

## VITA

**PETER Y. CHEN**

### *PERSONAL DATA*

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### *EDUCATION*

Ph.D. University of South Florida, USA. 1991  
Major: Industrial/Organizational Psychology  
Minor: Psychometrics  
M.A. University of South Florida, USA. 1989  
Major: Industrial/Organizational Psychology  
B.S. Chung-Yuan Christian University, Taiwan. 1980  
Major: Psychology

### *PROFESSIONAL EXPERIENCE*

1. Professor and Associate Professor (2000 - ), Department of Psychology, Colorado State University, USA.
2. Director of Occupational Health Psychology (2007 - ), Mountain and Plains Education and Research Center and Department of Psychology, Colorado State University, USA.
3. Visiting Scholar (2007 - ), Nuclear Engineering Division, Argonne National Laboratory, Chicago, IL.
4. Visiting Scholar (2006-2007). Vulnerability Assessment Team, Advanced Diagnostics and Instrumentation, Los Alamos National Laboratory, New Mexico.
5. Visiting Professor (2006-2007). Fu-Jen Catholic University, Taiwan, Republic of China.
6. Researcher (1999 - 2000), Liberty Mutual Research Center for Safety and Health, USA.
7. Associate and Assistant Professor (1993-1999, tenured), Department of Psychology, Ohio University, USA.
8. Assistant Professor (1991-1993), Department of Psychology, Illinois Institute of Technology, USA.

*GRANTS AND AWARDS*

1. 2007-2010, Mountain and Plains Education and Research Center, National Institute for Occupational Safety and Health (1T42 OH009229-01), CoPI (PI: Lee Newman, University of Colorado at Denver and Health Sciences Center), \$3,241,000.
2. 2007-2011, Enhancing translation and dissemination through agricultural partnership, National Institute for Occupational Safety and Health (2U50OH008085-04A1), CoPI (PI: John Rosecrance), \$500,000.
3. 2006-2009, Cooperative Agreement for State Sponsored Youth Suicide Prevention, Substance Abuse and Mental Health Services Administration (SM057849-02), CoPI (PI: Shannon Breitzman, Colorado Department of Public Health and Environment), \$1,200,000.
4. 2004-2009, Safety training and safety campaigns across three regions, National Institute for Occupational Safety and Health (U54 OH008307-01), PI, 750,000.
5. 2006-2007, Industrial Hygiene Training Program - Ergonomics Supplement, National Institute for Occupational Safety and Health (3 T01OH008410-02S1), CoPI (PI: John Rosecrance), \$40,694.
6. 2004-2005, Evaluation of a youth suicide prevention program, Centers for Disease Control and Prevention (R49/CCR811509), PI, \$14,998.
7. 2002-2004, Adolescent farm work, fatigue and injuries in Colorado, National Institute for Occupational Safety and Health (R21 OH007744-02), CoPI (PI: Lorann Stallones), \$196,008.
8. 2003-2004, A survey of resident aggression toward certified nursing assistants in long term care facilities, Centers for Disease Control and Prevention (R49/CCR811509), CoPI (PI: Tammi Vacha-Haase), \$14,974.
9. 2002-2003, Workplace Violence Intervention and Prevention Review, National Institute for Occupational Safety and Health, PI, \$15,071.
10. 2002-2003, Predictors of workplace injuries for union workers, Centers for Disease Control and Prevention (R49/CCR811509), CoPI (PI: Autumn Krauss), \$14,500.
11. 2001-2002, Occupational Health Psychology Training Grant, American Psychological Association and National Institute for Occupational Safety and Health (U60/CCU314501-04), PI, \$24,792.
12. 1999-2000, Statistics Instruction and Learning through Distributed Interactive Multimedia, CoPI, Ohio Board of Regents, \$6,060.
13. 1998-1999, Statistics Instruction and Learning through Distributed Interactive Multimedia, CoPI, Ohio Board of Regents, \$14,000.
14. 1998-1999, Research Challenge Program, Ohio University, PI, \$6,000.
15. 1996-1997, Faculty Development Fund, Ohio University, PI, \$833.52.
16. 1995-1996, Research Enhancement Fund, Ohio University, PI, \$3,000.
17. 1995-1996, Outstanding Junior Faculty Award, Distilled Spirits Council of the U.S, \$2,500.
18. 1991, Outstanding Master's Research Award, Sigma Xi, Tampa, Florida.
19. 1991, Chinese American Educational Foundation Scholarship, Tampa, Florida.

PROFESSIONAL AFFILIATIONS

Academy of Management  
 European Academy of Occupational Health Psychology (EA-OHP)

Society for Industrial and Organizational Psychology (SIOP)  
 Society for Occupational Health Psychology (SOHP)

*PROFESSIONAL SERVICE*

Associate Editor, *Journal of Occupational Health Psychology*, 2006 -  
 Editorial board of *Journal of Management*, 2005 -  
 Safety and Occupational Health Study Section of the Centers for Disease Control and Prevention, 2007-2011  
 Grant reviews for *National Institute for Occupational Safety and Health* 2004 –  
 President of Society for Occupational Health Psychology, 2006-2007  
 Founding Vice President of Society for Occupational Health Psychology, 2004-2006  
 Editorial board of *Journal of Occupational Health Psychology*, 2002-2005

Ad hoc reviewer for journals including *Academy of Management Journal*, *Human Resource Management Review*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Business Psychology*, *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*, *International Journal of Selection and Assessment*, *Organizational Research Methods*, *Organizational Behavior and Human Decision Process*, *Personnel Psychology*, *Perceptual and Motor Skills*, *Psychological Reports*, and *Work & Stress*.

