

**CURRICULUM VITAE
HUY LE**

Department of Management
College of Business
University of Texas at San Antonio
Email: huy.le@utsa.edu

EDUCATION

- 1998 – 2003 **Doctor of Philosophy**
Department of Management and Organizations,
Henry B. Tippie College of Business
University of Iowa, Iowa City, IA
Major: Human Resource Management / Organizational Behavior
- 1986 - 1990 **Bachelor of Science**
Electrical Engineering,
College of Technical Teacher Training,
Vietnam National University, Hochiminh City, Vietnam

PROFESSIONAL AND RESEARCH EXPERIENCE

- 08/2019 - Present University of Texas at San Antonio, TX
College of Business
Professor of Management
- 06/2014 – 07/2019 University of Texas at San Antonio, TX
College of Business
Associate Professor (with Tenure)
- 08/2011 – 06/2014 University of Nevada, Las Vegas, NV
Lee Business School
Assistant Professor
- 08/2010 – 06/2011 TUI University, Cypress, CA
College of Business Administration
Associate Professor
- 08/2006 – 06/2010 University of Central Florida, Orlando, FL
Assistant Professor
- 02/2004 – 07/2006 Human Resources Research Organization (HumRRO), Alexandria, VA
Research Scientist
- 06/1991 – 06/1998 Mitsui & Co., Ltd. – Representative Office in Hochiminh City, Vietnam
Business Officer in charge of Textile Import-Export Business

RESEARCH INTERESTS

- Cross-cultural differences in organizational behaviors;
- Individual differences in abilities and personality and their implications in education, organizational behavior, and human resource management research and practices;
- Test construction and validation; Applications of testing in education and personnel selection;
- Quantitative research methods (Meta-analysis, Monte-Carlo simulation).

RESEARCH IMPACT

- Number of citations (as of May 2020):
 - 8,922 as counted by *Google Scholar*
 - 3,706 as counted by *Scopus*
- H-Index:
 - 28 according to *Google Scholar*
 - 24 according to *Scopus*

Google Scholar Profile: <http://scholar.google.com/citations?user=28PbszsAAAAJ&hl=en>

Scopus Profile: <https://www.scopus.com/authid/detail.uri?authorId=7202645703>

AWARDS AND HONORS

- 2019: UTSA *Dean's Distinguished Research Award*
- 2018: UTSA *College of Business Summer Research Grant*
- 2017: *UTSA College of Business Col. Jean Piccione and Lt. Col. Philip Piccione Endowed Faculty Award* for Research Excellence.
- 2016: Elected Fellow of *Society for Industrial and Organizational Psychology (SIOP)*
- 2013: Finalist, Best Paper Award in *Journal of Organizational Behavior*. Marcus, J.*, & Le, H. (2013). Interactive effects of levels of Individualism-Collectivism on Cooperation: A meta-analysis.
- 2007: Elected member of *Society for Research Synthesis Methodology (SRSM)*
- 2002: *Dissertation Award, Society of Multivariate Experimental Psychology (SMEP)*

