MD.
9. †Kim, K. Y., & **Shen, W.** (2019, April). *Leadership and followership stereotypes of Asian-Americans*. Poster presented at the Society for Industrial and Organizational Psychology 2019 Conference, National Harbor, MD.
10. **Shen, W.**, Chang, K., Cheng, K.-T., †Kim, K. Y. (2018, September). *Exploring the nature and consequence of leader and work group actions in the face of understaffing*. Poster presented at the 13th European Academy of Occupational Health Psychology, Lisbon, Portugal.
11. Pindek, S., **Shen, W.**, Grey, C., & Spector, P. E. (2018, September). *A meta-analytic examination of curvilinear workload-strain relationships*. Poster presented at the 13th European Academy of Occupational Health Psychology, Lisbon, Portugal.
12. †Kim, K. Y., & **Shen, W.** (2018, June). *Leadership and followership stereotypes of Asian-Americans*. Poster presented at the 29th International Congress of Applied Psychology (ICAP), Montreal, Canada.
13. **Shen, W.**, Liang, L. H., & Brown, D. J. (2018, April). *When does hurting you hurt me? Leader well-being consequences of abusive supervision*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
14. Beck, J. W., & **Shen, W.** (2018, April). *The effects of U.S. presidential elections on work engagement and job performance*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
15. †Evans, R., **Shen, W.**, & Brown, D. J. (2018, April). *Understanding implicit leadership theories: A social network analysis approach*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
16. †Cheng, P., & **Shen, W.** (2018, April). *What role does personal sexist attitudes play in the gender wage gap?* Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.

17. †Yeung, E., & **Shen, W.** (2017, June). *Supporting diversity: A meta-analysis of diversity climate and its outcomes in the workplace*. Poster presented at the Canadian Psychological Association 2017 Convention, Toronto, ON.
18. †Hancock, S., Hideg, I., & **Shen, W.** (2017, June). *The interactive effects of speaker accent and gender when applying for a volunteer position*. Poster presented at the Canadian Psychological Association 2017 Convention, Toronto, ON.
19. †Kim, K. Y., **Shen, W.**, Chang, K., & Cheng, K.-T. (2017, June). *Does effective leadership buffer against the negative consequences of understaffing?* Poster presented at the Canadian Psychological Association 2017 Convention, Toronto, ON.
20. †Yeung, E., & **Shen, W.** (2017, April). *Vice or virtue? Linking pride and daily leadership behaviors*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
21. †LaMarre, G., & **Shen, W.** (2017, April). *Exploring variation in workplace impression management: A policy-capturing approach*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
22. †Evans, R., Liang, L. H., **Shen, W.**, & Brown, D. J. (2017, April). *Motives for, and emotions following, abusive supervision: The supervisor's perspective*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL. **Featured Top Poster.**
23. †Kim, K. Y., †Cheng, C., & **Shen, W.** (2017, April). *Gender differences in attributions for successes and failures: A meta-analysis*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
24. †Kwok, N., Hanig, S., Brown, D. J., & **Shen, W.** (2017, April). *How leader role identity influences the process of leader emergence*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
25. †Thurston, A. J., Stark, S., Borman, W. C., & **Shen, W.** (2017, April). *Situation awareness and safety performance: A structural equations model*. Poster presented at the Society of Industrial and Organizational Psychology 2017 Conference, Orlando, FL.
26. **Shen, W.** (2016, April). *Sources of stability and fluidity in workers' implicit leadership theories*. Poster presented at the Society of Industrial and Organizational Psychology 2016 Conference, Anaheim, CA.
27. †Yeung, E., & **Shen, W.** (2016, April). *Pride: Bright and dark consequences for leader emergence and effectiveness*. Poster presented at the Society of Industrial and Organizational Psychology 2016 Conference, Anaheim, CA.