*REFEREED JOURNAL ARTICLES*

1. Cigularov, K., Chen, P. Y., Thurber, B. W., & Stallones, L. (in press). Investigation of the effectiveness of a school-based suicide education program using three methodological approaches. *Psychological Service*.
2. Cigularov, K., Chen, P., Thurber, B. W., & Stallones, L. (2008). What prevents adolescents from seeking help after a suicide education program? *Suicide and Life-Threatening Behavior*, 38, 74-86.
3. Huang, Y.H., Chen, J.C., DeArmond, S., Cigularov, K., & Chen, P.Y. (2007). Roles of safety climate and shift work on injury: A multi-level analysis. *Accident Analysis & Prevention*, 39, 1088-1096.
4. Huang, Y.H., Leamon, T.B., Courtney, T.K., Chen, P.Y., & DeArmond, S. (2007). Corporate financial decision-makers' perceptions of workplace safety. *Accident Analysis & Prevention*, 39, 767-775.
5. Snyder, L. A., Chen, P. Y., & Vacha-Haase, T. (2007). The underreporting gap in aggressive incidents from geriatric patients against certified nursing assistants. *Violence and Victims*, 22, 371-383.
6. DeArmond, S.; Huang, Y.H.; & Chen, P.Y. (2007). How do we stack up: Corporate financial decision makers' perceptions of safety performance, safety programs and safety personnel. *Professional Safety*, March, 28-34.
7. Chen, P. Y. (2006). Healthy workplace and healthy people: Need for interdisciplinary collaboration and integration. *Research in Applied Psychology*, 28, 18-19.
8. DeArmond, S., Tye, M. G., Chen, P.Y., Krauss, A., Rogers, D. A., & Sintek, E. (2006). Age and gender stereotypes: New challenges in a changing workplace and workforce. *Journal of Applied Social Psychology*, 36, 2184-2214.

9. DeArmond, S., Stallones, L., Chen, P. Y., & Sintek, E. E. (2006). Depression and somatic symptoms within the farming community. *Journal of Agricultural Safety and Health, 12*, 5–15.
10. Gujral, I., Stallones, L., Keefe, T., & Chen, P. Y. (2006). Sex differences in survival after traumatic brain injury, Colorado 1994-1998. *Brain Injury, 20*, 283–291.
11. Huang, Y.H., Ho, M., Smith, G. S., & Chen, P. Y. (2006). Safety climate and self-reported injury: Assessing the mediating role of employee safety control. *Accident Analysis & Prevention, 38*, 425-433.
12. Smith, G. S., Huang, Y. H., Ho, M., & Chen, P. Y. (2006). Does Safety Climate predict injury rates across industries: The need to consider for injury hazards. *Accident Analysis & Prevention, 38*, 556-562.
13. Stallones, L., Beseler, C., & Chen, P. Y. (2006). Sleep patterns and risk of injury among adolescent farm residents. *American Journal of Preventive Medicine, 30*, 300-304.
14. Chen, P. Y., Huang, Y. H., & DeArmond, S. (2005). Occupational Health Psychology: Opportunities and Challenges for Psychologists in the 21st Century. *Research in Applied Psychology, 27*, 43-56.
15. Tye, M.G., & Chen, P.Y. (2005). Decision-making models of human resources professionals. *Human Resource Planning, 28*, 15-20.
16. Huang, Y. H., Shaw, W. S., & Chen, P. Y. (2004). Worker perceptions of organizational support and return to work policies after injury: Associations with job satisfaction. *WORK: A Journal of Prevention, Assessment & Rehabilitation, 23*, 225-232.
17. Huang, Y. H., Chen, P. Y., Krauss, A. D., & Rogers, D. A. (2004). Quality of the execution of corporate safety policies and employee safety outcomes: Assessing the moderating role of supervisor support and the mediating role of employee safety control. *Journal of Business and Psychology, 18*, 483-506.
18. Huang, Y. H., Chen, P. Y., Rogers, D. A., & Krauss, A. D. (2003). Role of Workplace Safety: A Revisit of the Relationship between Job Satisfaction and Employment Status. *WORK: A Journal of Prevention, Assessment & Rehabilitation, 21*, 251-256.
19. Segal, D., Chen, P. Y., Gordon, D. A., Kacir, C. D., & Gylys, J. (2003). Development and evaluation of a parenting intervention program: integration of scientific and practical approaches. *International Journal of Human-Computer Interaction, 15*, 453-467.
20. Cropanzano, R., Prehar, C. A., & Chen, P. Y. (2002). Using social exchange theory to distinguish procedural from interactional justice. *Group and Organization Management: An International Journal, 27*, 324-351.
21. Spector, P. E., Chen, P. Y. & O'Connell, B. J. (2000). A Longitudinal study of relations between job stressors and job strains while controlling for prior negative affectivity and strains. *Journal of Applied Psychology, 85*, 211-218.
22. Spector, P. E., Zapf, D., Chen, P. Y., & Frese, M. (2000). Why negative affectivity should not be controlled in job stress research: Don't throw out the baby with the bath water. *Journal of Organizational Behavior, 21*, 79-95.
23. Brasher, E. E., & Chen, P. Y. (1999). Evaluation of success criteria in job search: A process perspective. *Journal of Occupational and Organizational Psychology, 72*, 57-70.
24. Chen, P. Y., Popovich, P. M., & Kogan, M. (1999). Let's talk: Patterns and correlates of social support among temporary employees. *Journal of Occupational Health Psychology, 4*, 55-62.