* My former graduate student at UCF

PUBLICATIONS

Refereed Journal Articles

- 42) Krasikova, D.V.⁺, **Le, H.**⁺, & Bachura, E.^{*} (2018). Toward customer-centric organizational science: A common language effect size indicator for multiple linear regressions and regressions with higher-order terms. *Journal of Applied Psychology, 103*, 659-675.
- 41) Roth, P.L., **Le, H.**, Oh, I-S., Van Iddekinge, C.H., & Bobko, P. (2018). Using beta-coefficients to impute missing correlations in meta-analytic research: Reasons for caution. *Journal of Applied Psychology, 103*, 644-658.
- 40) Schmidt, F.L., Viswesvaran, C., Ones, D.S., & **Le, H.** (2017). A failed challenge to validity generalization: Addressing a fundamental misunderstanding of the nature of VG. *Industrial and Organizational Psychology, 10*, 488-495.
- 39) Roth, P.L., **Le, H.**, Oh, I-S., Van Iddekinge, C.H., & Robbins, S.B. (2017). Who r u? On the (In)accuracy of incumbent-based estimates of range restriction in criterion-related and differential validity research. *Journal of Applied Psychology, 102*, 802-828.
- 38) **Le, H.**, & Robbins, S.B. (2016). Building the STEM pipeline: Findings of a 9-year longitudinal research project. *Journal of Vocational Behavior, 95-96*, 21-30.
- 37) Marcus, J., Fritzsche, B.A., **Le, H.**, & Reeves, M.D. (2016). Validation of the work-related age-based stereotypes (WAS) scale. *Journal of Managerial Psychology, 31*, 989-1004.
- 36) **Le., H.**⁺, Oh, I.⁺, Schmidt, F.L., & Wooldridge, C.^{*} (2016). Correction for Indirect Range Restriction in Meta-Analysis Revisited: Improvements and Implications for Organizational Research. *Personnel Psychology, 69*, 975-1008.
- 35) Westrick, P.A., **Le, H.**, Robbins, S.B., Radunzel, J.M., & Schmidt, F.L. (2015). College performance and retention: A meta-analysis of the predictive validities of ACT scores, High school grades, and SES. *Educational Assessment, 20*, 23-45.
- 34) Viswesvaran, C., Ones, D.S., Schmidt, F.L., **Le, H.**, & Oh, I-S. (2014). Measurement error obfuscates scientific knowledge: Path to cumulative knowledge requires corrections for unreliability and psychometric meta-analysis. *Industrial and Organizational Psychology Perspectives, 7*, 507-518
- 33) **Le, H.**, Robbins, S.B., & Westrick, P. (2014). Predicting student enrollment and persistence in college STEM fields using an expanded P-E fit framework: A large scale longitudinal multi-level study. *Journal of Applied Psychology, 99*, 915-947.
- 32) Oh, I-S., **Le, H.**, Whitman, D.S., Kim, K., Yoo, T-Y., & Hwang, J-O. (2014). The Incremental Validity of Honesty-Humility over Cognitive Ability and the Big Five. *Human Performance.*

⁺ These authors contributed equally and were listed alphabetically.

^{*} Graduate student at UTSA

- 31) Roth, P.L., **Le, H.**, Oh, I-S., Van Iddekinge, C.H., Buster, M.A., Robbins, S.B., & Campion, M.A. (2014). Differential validity for cognitive ability tests in employment and educational settings: not much more than range restriction? *Journal of Applied Psychology*, *99*, 1-20.
- 30) Schmidt, F.L., **Le, H.**, & Oh, I-S. (2013). Are true score and construct scores the same? A critical examination of their substitutability and the implications for research results. *International Journal of Selection and Assessment*, *21*, 339-354.
- 29) Marcus, J. *, & **Le, H.** (2013). Interactive effects of levels of Individualism-Collectivism on Cooperation: A meta-analysis. *Journal of Organizational Behavior*, *34*, 813-834. (Nominated for 2013 JOB Best Paper Award)
- 28) **Le, H.**, & Marcus, J. * (2012). The overall odds ratio as an intuitive effect size index for multiple logistic regression: Examination of further refinements. *Educational and Psychological Measurement*, *72*, 1001-1014.
- 27) Lauver, K.J., Trank, C.Q., & **Le, H.** (2011). Information by design: How employee perceptions of organizational design relate to injury reporting. *Journal of Leadership & Organizational Studies*, *18*, 344-352.
- 26) **Le, H.**, Oh, I., Robbins, S.B., Ilies, R., Holland, E., & Westrick, P. (2011). Too much of a good thing: Curvilinear relationships between personality traits and job performance. *Journal of Applied Psychology*, *96*, 113-133.
- 25) Putka, D.J., Lance, C.E., **Le, H.**, & McCloy, R.A. (2011). A cautionary note on modeling multitrait-multirater data arising from ill-structured measurement designs. *Organizational Research Methods*, *14*, 503-529.
- 24) **Le, H.**, Schmidt, F.L., Harter, J., & Lauver, K.J. (2010). The problem of empirical redundancy of constructs in organizational research: An empirical investigation. *Organizational Behavior and Human Decision Processes*, *112*, 112-125.
- 23) Nguyen, H.D., **Le, H.**, & Boles, T. (2010) Individualism-Collectivism and Cooperation: A cross-society and cross-level examination. *Negotiation and Conflict Management Research*, *3*, 179-204.
- 22) Robbins, S.B., Oh, I., **Le, H.**, & Button, C. (2009). Intervention effects on college performance and retention as mediated by motivational, emotional, and social control factors: Integrated meta-analytic path analyses. *Journal of Applied Psychology*, *94*, 1163-1184.
- 21) Klein, C. *, DiazGrandos, D. *, Salas, E., **Le, H.**, Burke, C.S., Lyons, R. *, & Goodwin, G.F. (2009). Does team building work? *Small Group Research*, *40*, 181-222.