28. †Wattie, S., **Shen, W.**, & Beck, J. W. (2016, April). *A meta-analysis of the relationships between recovery experiences and outcomes*. Poster presented at the Society of Industrial and Organizational Psychology 2016 Conference, Anaheim, CA.
29. †Jang, S., **Shen, W.**, & Rasch, R. L. (2016, April). *Cultural moderators of relationships in the job demands-resources model*. Poster presented at the Society of Industrial and Organizational Psychology 2016 Conference, Anaheim, CA.
30. †Macoukji, F., & **Shen, W.** (2016, April). *Misfit versus moral outrage: Evaluations of lesbian and gay leaders*. Poster presented at the Society of Industrial and Organizational Psychology 2016 Conference, Anaheim, CA.
31. Sears, G., **Shen, W.**, & Zhang, H. (2016, April). *Exploring the proactivity-creativity relationship: Mediating and moderating effects*. Poster presented at the Society of Industrial and Organizational Psychology 2016 Conference, Anaheim, CA.

SESSION CHAIR/PANELIST/DISCUSSANT (Last 5 years)

32. †Hancock, S., & **Shen, W.** (Co-chairs; 2019, April). *Women leaders: Challenges and opportunities in attaining and maintaining leadership*. Symposium presented at the Society for Industrial and Organizational Psychology 2019 Conference, National Harbor, MD.
33. Johnson, R. C., Shockley, K. M., & **Shen, W.** (Co-chairs; 2018, June). *The Cambridge Handbook of the Global Work-Family Interface: Author-Meet-Reader Session*. Work Family Researchers' Network 2018 Meeting, Washington DC.
34. **Shen, W.** (Panelist, 2018, June). *Removing Barriers for Women: How to Advance Women in Organizations* (Panel Discussion Session). International Conference of Applied Psychology, Montreal, Canada.
35. Semmel, S. G., & **Shen, W.** (Panelist; 2018, April). *Fostering innovation*. In Power, C. (Chair), *Let's Go There: Academics and Practitioners Tackle Critical Knowledge Gaps*. Presented at the Society for Industrial/Organizational Psychology 2018 Conference, Chicago, IL.
36. Kung, F. Y. H., & **Shen, W.** (Co-chairs; 2017, June). *Diversity policies on the stand*. Symposium presented at the Canadian Psychological Association 2017 Convention, Toronto, ON.

INVITED PRESENTATIONS (Last 5 years)

37. **Shen, W.** (2021, February). *Understanding workers' experiences through the COVID-19 pandemic*. Presentation at Department of Psychology I/O colloquia, Louisiana State University.

38. **Shen, W.** (2019, June). *Explorations into the nature of individual resilience: Lessons for team resilience?* Presentation at the Leading Resilient Teams Conference, Queen's University, Kingston, ON.
39. **Shen, W.** (2019, April). *Manpower and expertise understaffing: Developing an understanding of a prevalent workplace stressor.* Presentation at Department of Psychology, Ohio University.
40. **Shen, W.** (2019, January). *Expanding the frontiers of leadership research: Actor-centric perspectives and new gender-related questions.* Presentation at the Schulich School of Business, York University.
41. **Shen, W.** (2017, December). *Flipping the script: Expanding our understanding of leadership behaviors by exploring leader outcomes and follower antecedents.* Presentation at the Haskayne School for Business, University of Calgary.
42. **Shen, W.** (2017, November). *Flipping the script: Expanding our understanding of leadership behaviors by exploring follower antecedents and leader outcomes.* Presentation at the Institute of Human Resource Management, National Sun Yat-Sen University.
43. **Shen, W.** (2017, October). *Personality and perceptions of organizational justice: Issues of style, substance, and directionality.* Presentation at the Department of Psychology, University of Georgia.
44. **Shen, W.** (2017, September). *Follower personality and perceptions of organizational justice: Disentangling style and substance explanations.* Presentation at University of Western Australia Management & Organisations Brown Bag Series.