25. Bellarosa, C., & Chen, P. Y. (1997). The Effectiveness and practicality of occupational stress management interventions: A survey of subject matter expert opinions. *Journal of Occupational Health Psychology, 2*, 247-262.
26. Chen, P. Y., Dai, T., Spector, P. E., & Jex, S. M. (1997). Relationship between negative affectivity and positive affectivity: Effects of judged desirability of scale items and respondents' social desirability. *Journal of Personality Assessment, 69*, 183-198.
27. Spector, P. E., Van Katwyk, P. T., Brannick, T. M., & Chen, P. Y. (1997). Why two factors don't reflect two constructs: How item characteristics can produce artifactual factors. *Journal of Management, 23*, 659-678.
28. Spector, P. E., Jex, S. M., & Chen, P. Y. (1995). Relations of incumbent affect-related personality traits with incumbent and objective measures of characteristics of jobs. *Journal of Organizational Behavior, 16*, 59-65.
29. Chen, P. Y., & Spector, P. E. (1992). Relationships of work stressors with aggression, withdrawal, theft, and substance use: An exploratory study. *Journal of Occupational and Organizational Psychology, 65*, 177-184.
30. Chen, P. Y., & Spector, P. E. (1991). Negative affectivity as the underlying cause of correlations between stressors and strains. *Journal of Applied Psychology, 7*, 398-407.

#### BOOK

Chen, P. Y., & Popovich, P. M. (2002). *Correlation: Parametric and Nonparametric Measures*. Newbury Park, CA: Sage Publications, Inc.

#### BOOK CHAPTERS AND PROCEEDINGS

1. Chen, P. Y., & Hammer, L. B. (2006). *Challenges in occupational health psychology training, research and practices*. In: Proceedings of the 7<sup>th</sup> Conference of the European Academy of Occupational health Psychology, pp. 427-428.
2. Chen, P. Y., Matthews, R. A., Spector, P. E., & Barnes-Farrell, J. L. (2006). Statistical Control: Challenges and suggestions for future research in Occupation Health Psychology, In: Proceedings of the 7<sup>th</sup> Conference of the European Academy of Occupational health Psychology, pp. 63-64.
3. Chen, P. Y., & Huang, Y. H. (2005). Conducting telephone surveys. In F. Leong and J. T. Austin (Eds.), *The psychology research handbook: A primer for graduate students and research assistants* (2<sup>nd</sup> ed., pp. 210-226). Newbury Park, CA: Sage Publications, Inc.
4. Snyder, L. A., Chen, P. Y., Grubb, P. L., Roberts, R. K., Sauter, S. L., & Swanson, N. G. (2004). Workplace aggression and violence: causes, consequences, and interventions. In P. L. Perrewe and D. C. Ganster (Eds.). *Research in Occupational Stress and Well Being, 4*, 1-65.
5. Chen, P. Y., Carsten, J., & Krauss, D. A. (2003). Job Analysis. In J. E. Edwards, J.C. Scott, and Raju, N. S. (Eds.). *The Human Resources Program-Evaluation Handbook* (pp. 27-48). Newbury Park, CA: Sage Publications, Inc.
6. Krauss, D. A., Chen, P. Y., DeArmond, S., & Moorcroft, B. (2003). Sleepiness in the workplace: Causes, consequences, and countermeasures. In C. L. Cooper and I. T. Robertson. *International Review of Industrial and Organizational Psychology (Vol. 8, pp. 81-129)*. John Wiley.

7. Chen, P. Y. (1996). Conducting telephone surveys. In F. Leong and J. T. Austin (Eds.), *The psychology research handbook: A primer for graduate students and research assistants* (1<sup>st</sup> ed., pp. 139-154). Newbury Park, CA: Sage Publications, Inc.
8. Chen, P. Y., Spector, P. E., & Jex, S. M. (1995). Effects of manipulated job stressors and job attitude on perceived job conditions: A Simulation. In S.L. Sauter and L. R. Murphy (Eds.). *Organizational risk factors for job stress* (pp. 341-356). Washington, D.C.: American Psychological Association.

#### *ENCYCLOPEDIA ENTRIES*

1. Chen, P. Y., DeArmond, S., & Huang, Y. H. (2007). Occupational Health Psychology. In S. G. Rogelberg (Ed.). *The Encyclopedia of Industrial and Organizational Psychology*, 525-528. Sage Publishing, California.
2. Chen, P. Y., & Krauss, A. (2004). Experiments, Psychology. In K. Kempf-Leonard (Ed.). *Encyclopedia of Social Measurement*. San Diego, CA: Academic Press.
3. Chen, P. Y., & Krauss, A. (2004). Cronbach's alpha. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 1)*, 225-226. Newbury Park, CA: Sage.
4. Chen, P. Y., & Krauss, A. (2004). Gamma coefficient. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 2)*, 414-415. Newbury Park, CA: Sage.
5. Chen, P. Y., & Krauss, A. (2004). Internal reliability. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 2)*, 501-502. Newbury Park, CA: Sage.
6. Chen, P. Y., & Krauss, A. (2004). Inter-rater agreement. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 2)*, 511-513. Newbury Park, CA: Sage.
7. Chen, P. Y., & Krauss, A. (2004). Inter-rater reliability. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 2)*, 513-514. Newbury Park, CA: Sage.
8. Chen, P. Y., & Krauss, A. (2004). Intra-coder reliability. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 2)*, 525-527. Newbury Park, CA: Sage.
9. Chen, P. Y., & Krauss, A. (2004). Pearson's correlation coefficient. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Sciences (Vol. 3)*, 807-810. Newbury Park, CA: Sage.
10. Chen, P. Y., & Krauss, A. (2004). Reliability. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 3)*, 952-957. Newbury Park, CA: Sage.
11. Chen, P. Y., & Krauss, A. (2004). Rho. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 3)*, 973-975. Newbury Park, CA: Sage.
12. Chen, P. Y., & Krauss, A. (2004). Simple correlation. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 3)*, 1035-1036. Newbury Park, CA: Sage.