* Graduate student at UCF

- 20) Lauver, K.J., Lester, S.W., & **Le, H.** (2009). Supervisor support and risk perception: Their relationship with unreported injuries and near misses. *Journal of Managerial Issues*, *XXI*, 327-343.
- 19) **Le, H.**, Schmidt, F.L., & Putka, D.J. (2009). The multifaceted nature of measurement artifacts and its implications for estimating construct-level relationships. *Organizational Research Methods*, *12*, 165-200.
- 18) Thomson, C.A. *, Goldiez, B.F., & **Le, H.** (2009). Predicting presence: Constructing the tendency toward presence inventory. *International Journal of Human-Computer Studies*, *67*, 62-78.
- 17) Putka, D.J., **Le, H.**, McCloy, R.A., & Diaz, T. (2008). Ill-structured measurement designs in organizational research: Implications for estimating interrater reliability. *Journal of Applied Psychology*, *93*, 959-981.
- 16) Oh, I., Schmidt, F.L., Shaffer, J.A., & **Le, H.** (2008). The Graduate Management Admission Test (GMAT) is even more valid than we thought: A new development in meta-analysis and its implications for the validity of the GMAT. *Academy of Management Learning and Education*, *7*, 563-570.
- 15) Allen, J., & **Le, H.** (2008). An additional measure of overall effect size for logistic regression models. *Journal of Educational and Behavioral Statistics*, *33*, 416-441.
Reprinted in: W. Paul Vogt (2011). Sage Quantitative Research Methods (SAGE Benchmarks in Social Research Methods series). London, UK: Sage.
- 14) Schmidt, F.L., **Le, H.**, Oh, I., & Shaffer, J.A. (2007). General mental ability, job performance, and red herrings – Responses to Osterman, Hauser, and Schmitt. *Academy of Management Perspectives*, *21* (4), 64-76.
- 13) **Le, H.**, Oh, I., Shaffer, J.A., & Schmidt, F.L. (2007). Implications of methodological advances for the practice of personnel selection: How practitioners benefit from meta-analysis. *Academy of Management Perspectives*, *21* (3), 6-15.
Reprinted in: Wagner, J.A.III, & Hollenbeck, J.R. (2010). Readings in Organizational Behavior. New York: Routledge.
- 12) **Le, H.**, & Schmidt, F.L. (2006). Correcting for indirect range restriction in meta-analysis: Testing a new meta-analytic procedure. *Psychological Methods*, *11*, 416-438.
- 11) Robbins, S.B., Allen, J., Casillas, A., Peterson, C.H., & **Le, H.** (2006). Unraveling the differential effects of motivation and skills, social, and self-management measures from traditional predictors of college outcomes. *Journal of Educational Psychology*, *98*, 598-616.
- 10) Brown, K.G., **Le, H.**, & Schmidt, F.L. (2006). Specific aptitude theory revisited: Is there

* Graduate student at UCF

incremental validity for training performance? *International Journal of Selection and Assessment*, 14, 87-100.

- 9) Hunter, J.E., Schmidt, F.L., & **Le, H.** (2006). Implications of direct and indirect range restriction for meta-analysis methods and findings. *Journal of Applied Psychology*, 91, 594-612.
- 8) Schmidt, F.L., Oh, I., & **Le, H.** (2006). Increasing the accuracy of corrections for range restriction: Implications for selection procedure validities and other research results. *Personnel Psychology*, 59, 281-305.
- 7) Hofmann, W., Gawronski, H. Gschwendner, T., **Le, H.**, & Schmitt, M. (2005). A meta-analysis on the correlation between the implicit association test and explicit self-report measures. *Personality and Social Psychology Bulletin*, 31, 1369-1385.
- 6) Robbins, S.B., **Le, H.**, & Lauver, K. (2005). Promoting successful college outcomes for all students – A reply to Weissberg and Owen. *Psychological Bulletin*, 131, 410-411.
- 5) **Le, H.**, Casillas, A., Langley, R., & Robbins, S.B. (2005). Motivation and skills, social, and self-management predictors of college outcomes – Constructing the Student Readiness Inventory. *Educational and Psychological Measurement*, 65, 482-508.
- 4) Ilies, R., Gerhardt, M., & **Le, H.** (2004). Individual differences in leadership emergence: Integrating meta-analytic findings and behavioral genetics estimates. *International Journal of Selection and Assessment*, 12, 207-219.
- 3) Robbins, S.B., Lauver, K., **Le, H.**, Davis, D., Langley, R., & Carlstrom, A. (2004). Do psychosocial and study skill factors predict college outcomes? A meta-analysis. *Psychological Bulletin*, 130, 261-288.
- 2) Schmidt, F.L., **Le, H.**, & Ilies, R. (2003). Beyond Alpha: An empirical examination of the effects of different sources of measurement error on reliability estimates for measures of individual differences constructs. *Psychological Methods*, 8, 206-224.
- 1) Collins, J.M., Schmidt, F.L., Sanchez-Ku, M., Thomas, L., McDaniel, M.A., & **Le, H.** (2003). Can basic individual differences shed light on the construct meaning of assessment center evaluations? *International Journal of Selection and Assessment*, 11, 17-29.

