

## YE RA JEONG

Assistant Professor, Radford University, Virginia

### EDUCATION

Central Michigan University, Mount Pleasant, MI  
**Ph.D. in Industrial/Organizational Psychology** **2018**  
Dissertation: Defying the unconscious: The interaction between implicit and explicit personality in predicting workplace aggression  
Committee: Neil Christiansen, Kimberly O'Brien, & James LeBreton

Central Michigan University, Mount Pleasant, MI  
**M.A. in Industrial/Organizational Psychology** **2015**  
Thesis: Comparing applicants and incumbents: Effects of response distortion on psychometric properties of personality measures  
Committee: Neil Christiansen, Matthew Prewett, & Kevin Love

Johns Hopkins University, Baltimore, MD  
**B.A. in Psychological & Brain Science** **2012**

### TEACHING EXPERIENCE

Saginaw Valley State University, Saginaw, MI  
**Adjunct Faculty – PSYCH453 Industrial/Organizational Psychology** **Fall 2017**

Central Michigan University, Mount Pleasant, MI  
**Instructor – PSY336 Industrial/Organizational Psychology** **Fall 2016, Spring 2017**  
**Instructor – PSY379 Health Psychology** **Fall 2015**  
**Teaching Assistant – PSY220 Developmental Psychology** **Spring 2015**

### PUBLICATIONS AND PAPERS

#### Peer-reviewed publications

Jeong, Y., Christiansen, N.D., Robie, C., Kung, M., Kinney, T. B. (2017). Comparing applicants and incumbents: Effects of response distortion on mean scores and validity of personality measures. *International Journal of Selection and Assessment*, 25, 3, 311-315.

#### Manuscripts in Preparation

Christiansen, N. D., Jeong Y., Burns, G., Haaland, D. E., Kung, M., & Kinney, T. B. (Under First Revise and Resubmit). Departures from linearity as evidence of applicant distortion on personality tests. *Journal of Business and Psychology*.

Jeong, Y., O'Brien K., & Stemer, A. Beyond behavioral checklists: perceived breadth of organizational citizenship behavior.

Jeong, Y., Stemer A., & O'Brien, K. Perception to behaviors: The affective mechanism of P-O fit and OCB.

### Conference Presentations

- Jeong, Y., Hlebasko, H., Christiansen, N. D., Kung, M., & Kinney, T. (2018, April). Empirically keying personality tests to reduce effects of faking. Poster session presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Kim, K., Prewett, M., & Jeong, Y. (2018, April). Investigating the different measurements to shared leadership. Poster session presented at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jeong, Y., O'Brien, K. E., Stemer, A., Chaykovska, K. (2017, April). Beyond Behavioral Checklists: Perceived Breadth of Organizational Citizenship Behavior. Poster session presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Stemer, A., O'Brien, K. E., & Jeong, Y. (2017, April). *Agreeableness and the Relationship between Person-Organization Fit and OCB*. Poster session presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Jeong, Y., Christiansen, N. D., Halland, D., Burns, G. N., Kung, M., & Kinney, T. (2016, April). *Applicant distortion and departures from linearity: From lab to field*. Poster session presented at the 31<sup>st</sup> annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Jeong, Y., Christiansen, N. D., Kung, M., & Robie, C. (2015, April). *Effects of faking on linear construct relationships relevant to validity*. In D. K. Dalal (Chair), *Toward a deeper understanding of applicant faking*. Symposium conducted at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

### LANGUAGES

Korean – Native Language  
Mandarin Chinese – Proficient

### MEMBERSHIPS

Society for Industrial and Organizational Psychology

### APPLIED EXPERIENCE

The Pittman McLenagan Group, L. C., Bethesda, Maryland

#### **Part-time Intern**

**August 2017 – Present**

Constructing knowledge exam questions for various occupations including, but not limited to, firefighters and police officers.

Ideal Traits, Lake Orion, Michigan

#### **External Consultant**

**September 2016 – November 2016**

Conducted construct validation and reliability analyses for the personality test product.

Gordon Food Service, Grand Rapids, Michigan

**External Consultant**

**September 2016 – November 2016**

Conducted in-depth analysis on the current performance management process and developed recommendations to improve the process

American Family Insurance, Madison, Wisconsin

**External Consultant**

**September 2016 – November 2016**

Developed manager-level interview questions to assess leadership potential and forced-choice personality test items.

Assessta, Seoul, Korea

**Research & Development Intern**

**June 2016 – August 2016**

Managed a team of interns on situational judgment test development projects.

John Deere, East Moline, Illinois

**External Consultant**

**August 2014 – December 2014**

Evaluated psychometric properties of John Deere leadership assessment and presented criterion-related validation results

CEB (now Gartner), Arlington, Virginia

**External Consultant**

**August 2014 – December 2014**

Developed verbal and deductive reasoning items for cognitive selection batteries

Plum.io, Waterloo, Canada

**External Consultant**

**August 2014 – December 2014**

Constructed structured interview questions and compiled a master interview guide including competency interpretation and scoring keys

Select International, Pittsburgh, Pennsylvania

**External Consultant**

**August 2014 – December 2014**

As a part of content development project, developed items based on Ideal Point Method for personality test selection tools

The Dow Chemical Company, Midland, Michigan

**External Consultant**

**August 2014 – December 2014**

Compiled and interpreted onboarding survey results from the focus groups and created three onboarding/integration assessments