13. Chen, P. Y., & Krauss, A. (2004). Spearman correlation coefficient. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 3)*, 1051-1053. Newbury Park, CA: Sage.
14. Chen, P. Y., & Krauss, A. (2004). Suppression effect. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 3)*, 1101-1102. Newbury Park, CA: Sage.
15. Chen, P. Y., & Krauss, A. (2004). Symmetric measure. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 3)*, 1105-1108. Newbury Park, CA: Sage.
16. Krauss, A., & Chen, P. Y. (2004). Test-retest reliability. In M.S. Lewis-Beck, A. Bryman, and T. F. Liao (Eds.). *Encyclopedia of Research Methods for the Social Sciences (Vol. 3)*, 1119-1120. Newbury Park, CA: Sage.

#### PAPER PRESENTATIONS

1. DeArmond, S., Huang, Y. H., Chen, P. Y., & Courtney, T. (2008, April). *Financial decision makers' perceptions of safety performance, programs & personnel*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
2. Sampson, J. M., DeArmond, S., & Chen, P. Y. (2008, April). *Interactive effects of safety constraints, safety uncertainty, and verbal exchanges*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
3. Gardner, P. C., Putter, S. E., Chen, P. Y., Moore, J. T., Cigularov, K. P., Hoffmeister, K. K., & Martinez, J. M. (2008, April). *Gatekeeper training: What constitutes success?* Poster presented at the 41st AAS Annual Conference, Boston, MA.
4. Hoffmeister, K. K., Cigularov, K. P., Carey, A., Rohr, S., Gardner, P. C., Putter, S. E., Gibbs-Long, J., Chen, P. Y., Moore, J. T., & Martinez, J. M. (2008, April). *Barriers to suicide prevention training transfer*. Poster presented at the 41st AAS Annual Conference, Boston, MA.
5. Moore, J. T., Cigularov, K. P., Hoffmeister, K. K., Chen, P. Y., Rohr, S., & Martinez, J. M. (2008, April). *Evaluation of a community gatekeeper training: QPR*. Poster presented at the 41st AAS Annual Conference, Boston, MA.
6. Moore, J. T., Cigularov, K. P., Hoffmeister, K. K., Chen, P. Y., Rohr, S., & Martinez, J. M. (2008, April). *Two approaches to evaluate a gatekeeper training*. Poster presented at the 41st AAS Annual Conference, Boston, MA.
7. Chen, F. L., Chen, P. Y., & Huang, Y. C. (2008, March). *Health behaviors and health disparities among occupations: A national surveillance study in Taiwan*. Paper presented at the 7th International Conference on Occupational Stress & Health, Washington, DC, USA.
8. Cigularov, K., Sampson, J., Gardner, P., Chen, P. Y., Dougherty, J., Henry, M., Merrill, A., & Wilson, V. (2008, March). *An investigation of personality determinants of person-occupation and demand-ability fit*. Paper presented at the 7th International Conference on Occupational Stress & Health, Washington, DC, USA.
9. Cigularov, K., Smith, A., Moore, T., & Chen, P. Y. (2008, March). *Communication about errors among construction workers: A two-study investigation*. Paper presented at the 7th International Conference on Occupational Stress & Health, Washington, DC, USA.

10. Hoffmeister, K., Sampson, J., Cigularov, K., & Chen, P. (2008, March). *What constitutes a competent mentor in the construction industry?* Paper presented at the 7th International Conference on Occupational Stress & Health, Washington, DC.
11. Tsai, M.C., Lin, C.H., & Chen, P.Y. (2008, March). *A review of research methods in job stress research.* Paper presented at the 7th International Conference on Occupational Stress & Health, Washington, DC, USA.
12. Chen, F. L., Chen, C. M., Hsu, C. C., & Chen, P. Y. (2007, October). *Risk factors of residents' smoking behavior in Tao-Yuan, Taiwan: A multi-level analysis.* Paper presented at the 8th Asia Pacific Conference on Tobacco or Health, Taipei, Taiwan.
13. Chen, Y. C., Chen, F. L., Chen, P. Y., & Hsu, C. C. (2007, October). *Factors related to worksite second-hand smoking in Taiwan, Tao-Yuan.* Paper presented at the 8th Asia Pacific Conference on Tobacco or Health, Taipei, Taiwan.
14. Cigularov, K., Smith, A., Chen, P. Y., & Rosecrance, J. C. (2007, September). *Improving Safety in the Construction Industry: A Collaborative Project with Community.* Paper presented at the International Meeting of Young Psychologists, Blagoevgrad, Bulgaria.
15. Baranczyk, M., Smith, A. E., Wilson, C. L., Sampson, J., & Chen, P. Y. (2007, April). *Work-Family Conflict, social support, and occupational health in construction workers.* Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
16. Huang, Y.H., Chen, P.Y., Chen, J.C., DeArmond, S., Cigularov, K. & Sablynski, C. J. (2007, April). *Safety climate and shift work on injury: A multi-level analysis.* Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
17. Huang, Y. H., Chen, P. Y., DeArmond, S., & Sablynski, C. (2007, May). *Financial Executives' Perceptions of Workplace Safety: A Comparison between Mid-size and Large-size Companies.* Paper presented at the XIIIth European Congress of Work and Organizational Psychology, May 9-12, Stockholm, Sweden.
18. Huang, Y. H., DeArmond, S., & Chen, P. Y. (2007, May). *Financial Executives' Perceptions of Safety Performance, Safety Programs and Safety Personnel.* Paper presented at the XIIIth European Congress of Work and Organizational Psychology, May 9-12, Stockholm, Sweden.
19. Chen, P. Y. (2006, October). *How can we increase safety behaviors?* Invited Speech to Chemistry Division at Los Alamos National Laboratory, Los Alamos, New Mexico.
20. Cigularov, K. P., Thurber, B. W., Wilson, C., Chen, P. Y., & Stallones, L. (2006, April). *Barriers to Utilizing a Suicide Prevention Program.* Paper presented at the annual conference of the American Association of Suicidology, Seattle, WA.
21. Cigularov, K. P., Thurber, B. W., Wilson, C., Chen, P. Y., & Stallones, L. (2006, April). *Predictors of Perceived Barriers to Help-Seeking.* Paper presented at the annual conference of the American Association of Suicidology, Seattle, WA.
22. Chen, P. Y., Rosecrance, J. , & Hammer, L. B. (2006, April). *Construction safety and work-family balance: A challenge and unexplored frontier.* Paper presented at the National Occupational Research Agenda (NORA) Symposium. Washington, D.C.
23. Chen, P.Y., DeArmond, S., & Krauss, A.D. (2006, March). *Occupational Health Psychology Training at Colorado State University.* Paper presented at the Sixth International Conference on Occupational Stress and Health, Miami, FL.