Book Chapters and Encyclopedia Entries

- 5) Boles, T. L., **Le, H.** , & Nguyen, H.D. (2009). Persons, organizations, and societies: The effects of collectivism and individualism on cooperation. In Krammer, R., Tenbrunsel, A., & Bazerman, M.H. (Eds.). *Social Decision Making: Social Dilemmas, Social Values, and Ethics*. Psychology Press.
- 4) Schmidt, F. L., **Le, H.**, & Oh, I.-S. (2009). Correcting for the distorting effects of study

artifacts in meta-analysis. In H. Cooper, L. V. Hedges, & J. C. Valentine (Eds.), *The handbook of research synthesis* (2nd edition). NY: Russell Sage Foundation.

- 3) Schmidt, F. L., & Le, H. (2007). An empirical calibration of the effects of multiple sources of measurement error on reliability estimates for individual differences measures. In (S. Sawilowsky, Ed.), *Real data analysis*. Charlotte, NC: IAP
- 2) Le, H., & Putka, D. (2006). Reliability. In S. G. Rogelberg and Charlie L. Reeve, (Eds.) *Encyclopedia of Industrial-Organizational Psychology*, Thousand Oaks, CA: Sage.
- 1) Le, H. (2006). Classical Test Theory. In S. G. Rogelberg and Charlie L. Reeve, (Eds.) *Encyclopedia of Industrial-Organizational Psychology*, Thousand Oaks, CA: Sage.

Conference Presentations

- 34) Le, H., & Pan, L. (2019, August). *Examining the empirical redundancy of organizational justice constructs*. Paper presented at the Academy of Management Meeting. Boston, MA.
- 33) Roth, P.L., Le, H., Oh, I-S., Van Iddekinge, C.H., & Bobko, P. (2018, April). *Beta coefficients don't impute missing correlations well in meta-analytic research*. Poster presented at the 33rd Annual Conference of the Society for Industrial & Organizational Psychology. Chicago, IL.
- 32) Krasikova, D., & Le, H. (2017, August). *Common language effect size indicator for use with multiple linear regression*. Paper presented at the Academy of Management Meeting. Atlanta, GA.
- 31) Roth, P.L., Le, H., Oh, I-S., & Van Iddekinge, C.H. (2017, August). *Using beta coefficients in meta-analysis: Biased mean and true standard deviation estimates*. Paper presented at the Academy of Management Meeting. Atlanta, GA.
- 30) Le, H., & Robbins, S.B. (2016, April). *STEM degree attainment: The tale of two predictors*. Poster presented at the 31st Annual Conference of the Society for Industrial & Organizational Psychology. Anaheim, CA.
- 29) Roth, P.L., Le, H., Oh, I-S., & Van Iddekinge, C.H. (2015, August). *Who r u? Incumbent based range restriction corrections in staffing and differential validity*. Paper presented at the Academy of Management Meeting. Philadelphia, PA.
- 28) Le, H. & Robbins, S.B. (2013, April). *Predicting student career choice in STEM*. Poster presented at the 27th Annual Conference of the Society for Industrial & Organizational Psychology. Houston, TX.
- 27) Le, H. (2013, April). *Proposing a taxonomy for simulation tests*. Poster presented at the 27th Annual Conference of the Society for Industrial & Organizational Psychology. Houston, TX.