TEACHING EXPERIENCE AND TRAINING

York University

| | |
|--|-----------------|
| Instructor, Graduate Colloquium in Management (Graduate) | Fall 2020 |
| Instructor, Individuals and Groups in Organizations (Undergraduate) | Fall 2019, 2020 |
| Instructor, Leading through the Pandemic (Topic: What are the Implications for Leadership?) | Fall 2020 |
| Instructor, A Different Booklist Cultural Centre & Schulich School of Business - Business Certificate Program (Topic: Human Resource Management) _ | Fall 2020 |

University of Waterloo

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| Instructor, Personnel Psychology (Undergraduate) | Winter 2015, 2016, 2017, 2019; Spring 2016 |
| Instructor, Honours Seminar in I/O Psychology: Leadership | Winter 2017 |
| Instructor, Personnel Selection (Graduate) | Spring 2015, 2017; Winter 2019 |
| Instructor, Meta-Analysis (Graduate) | Spring 2016, 2019 |
| Instructor, Work-Family Seminar (Graduate) | Spring 2018 |

University of South Florida

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| Instructor, Personnel Psychology (Graduate) | Fall 2011, 2012, 2013 |
| Instructor, Organizational Psychology (Graduate) | Spring 2012, 2013, 2014 |
| Instructor, Tests and Measurement (Undergraduate) | Spr. 2012, Fall 2012, Spr. 2013, Spr. 2014 |

University of Minnesota, Twin Cities

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|--|------------------------|
| Instructor, Introduction to Industrial/Organizational Psychology | Fall 2010, Spring 2011 |
| Instructor, Major Project in Psychology | Summer 2010 |
| Section Leader, Major Project in Psychology (Community Engagement) | Spring 2008, Fall 2009 |
| Teaching Assistant, Introduction to Industrial/Organizational Psychology | Fall 2007 |
| Section Leader, Major Project in Psychology | Spring 2007 |
| Teaching Assistant, Research Methods in Psychology | Fall 2006 |

Teaching Practices Certificate

December 2020

Recognizes attendance at workshops and engagement in reflective practices centered on university teaching and integrating a range of teaching strategies focused on student learning.

Instructional Skills Workshop Certificate

August 2019

The Instructional Skills Workshop (ISW) is a Canadian, grassroots, certificate program. During this intensive three-day workshop (24 hours in total), participants work collaboratively in a small group setting (e.g. 1 Facilitator: 5 Participants) to further develop their teaching effectiveness as well as receiving feedback on new teaching strategies and techniques

PROFESIONAL SERVICE

Canadian Society of Industrial-Organizational Psychology (CSIOP)

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|------------------------|-----------|
| Chair | 2020-2021 |
| Chair Elect | 2019-2020 |
| Membership Coordinator | 2015-2019 |

Academy of Management (AOM)

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| GDO Division Saroj Parasuraman Award Committee | 2019, 2020 |
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Society of Industrial/Organizational Psychology (SIOP)

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|------------------------------------|------------|
| SIOP Conference, Chair-in-Training | 2021-2022 |
| Small Grants Committee | 2017, 2020 |
| Education and Training Committee | 2011-2012 |

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|---|-----------|
| American Psychological Association Science Student Council (APASSC), Industrial/Organizational area representative | 2009-2011 |
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APASSC Early Graduate Student Researcher Award Selection Committee 2009, 2010

APA Science Leadership Conference: Enhancing the Nation's Health Through Psychological Science. *Went to Capitol Hill to advocate for the importance of psychological science and funding for psychological research.* 2009

| | |
|---|--------------|
| <i>Canadian Journal of Behavioral Science</i> Special Issue Co-Editor Special Issue on “ <i>Emerging Research in Industrial-Organizational Psychology in Canada</i> ” (w/ N. Roulin, T. O’Neill, J. Bourdage, and L. Hamilton) | 2020-2021 |
| <i>Academy of Management Journal</i> Editorial Board | 2020-present |
| <i>Organizational Behavior and Human Decision Processes</i> Editorial Board | 2020-present |
| <i>Journal of Applied Psychology</i> Editorial Board | 2016-present |
| <i>Journal of Vocational Behavior</i> Editorial Board | 2016-present |
| <i>Journal of Business and Psychology</i> Editorial Board | 2014-present |
| Reviewer of the Year Award | 2019 |
| Special Issue on “ <i>Inductive Research in Organizations</i> ” Editorial Board | 2012-2013 |
| <i>International Journal of Selection and Assessment</i> Editorial Board | 2017-2019 |