24. Chen, P. Y., DeArmond, S., Mazurkiewicz, M., Rosecrance, J. C., Krauss, A. D., & Smith, A. (2006, March). *Evidence that safety task behaviors are different from contextual behaviors*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
25. Chen, P. Y., Krauss, A. D., Snyder, L. A., Rosecrance, J. C., DeArmond, S., Mazurkiewicz, M., & Smith, A. (2006, March). *Safety task and contextual behaviors: The jury is still out*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
26. DeArmond, S., Smith, A., Chen, P. Y., Rosecrance, J. C., Krauss, A. D., & Mazurkiewicz, M. (2006, March). *Psychosocial and Organizational Factors in the Construction Industry*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
27. James, K., Chen, P. Y., & Smith, C. A. P. (2006, March). *Hazardous-Material Trucking Terrorism Prevention: Dual-Value, Human/IT Interventions*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
28. Krauss, A. D., Chen, P. Y., Snyder, L. A., Finlinson, S. & Huang, Y. H. (2006, March). *Applying the Job Demand-Control-Support Model to Occupational Safety*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
29. Krauss, A. D., Mazurkiewicz, M., Chen, P. Y., DeArmond, S., Smith, A., & Rosecrance, J. C. (2006, March). *The development of a mini-measure of safety performance*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
30. Krauss, A. D., Mazurkiewicz, M., Chen, P. Y., DeArmond, S., Smith, A., & Rosecrance, J. C. (2006, March). *Development of a measure of transfer of safety training climate*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
31. Rosecrance, J. C., Chen, P. Y., Krauss, A. D., DeArmond, S., Smith, A., & Mazurkiewicz, M. (2006, March). *Reasons for not reporting work-related injuries among construction workers*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
32. Snyder, L. A., Chen, P. Y., & Vacha-Haase, T. (2006, March). *Underreporting aggressive incidents from geriatric patients by certified nursing assistants*. Paper presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
33. Chen, P. Y., Snyder, L. A., Huang, Y. H., & Finlinson, S. (2005, August). *Moderating effect of organizational constraints and supervisory safety support for safety behaviors*. Paper presented at the Second International Commission on Occupational Health (ICOH) International Conference on Psychosocial Factors at Work, Okayama, Japan.
34. Vacha-Haase, T., Chen, P. Y., & Martin, K. L. (2005, August). *A survey of resident aggression toward certified nursing assistants in long term care facilities: Effects of perceived control on care provider report of aggressive indicants and overall well-being*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.
35. Carmichael, J., Snyder, L. A., Chen, P. Y., Vacha-Haase, T., Stallones, L. (2005, May). *Moderators of the relationships between work-family conflict, turnover intentions and organizational commitment*. Paper presented at the annual meeting of the American Psychological Society, Los Angeles, CA.