- 26) Gerhard, M., & Le, H. (2012, October). *Narcissism and approach-avoidance motivation: Expanding the lens to examine goal orientations*. Paper presented at the Midwest Academy of Management Conference. Chicago, IL. Oct 4-6.
- 25) Roth, P.L., Le, H., Oh, I-S., & Van Iddekinge, C.H. (2012, August). *Observed differential validity: Not much more than Range Restriction?* Paper presented at the Academy of Management Meeting. Boston, MA.
- 24) Marcus, J., Le., H., & Erazo, E. (2011, April). *Interactions between levels of Individualism-Collectivism & workgroup cooperation: A revised meta-analysis*. Poster presented at the 26th Annual Conference of the Society for Industrial & Organizational Psychology. Chicago, IL.
- 23) Le, H., Marcus, J., & Hwang, J. (2010, April). *The OOR as an effect size index for logistic regression*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 22) Marcus, J. & Le, H. (2010, April). *Individualism-Collectivism and cooperative behavior in workgroups: A meta-analysis*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 21) DiazGranados, D., Wiese, C., Marcus, J., Le, H., Smith-Jentsch, K., Burke, C. S., et al. (2010, April). *Examining potential moderators on the behavioral processes/outcomes relation: A meta-analysis*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- 20) Le, H., & Oh, I. (2009, April). Correcting for indirect range restriction: Determining the u_T distribution. In Scott Morris (Chair), *Meta-Analysis: Advances in Methods and Practice*. Symposium conducted at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 19) Putka, D., Lance, C., Le, H., & McCloy, R. (2009, April). *Selection of raters (really) matters when modeling multitrait-multirater data*. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 18) Oh, I.-S., Darnold, T. C., Zimmerman, R. D., Le, H., & Han, Y.-S. (2008). *Fit perceptions during socialization and their effect on work attitudes and job performance*. Paper presented at the Academy of Management Meeting, Anaheim, CA. August, 8-13.
- 17) DiazGranados, D., Klein, C., Salas, E., Le, H., Burke, C., Lyons, R., & Goodwin, G. (2008). *Does team building work?* Poster presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- 16) Lauver, K.J., Lester, L., & Le, H. (2007). *Encouraging reporting and increasing safety: Supervisor support and risk perception*. Paper presented at the Midwest Academy of Management, Kansas City, MO.

- 15) Putka, D.J., McCloy, R.A., & Le, H. (2007). An overlooked problem with standard practices for analyzing ratings data from ill-structured measurement designs. In J. M. Cortina (Chair), *A perfect and just weight, a perfect and just measure*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- 14) Le, H., Ilies, R., & Holland, E.V. (2007). Too much of a good thing? Curvilinearity between emotional stability and performance. In D.S. Ones (Chair), *Too much, too little, too unstable: optimizing personality measure usefulness*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- 13) Allen, J. & Le, H. (2007). *Measuring overall effect size of logistic regression models*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, New York, N.Y.
- 12) Oh, I., Le, H., Kim, C.S., & Yoo, T.Y. (2006). Honesty-humility and emotional competencies as predictors of task and contextual performance over general mental ability and the Big Five personality. In Kibeom Lee (Cochair) and Michael C. Ashton (Cochair), *Revising the five-factor model: A new six-dimensional model of personality*. Symposium conducted at the Society for Industrial and Organizational Psychology Conference, Dallas, TX. May 5 – 7.
- 11) Lauver, K., Le., H., Patton, G., & Bakhtiyarova, J.N. (2005). *A Review of Individual Differences and Organizational Safety*. Paper presented at the American Psychological Association Convention, Washington, DC, August 18 – 21.
- 10) Schmidt, F.L., & Le, H. (2005). Implications of direct and indirect range restriction for meta-analysis methods. In Scott Morris. *Advances in Meta-Analysis: New Approaches to Artifact Correction*. Symposium conducted at the Society for Industrial-Organizational Psychology Conference, Los Angeles, CA. April 14 – 17.
- 9) Gore, P., Le. H., & Casillas, A.(2004). Development of a psychosocial and study skill inventory. In Paul Gore (Chair) *Do psychosocial and study skill factors predict college outcomes?* Symposium conducted at the American Psychological Association Convention (Division 17: Counseling Psychology), Honolulu, HI, July 28 – August 01.
- 8) Robbins, S.B., Le, H., Casillas, A., & Langley, R. (2004). Evaluating the incremental validity of psychosocial and study skill factors. In Paul Gore (Chair) *Do psychosocial and study skill factors predict college outcomes?* Symposium conducted at the American Psychological Association Convention (Division 17: Counseling Psychology), Honolulu, HI, July 28 – August 01.
- 7) Le, H., Nguyen, H.D., & Boles, T. (2004). *Collectivism-Individualism and Cooperation: A Cross-Cultural and Cross-Level Examination*. Paper presented at the Society for Industrial and Organizational Psychology Conference, Chicago, IL, April 2-4.
- 6) Le, H., & Schmidt, F.L. (2003). *Using Monte-Carlo Simulation to Test a New Meta-Analysis Method for Indirect Range Restriction*. Paper presented at the 11th European Congress on Work and Organizational Psychology, Lisbon, Portugal, May 14-17.