INTERNAL SERVICE

York Service

Schulich Research and Library Committee 2020-2021

UW Service

I/O Area Head 2018-2019

Psychology Department Annual Performance Review Committee 2018-2019

Psychology Department Executive Committee 2015-2017

I/O Area Brown Bag Coordinator 2014-2015

USF Service

Psychology Department Undergraduate Program Committee, Member 2012-2014

I/O Area Admissions Committee, Member 2011-2014

Psychology Department Awards Committee, Member 2011-2014

Psychology Department Ad Hoc Mentoring Committee 2013-2014

Psychology Department Assistant Professor of Industrial/Organizational
Psychology Search Committee, Member 2011-2012

Ph.D. Committee Membership

Hadiya Roderique (University of Toronto OB/HRM, April 2020)

Kaitlin Kiburz (USF I/O Psychology, June 2016)

Lindie Liang (Waterloo I/O Psychology, April 2016)

Soner Dumani (USF I/O Psychology, November 2015)

Jason Way (USF I/O Psychology, February 2015)

Zhiqing Zhou (USF I/O Psychology, July 2014)

Jonathan Weaver (USF Social Psychology, May 2014)

Kevin Loo (USF I/O Psychology, October 2013)
 Erin Eatough (USF I/O Psychology, November 2012)

M.A. Committee Membership

Erinn Barry (Wilfrid Laurier Developmental Psychology, August 2019)
 Emily Cyr (Waterloo Social Psychology, August 2018)
 Denise Law (Waterloo I/O Psychology, August 2018)
 Canaan Legault (Waterloo I/O Psychology, May 2017)
 Navio Kwok (Waterloo I/O Psychology, August 2016)
 Thiam Phouthonephackdy (Waterloo I/O Psychology, July 2016)
 Aimy Racine (Waterloo I/O Psychology, May 2016)
 Andrew Thurston (USF I/O Psychology, April 2016)
 Natacha Larocque (Waterloo I/O Psychology, February 2016)
 Daniel Brady (Waterloo I/O Psychology, August 2015)
 Stephanie Ansel (USF I/O Psychology, March 2015)
 Michele Gazica (USF I/O Psychology, December 2013)

Undergraduate Honors Thesis Committee Membership

Laura Newton (Waterloo Psychology, April 2018)
 Jenny Ho (Waterloo Psychology, May 2017)
 Ruxandra Badea (Waterloo Psychology, May 2017)
 Janelle Quinn (Waterloo Psychology, April 2017)
 Grace Hu (Waterloo Psychology, April 2016)
 Jessica Groothizen (St. Jerome Psychology, April 2016)
 Paige Lake (USF Psychology, December 2013)
 Caitlin Bronson (USF Psychology, December 2012)

STUDENT ADVISING

Ph.D. Advisees

Rochelle Evans (Waterloo; co-supervision with Doug Brown; in progress) – Projects on implicit leadership and followership theories

*** Received SSHRC Doctoral Award*

Frank Mu (Waterloo; co-supervision with Ramona Bobocel; completed October 2020) – She's too rude: Manager gender moderates the relational consequences of interpersonal justice violations.