36. Cigularov, K. P., Chen, P. Y., Thurber, B. W., & Stallones, L. (2005, May). *Innovative Approaches to Dealing with Practical Constraints in Evaluating a School-Based Suicide Prevention Program*. Paper presented at National Injury Prevention and Control Conference, Denver, CO.
37. Cigularov, K. P., Thurber, B. W., Mazurkiewicz, M. D., Neilson, R. J., Chen, P. Y., & Stallones, L. (2005, April). *An innovative evaluation of suicide prevention*. Paper presented at the annual conference of the American Association of Suicidology, Denver/Broomfield, CO.
38. Huang, Y. H., Ho, M., Smith, G. S., & Chen, P. Y. (2005, April). *Safety climate, employee safety control, and self-reported injury*. Paper presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
39. Chen, P. Y. (2004, November). *Distinction between contextual safety behaviors and task safety behaviors: The jury is still out*. Keynote speaker at the annual conference of European Academy of Occupational Health Psychology, Porto, Portugal.
40. Anderson, L., Chen, P. Y., Finlinson, S., Krauss, A. D., & Huang, Y. H. (2004, April). *Roles of Safety Control and Supervisory Support in Work Safety*. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
41. DeArmond, S., Tye, M. G., Chen, P. Y., Krauss, A. D., Rogers, D. A., & Sintek, E. (2004, April). *Age and Gender Stereotypes with Regard to Adaptive Performance*. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
42. Huang, Y. H., Shaw, W. S., & Chen, P. Y. (2004, April). *Organizational Support and Return-to-Work Policies: Associations with Post-Injury Job Satisfaction*. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
43. Krauss, A. D., Chen, P. Y., Finlinson, S., Anderson, L., Huang, Y. H., & Tamanini, K. B. (2004, April). *Occupational Safety: The Job Demand--Control Model Strikes Again*. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
44. Huang, Y. H., Chen, P. Y., Krauss, A. D., & Rogers, D. A. (2003, March). *Safety Policies, Perceived Safety Control and Supervisor Safety Support*. Paper presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health conference, Toronto, Canada.
45. Huang, Y. H., Chen, P. Y., Rogers, D. A., & Krauss, A. D. (2003, March). *Part-time versus Full-time: Safety and Job Satisfaction*. Paper presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health conference, Toronto, Canada.
46. Rogers, D. A., Chen, P. Y., Krauss, A. D., Huang, Y. H., & Kroecker, T. (2003, March). *Safety Practices: The Effects of Leader-Member Exchange, Perceived Organizational Support, and Resource Availability*. Paper presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health conference, Toronto, Canada.
47. Finlinson, S., Chen, P. Y., Haeggberg, D., & Hanley, R. (2001). *Role of Emotional Intelligence in Leader-Member Exchange Relationship*. Paper presented to the 16<sup>th</sup> annual conference of the Society for Industrial/Organizational Psychology, San Diego, CA.
48. Finlinson, S., Chen, P. Y., Tischner, E. C., Lyle, J., & Popovich, P. M. (2001). *Legal implications of personnel assessment: An analysis of court cases*. Paper presented to the

- 16<sup>th</sup> annual conference of the Society for Industrial/Organizational Psychology, San Diego, CA.
49. Chen, P. Y., & Pransky, G. (2000, November). *Scientific Basis for Pre-placement Examinations: Implications for job applicants with physical disability*. Paper presented at the meeting of the American Public Health Association, Boston, Massachusetts, November, 2000.
  50. Chen, P. Y., & Volinn, E. (2000, November). *Utility of job analysis in assessing work-related chronic back pain*. Paper presented at the meeting of the American Public Health Association, Boston, Massachusetts.
  51. Haeggberg, D., & Chen, P. Y. (2000, April). *Effects of Subordinate Ratings on Subsequent Supervisor Ratings: Does Anonymity Matter?* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
  52. Volinn, E, Yang, W, Chen, P. Y., Chen, X, & Lombardi, D. A. (2000, April). *Potentially Concealed Characteristics of the U.S. Population Reporting Both Chronic Back Pain and Departure from the Work force: Implications for Treatment*. Paper presented at the Meetings of the International Society for the Study of the Lumbar Spine, Adelaide, Australia.
  53. Haeggberg, H., Chen, P. Y., Hanley, R. E., & Finlinson, S. (1999, April). *Can Accountability Assure the Accuracy of Upward Appraisals?* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
  54. Hanley, R. P., Popovich, P.M., Chen, P. Y., Finlinson, S., & Haeggberg, D. (1999, April). *The roles of Teamwork-KSAs and general cognitive ability in different teams*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
  55. Hanley, R. P., Chen, P. Y., Finlinson, S., & Haeggberg, D. (1999, May). *Development of interactive multimedia computer assisted instruction (IMCAI) programs for distance learning*. Paper presented to the Midwestern Psychological Association, Chicago, IL.
  56. Spector, P. E., Chen, P. Y. & O'Connell, B. J. (1999, April). *Impact of pre-employment NA and strains on job stressors and strains*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
  57. Brasher, E. E., & Chen, P. Y. (1998, August). *Prediction of job search outcomes: simultaneous examination of job search information, effort, and behaviors*. Paper presented at the meeting of International Association of Applied Psychology, San Francisco, CA.
  58. Chen, P. Y., Finlinson, S., Hanley, R., Haeggberg, D., Popovich, P. M., & Brasher, E. E. (1998, May). *Assessment of leader effectiveness: Application of the mental model*. Paper presented at the meeting of Midwestern Psychological Association, Chicago, IL.
  59. Chen, P. Y., Haeggberg, H., Finlinson, S., Brasher, E. E., Hanley, R. E., & Popovich, P. M. (1998, April). *Development of Job Beliefs Scale: Implications for job stress research*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
  60. Popovich, P. M., Chen, P. Y., Graf, L., Hanley, R., Polinko, N., & Vincent, E. (1998, May). *Assessment of the severity of sexual harassment incidents utilizing the BARS technique*. Paper presented at the meeting of Midwestern Psychological Association, Chicago, IL.