- 5) Le, H., & Schmidt, F.L. (2003). *Development and Test of a New Meta-Analysis Method for Indirect Range Restriction*. Paper presented at the Society for Industrial and Organizational Psychology Conference, Orlando, FL., April 11-13.
- 4) Le, H., Schmidt, F.L., & Lauver, K. (2002). An Empirical Re-examination of the Relationship between Affectivity and Job Satisfaction: Does Controlling for Measurement Error Make a Difference? In Remus Ilies and Timothy Judge (Chairs) *Dispositional Influences on Work-Related Attitudes*. Symposium conducted at the Society for Industrial and Organizational Psychology Conference, Toronto, Canada, April 12-14.
- 3) Le, H., Schmidt, F.L., & Lauver, K. (2001). How Reliable Are Measures of Job Satisfaction? New Answer from Generalizability Theory. In Frank L. Schmidt (Chair) *Measurement Error and Reliability*. Symposium conducted at the American Psychological Convention (Division 5: Evaluation, Measurement, and Statistics), San Francisco, CA, August 24-28.
- 2) Le, H. (2001). *Revisiting the Assumption of Unidimensionality in IRT: A Simulation Study*. Paper presented at the American Psychological Convention (Division 5: Evaluation, Measurement, and Statistics), San Francisco, CA, August 24-28.
- 1) Lauver, K., & Le, H. (2001). *Personality Factors as Predictors of Employee Injuries on the Job: A Meta-Analysis*. Paper presented at the Academy of Management Meeting, Washington, D.C., August 3-8.

Selected Technical Reports

- Diaz, T.E., Le, H., & Wise, L.L., (2006). *NAEP-QA FY06 Special Study: 12th Grade Math Trend Estimate*. (FR-06-43). Alexandria, VA: Human Resources Research Organization.
- Le, H., & Sager, C. E., (2006). *Reanalysis of Validation of Tool to Assess Readiness for Online Learning* (DFR-06-03). Alexandria, VA: Human Resources Research Organization.
- Putka, D.J., & Le, H. (2005). *Select21 Attrition Update: Initial Entry Training Attrition* (IR-05-58). Alexandria, VA: Human Resources Research Organization.
- Medsker, G.J., Le, H., & Knapp, D.J. (2004). *U.S. Army Foreign Language Recruiting Initiative (FLRI) Final Evaluation* (FR-04-52). Alexandria, VA: Human Resources Research Organization
- Wise, L., Le, H., Hoffman, G., & Becker, S. (2004). *Testing NAEP Full Population Estimates for Sensitivity to Violation of Assumptions* (TR-04-50). Alexandria, VA: Human Resources Research Organization.
- Le, H., (2004). Modeling reenlistment decisions. In W.J. Strickland (Ed.). *A Longitudinal Study of First Term Attrition and Reenlistment Among FY1999 Enlisted Accessions* (FR-04-14). Alexandria, VA: Human Resources Research Organization.

Schmidt, F.L., Le, H. & Ilies, R. (2001). *Report on Development and Validation of the Index of Work Attitudes (IOWA)* (Technical Report to the Iowa Department of Personnel). Iowa City, Iowa.

Other (Data Analysis Software)

Schmidt, F.L., & Le, H. (2014). *Hunter & Schmidt's Meta-analysis Programs*. The University of Iowa, IA.