*** Received SSHRC Doctoral Award*

***Employment: Assessment Research Manager, CodeSignal*

Katherine Yourie Kim (Waterloo; completed May 2020) – The Asian-White leadership gap: Interpersonal and intrapersonal explanations based on leader and follower stereotypes

***Received Ontario Graduate Scholarship (OGS) Award for 2017-2018*

***Employment: Consultant, Employee Experience Analytics & Insights @ OMERS*

Edward Yeung (Waterloo; completed November 2019) – On diversity climate in organizations

***Received the CSIOP/RHR Kendall Award for Outstanding Student Paper at CPA 2017*
***Employment: Consultant, Talent Management and Assessment @ HRSG*

Matthew Grossman (USF; co-supervision with Wally Borman, completed July 2017) – The structure of resilience: An empirical examination of resilience factors
***Employment: Associate Director, Workforce Analytics @ Merck*

Cristina Hudson (USF; completed October 2014) – Not enough cooks in the kitchen: An empirical test of a two-factor model of work unit understaffing
***Received a USF NIOSH/Sunshine ERC Pilot Research Project for her dissertation research entitled “An Empirical Test of a Two-Factor Model of Work Unit Understaffing” for \$7,180 USD - I was the faculty advisor on the grant.*
***Employment: Manager, Talent & Development @ Raymond James Financial*

M.A./MAsc Advisees

Amy Minnikin (Waterloo; co-supervision with James Beck, completed August 2020) – The effect of perceived feedback-seeking motives on feedback givers’ effort
*** Received SSRHC Joseph-Armand Bombardier CGS-Master’s Scholarship*

Polly Cheng (Waterloo; thesis completed February 2018) – Personal endorsement of ambivalent sexism and its impact on objective and subjective career success

Rochelle Evans (Waterloo; co-supervision with Doug Brown, thesis completed August 2017) – Motives and emotions behind destructive leader behaviors toward followers: A leader sensemaking perspective.

Edward Yeung (Waterloo; thesis completed January 2017) – Pride: Implications for leader behaviors and effectiveness

Rachel (Seulki) Jang (USF; thesis defended March 2015) – A multilevel examination of cultural moderators of the Job Demands-Resources model
***Employment: Assistant Professor, Penn State-Mont Alto*

Matthew Grossman (USF; co-supervision with Wally Borman, thesis defended January 2014) – Clarifying the nature of resilience: A meta-analytic approach

Fred Macoukji (USF; thesis defended December 2013) – Gay, straight, or slightly bent? The interaction of leader sexual orientation and gender on leadership evaluations
***Employment: Consultant, Walmart*

Undergraduate Honors Thesis Advisees

Brenda Kopman (Waterloo; completed June 2020) – A grounded theory study of proactive organizational culture.

Haroon Pervez (Waterloo; completed April 2019) – Towards a taxonomy of leadership claiming behaviors

*** University of Central Florida I/O Psychology Master's Program*

Chandeep Mander (Waterloo; completed December 2017) – Observer personality and leadership behavior ratings: Disentangling style and substance effects

*** University of Toronto Speech Language Pathology Master's Program*

Joel Becker (Waterloo, co-supervision with Ramona Bobocel; completed May 2017) – Do just actions beget just evaluations for supervisors with intersectional identities?

Elysca Fernandes (Waterloo; completed April 2017) – Sex differences in perceptions of work-family conflict and associated emotions: An experimental approach

*** University of Toronto Human Resources and Industrial Relations Master's Program*

Georgia LaMarre (Waterloo; completed July 2016) – A case for a more dynamic, within-person model to workplace impression management

*** Wayne State University I/O Psychology PhD Program*

Jennifer Lau (Waterloo; completed, July 2015) – An implicit measure of ambivalent sexism.

*** University of Waterloo I/O Psychology MAsc Program*

Skye Wattie (Waterloo; co-chair with James Beck; completed April 2015) – A meta-analysis of the nomological network of recovery experiences

***Awarded a Department of Psychology 2015 Honours Thesis Award*

Krystyn Ramdial (USF; completed January 2014) – The impact of an after-events review intervention on student leadership development

*** University of Central Florida I/O Psychology PhD Program*