61. Segal, D., Gordon, D., & Chen, P. Y. (1998, August). *Development and Assessment of Interactive Multimedia Parenting Intervention*. Paper presented at the meeting of International Association of Applied Psychology, San Francisco, CA.
62. Chen, P. Y., Popovich, P. M., & Kogan, M. (1997, August). *Coping, locus of control, and optimism among temporary employees*. Paper presented at the meeting of American Psychological Association, Chicago, IL.
63. Brasher, E. E., & Chen, P. Y. (1996, April). *The meaning and measurement of job search success*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, San Diego, CA.
64. Chen, P. Y., Dai, T., Spector, P. E., & Jex, S. M. (1996, April). *Relationship between negative affectivity and positive affectivity: Impacts of judged desirability of scale items and respondents' social desirability*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, San Diego, CA.
65. Chen, P. Y., & Finlinson, S. (1996, May). *Paradoxical Causal Relation between Negative Affectivity and Negative Mood*. Paper presented at the meeting of Midwestern Psychological Association, Chicago, IL.
66. Chen, P. Y., Norris, J. K., Mendenhall, M. A., & Hsiung, H. (1996, May). *Conflict Styles and Dispositions: Construct Validation*. Paper presented at the meeting of Midwestern Psychological Association, Chicago, IL.
67. Baydoun, R., Raju, N. S., & Chen, P. Y. (1995, May). *A Monte Carlo investigation of the Type I error rate and power of the Hedges and Olkin Moderator search method*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, Orlando, FL.
68. Bellarosa, C., & Chen, P. Y. (1995, September). *Effectiveness and practicality of occupational stress management interventions*. Paper presented at the meeting of APA/NIOSH Work, Stress, and Health '95: Creating Healthier Workplace, Washington, D.C.
69. Chen, P. Y., O'Connell, B. J., & Spector, P. E. (1995, September). *Is mood more important than trait NA in stress research*. Paper presented at the meeting of APA/NIOSH Work, Stress, and Health '95: Creating Healthier Workplace, Washington, D.C.
70. Raju, N. S., Brand, P. A., & Chen, P. Y. (1995, August). *Determining the significance of correlations corrected for unreliability and range restriction*. Paper presented at the meeting of the Academy of Management, Vancouver, Canada.
71. Spector, P. E., Van Katwyk, P. T., Brannick, M. T., & Chen, P. Y. (1995, May). *When two factors don't reflect two constructs: How item characteristics can produce artifactual factors*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, Orlando, FL.
72. Rischall, R., & Chen, P. Y. (1994, April). *Effects of Unemployment, Complexity, and Prestige on turnover-RJP Relationship*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, Nashville, TN.
73. Sandora, L., & Chen, P. Y. (1994, April). *Faking and Corrections For 16PF in Job Applicant Samples*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, Nashville, TN.
74. Chen, P. Y., O'Connell, B. J., & Spector, P. E. (1993, April). *Impact of mood and negative affectivity on stressor-strain relationships*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, San Francisco, CA.

75. Spector, P. E., Jex, S. M., & Chen, P. Y. (1993, June). *Personality traits as predictors of employee job characteristics*. Paper presented at the meeting of the American Psychological Society, Chicago, IL.
76. Chen, P. Y., Spector, P. E., & Jex, S. M. (1992, November). *Effects of manipulated job stressors and job attitude on perceived job conditions: A Simulation*. Paper presented at the meeting of APA/NIOSH Stress in the 90's: A Changing workforce in a changing workplace, Washington, D.C.

*SYMPOSIA, PANEL DISCUSSION, OTHER FORUMS*

1. Chen, P. Y. (2008, April). Chair, Thursday theme: *Individual-Organizational Health*. Presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
2. Cigularov, K., Chen, P. Y., & Smith, A. (2008, April). Safety training transfer climate and communication in predicting Injury reports. In J. W. Grosch (Chair), *Occupation/industry focused studies of safety climate*. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
3. Huang, Y. H., Chen, P. Y., & DeArmond, S. (2008, April). Industry type and injury risk: The role of safety climate: In J. W. Grosch (Chair), *Occupation/industry focused studies of safety climate*. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
4. Chen, P. Y. (2008, March). Chair, *New developments in the conceptualization of safety climate*. Symposium presented at the 7th International Conference on Occupational Stress & Health, Washington, DC, USA.
5. Smith, A., Cigularov, K., Wilson, C., & Chen, P. Y. (2008, March). Project Safe Talk: Soft Skills for Hard Hats. In Y. H. Huang (Chair), *Interventions to improve safety climate and safety behaviors*. Symposium presented at the 7th International Conference on Occupational Stress & Health, Washington, DC, USA.
6. Chen, P. Y., Rosecrance, J., Smith, A., & Cigularov, K. (2008, February). New Tools for Hard Hats: Psychology of Safety. *Lessons Learned About Training*. Panel discussion conducted at 18th Annual Construction Safety Conference, Chicago, IL.
7. DeArmond, S., Chen, P.Y., & Vacha-Haase, T. (2007, April). Workplace sleepiness in the long-term care industry: The role of resident aggression. In A.D. Krauss (Chair), *OHP Challenges Facing Direct-Care Workers in Long-Term Care*. Symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
8. DeArmond, S., Chen, P.Y., & Vacha-Haase, T. (2007, April). The safety of Certified Nursing Assistants: The role of sleepiness. In C.J.L. Cunningham & S.M. Jex (Co-Chairs), *Understanding Dirty Jobs: I-O and OHP Research at Work*. Symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
9. Smith, A. E., Baranczyk, M., Chen, P. Y., & Wilson, C. L. (2007, April). Stressing protocol: Truly capturing the focus group. Hernez-Broome, G. R. (Chair). *Let's focus on focus groups: Best practices and case studies*. Practitioner forum presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
10. DeArmond, S., & Chen, P.Y. (2006, August). Chairs, *Occupational Safety Outcomes:*