PROFESSIONAL ACTIVITIES

Editorial Service:

Editorial Board Member:

- *Journal of Vocational Behavior* (2017 – Present)
- *International Journal of Selection and Assessment* (2013 –2019)
- *Journal of Occupational and Organizational Psychology* (2014-2016)
- *Personnel Psychology* (2010 – 2013)
- *Research Synthesis Methods* (2009 – 2012)

Reviewer:

- Reviewer for Academy of Management Conference, Human Resources, Organizational Behavior, and Research Methods Divisions (2002 - 2008), American Psychological Association Convention, Division 5 (2001), and Society for Industrial and Organizational Psychology Conference (2006 – 2009, 2015, 2016).
- Reviewer for the *Social Sciences and Humanities Research Council* of Canada (SSHRC) in 2007, 2008, 2009.
- Ad-hoc reviewer for *Psychological Methods*, *Journal of Occupational and Organizational Psychology*, *International Journal of Selection and Assessment*, *Organizational Research Methods*, *Educational Evaluation and Policy Analysis*, *Applied Psychological Measurement*, *MIS Quarterly*, *Human Relations*, *Educational and Psychological Measurement*, *Organizational Behavior and Human Decision Processes*, *Journal of Applied Psychology*, *Proceedings of the National Academy of Sciences*.

Affiliation:

- Academy of Management (Human Resources Management Div. and Research Methods Div.)

- American Psychological Association Division 5 (Evaluation, Measurement & Statistics)
- American Psychological Association Division 14 (Society for Industrial and Organizational Psychology)

TEACHING

Courses Taught

- *MGT3023 People and Organizations (aka. Organizational Behavior - Undergraduate level, UTSA)*
- *MGT7013 Seminar in Organizational Behavior (Ph.D. level, UTSA)*
- *MGT367 Human Resource Management (Undergraduate level, UNLV)*
- *PSY 6216 Advanced Research Methods I (Ph. D. level, UCF)*
- *PSY 6217 Advanced Research Methods II (Ph. D. level, UCF)*
- *INP 7933 Meta-Analysis in Social Sciences (Ph. D. level, UCF)*
- *PSY 6308 Psychological Testing (Masters level, UCF)*
- *PSY 4215 Advanced Research Methods (Undergraduate level, UCF)*
- *INP7214 Industrial Psychology I (Ph.D. level, UCF)*
- *MGT509 Human Resource Management (MBA Level, TUI University)*

Dissertation Committee

Jessica Cornejo (I/O Psychology, UCF): *Completed (2007)*
Keisha Wicks (I/O Psychology, UCF): *Completed (2008)*
In-Sue Oh (Management, University of Iowa): *Completed (2009)*
Cameron Klein (I/O Psychology, UCF): *Completed (2009)*
Justin Marcus (I/O Psychology, UCF): *Completed (2010)*
Stephen Gunter (I/O Psychology, UCF): *Completed (2010)*
William Luse (Management, UTSA): *Completed (2018)*
William Phillips (Management, UTSA): *Completed (2020)*
Liyao Pan (Management, UTSA): *Completed (2019)*

Dissertation Chaired/Co-Chaired

Carol Thomson (I/O Psychology, UCF)– *Completed (2010)*
Antoine Busby (Management, UTSA) – *Completed (2018)*
Deeksha Munjal (Management, UTSA) – *Completed (2019)*

Master Thesis Committee

Sallie Weaver (I/O Psychology, UCF): *Completed (2008)*

Undergraduate Honor Thesis Committee

Jennifer Feitosa Olivera (UCF): *Completed (2010)*

Undergraduate Honor Thesis Chair

Tyler Werland (UTSA): *Completed (2018)*

SERVICES

(At University of Texas at San Antonio)

- Ph.D. Qualification Exam Committee, Chair (2014, 2016)
- Ph.D. Recruitment Coordinator (2015)
- Ph.D. in Business Administration Programs Committee, Member (2014 - 2016)
- New Faculty Mentoring Team, Member (2015)
- Management Faculty Search Committee, Chair (2017/2018 and 2019/2020)
- Faculty Senator (2019 – present)

(At University of Nevada, Las Vegas)

- College By-law Committee – Lee Business School (2011- 2012)
- Fiscal Affairs Committee – UNLV (2011 – 2013)

(At University of Central Florida)

- Admission Committee for the I/O Ph.D. Program (2007 – 2010)
- Faculty Search Committee for the I/O Ph.D. Program (2006)
- Faculty Search Committee for the Human Factors Ph.D. Program (2006)
- Website Committee for the I/O Ph.D. Program
- I/O Ph.D. Comprehensive Exams Committee (2006 – 2009)
- Human Factor Ph.D. Comprehensive Exams Committee (2007 – 2009)