- Individual and Organizational Level Predictors*. Symposium presented at the 114th Annual Convention of the American Psychological Association, New Orleans, LA.
11. Chen, P. Y., Rosecrance, J. C., & Spector, P. E. (2006, March). Four Recurring Challenges in Occupation Health Research. Magley, V. J. (Chair). *Methodological and Conceptual Challenges in Occupational Health Research*. Symposium presented at The Sixth International Conference on Occupational Stress and Health, Miami, FL.
  12. Tye, M., & Chen, P. Y. (2006, May). Selection of expatriates: Decision-making models of human resources professionals. In Harkcom, K. (Chair), *The Expatriate Lifecycle: Insights From Selection to Repatriation*. Symposium conducted at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
  13. James, K., Chen, P. Y., & Summer, L. (2005, April). Manager's mental maps of health and work. In James, K. and P. Y. Chen (Chairs), *Occupational Health Psychology: Developmental Trends, Current Directions, Future Vision*. Symposium conducted at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
  14. Chen, P. Y., Krauss, A. D., & DeArmond, S. (2003, March). Occupational Health Psychology at Colorado State University. In L. B. Hammer and L. E. Tetrick (Chairs), *Occupational Health Psychology in the US: Training and Industry Perspectives*. Symposium conducted at the Fifth Interdisciplinary Conference on Occupational Stress and Health conference, Toronto, Canada.
  15. Hastey, K. C., Heggstad, E. D., & Chen, P. Y. (2003, April). Differential Effects of Faking on the Validity of Noncognitive Measures. In E. D. Heggstad & K. C. Hastey (Chairs), *Faking as more than error: Causes, consequences, and identification*. Symposium conducted at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
  16. Chen, P. Y. (1998, August). Chair, *The Role of Negative Affectivity in Reports of Job Stressors and Strains: Measures and Mechanisms*. Symposium conducted at the meeting of International Association of Applied Psychology, San Francisco, CA.
  17. Chen, P. Y., Popovich, P. M., & Kogan, M. (1997, April). Cyclical termination: Do social support and disposition make differences? In J. Schenz (Chair), *Understanding the role of social support in the process of work stress: The missing links*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.
  18. Chen, P. Y. (1996, August). Chair, *Method for longitudinal research*. Symposium conducted at the meeting of Academy of Management, Cincinnati, OH.
  19. Raju, N. S., Brand, P. A., & Chen, P. Y. (1996, April). Testing for the significance of corrected correlation. In M. J. Burke (Chair), *Quantitative issues in personnel selection research and practice*. Symposium conducted at the meeting of Society for Industrial and Organizational Psychology, San Diego, CA.
  20. Chen, P. Y. (1995, May). Trained to be a competent reviewer: A neglected but critical issue. In P.Y. Chen (Chair), *Trained to be a competent reviewer: A neglected but critical issue*. Panel discussion conducted at the meeting of Society for Industrial and Organizational Psychology, Orlando, FL.
  21. Spector, P. E., Van Katwyk, P. T., Brannick, M. T., & Chen, P. Y. (1994, August). When two factors don't reflect two constructs: How item characteristics can produce artifactual factors. In J. Phillips (Chair). *Some problems and innovative solutions in structural*

- equations modeling used for management theory building.* Symposium conducted at the meeting of Academy of Management, Dallas, TX.
22. Spector, P. E., Chen, P. Y., & Van Katwyk, P. T. (1994, March). When two factors don't reflect two constructs. In J. R. Edwards (Chair), *Measurement of core constructs in organizational stress research*. Symposium conducted at the meeting of the Academy of Management Research Methods Division Conference on Causal Modeling.
  23. Chen, P. Y., O'Connell, B. J., & Spector, P. E. (1993, June). The impact of negative affectivity and negative mood on relationships between perceived job conditions and reactions: An Extension and comparison. In I. Schonfeld (Chair), *The intersection of occupational stress and personality research: Negative affectivity*. Symposium conducted at the meeting of the American Psychological Society, Chicago, IL.
  24. Jex, S. M., Beehr, T. A., Heinisch, D. A., & Chen, P. Y. (1993, April). Method variance in organizational stress research. In C. S. Smith (Chair), *Method variance: Investigation of the problem and potential solutions*. Symposium conducted at the meeting of Society for Industrial and Organizational Psychology, San Francisco, CA.

#### *WORKSHOPS*

1. Safety Management Applied Research Team (2006, Feb. 25). *Worklife and Beyond*. Donald Dunn Memorial Safety Seminar, Tualatin, OR.
2. Chen, P. Y. (1998, August). *Application of interactive multimedia in parenting intervention*. Workshop conducted at the meeting of International Association of Applied Psychology, San Francisco, CA.
3. Finlinson, S., Brasher, E. E., Chen, P. Y., Haeggberg, H., Hanley, R. E., Vancouver, J. B. (1998, April). *Using Interactive Multimedia Software On The Web For I/O Applications*. Master tutorial conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.

#### *RESEARCH PROGRAMS*

Research in promoting healthy workplace, community, society, and culture so that individuals can exercise their talents and gifts to achieve high performance, high satisfaction, and well-being.

#### *CONSULTING EXPERIENCES*

Employee Surveys, Expert Witness in Adverse Impact, Job Analysis, Competency Modeling, Promotion and Selection, and Performance Evaluation.

#### *COURSES TAUGHT*

*Undergraduate Courses:* Introduction to Statistics, Survey of Human Resources and Organizational Behaviors, Training and Development, Tests and Measurement, Job Stress, Research Methods.

*Graduate Courses:* Human Resources Management, Industrial Psychology, Job Stress, Occupational Health Psychology, Organizational Behaviors, Performance Appraisal, Psychometrics, Statistics (intermediate and advanced), and Training and Development.