

# Ho Kwan Cheung, Ph.D.

## CURRICULUM VITAE

### EDUCATION

- 2018**                      **George Mason University**, Fairfax, VA  
Ph.D. Psychology
- 2016**                      **George Mason University**, Fairfax, VA  
M.A. Psychology
- 2014**                      **The Pennsylvania State University**, University Park, PA  
B.S. Psychology with Business Option  
B.S. Spanish with Applied Spanish Option

### PROFESSIONAL EXPERIENCES

- 2022- Present**            Assistant Professor of Psychology  
**University of Calgary**, Calgary, AB, Canada
- 2018- 2022**              Assistant Professor of Psychology  
**University at Albany, SUNY**, Albany, NY, U.S.A.

### PUBLICATIONS

\*denotes that authors contributed equally, names in *italics* reflect authors who were students at the time of the project

Jang, S., **Cheung, H.**, & Ford, M. (2023). Healthy for some but not for all: Effects of health climate on sleep outcomes of overweight employees. *Journal of Occupational and Organizational Psychology*.

Bergman, M., Gaskins, V. A., Allen, T., **Cheung, H.**, Hebl, M. R., King, E. B., Sinclair, R. R., Siuta, R., Wolfe, C., & Zelin, A. I. (2023). The Dobbs decision and the future of occupational health in the U.S. *Occupational Health Science*.

*Mahabir, B., Swain, S., Hernandez, J., & Cheung, H.* (2023). Changing times, changing resources: Starting a family as a graduate student. *The Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Keeler, K., Alaybek, B., **Cheung, H.**, & Cortina, J. (2023). Untying the climate strength knot: A meta-analytic examination. *Journal of Applied Psychology*, 108(1), 72-99.

Goldberg, C. B. & **Cheung, H.** (2022). Organizational abortion support benefits in the post-Roe world: Employee and employers' perspectives. *Equality, Diversity, and Inclusion: An International Journey*. In press.

**Cheung, H.**, Baranik, L. E., Burrows, D., & Asburn-Nardo, L. (2022). Hiring discrimination against refugees: The mediating role of symbolic and realistic threat. *Journal of Vocational Behavior*. In press.

**Cheung, H.**, Anderson, A. A., King, E. B., Warner, K., Mahabir, B., Jones, K. P. (2022). Beyond the baby bump: Subtle discrimination against working mothers. *Journal of Business and Psychology*. In press.

Dalal, D. K., Randall, J. G., **Cheung, H.**, Roch, S. G., Williams, K. J., & Gorman, B. (2021). Is there bias in alternatives to standardized tests? An investigation into letters of recommendation. *International Journal of Testing*, 22(1), 21-42.

Hernandez, J. \*, Mahabir, B. \*, & **Cheung, H.** (2020) Applying I-O theories in classrooms: An examination from the power perspective. *The Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(4), 548-554

**Cheung, H.**, Goldberg, C. B., Konrad, A., Lindsey, A. P., Nicolaidis, V. C., & Wang, Y. (2020). A meta-analytic review of gender context influencing employees' work outcomes: Implications for human resources development. *Human Resources Development International*, 23(5), 491-518.

Danna, G. \*, Hernandez, J. \*, Mahabir, B. \*, Nandigama, N. \*, & **Cheung, H.** (2020) Who else besides (white) women: The need for representation in harassment training. *The Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(2), 208-212.

Gilrane, V., Wessel, J. L., **Cheung, H.**, & King, E. B. (2019). The consequences of making the right impressions for STEM women: Meta-stereotypes, impression management, and supervisor ratings. *Archives of Scientific Psychology*, 7(1), 22-31.

Lee, S. Y., Hanson, M. D., & **Cheung, H.** (2019). Incorporating bystander intervention into sexual harassment training. *The Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(1), 52-57

Batz, C. L., Tay, L., Kuykendall, L. & **Cheung, H.** (2018). The role of gender inequality in explaining gender differences in subjective well-being. *Psychological Science*, 29(9), 1491-1503.

**Cheung, H.**, Goldberg, C. B., King, E. B., & Magley, V. J. (2018). Are you true to the cause? Beliefs about Organizational and Unit's Commitment to Sexual Harassment Training. *Groups & Organization Management*, 43 (4), 531-560.

Kuykendall, L., Lei, X., Tay, L., **Cheung, H.**, Kolze, M., Lindsey, A., Silvers, M., & Engelsted, L. (2017). Leisure subjective well-being: Validating new measures and examining its importance to overall worker well-being. *Journal of Vocational Behavior*, 103, 14-40.

**Cheung, H.\***, Hebl, M. R. \*, King, E. B. \*, Markell, H. H. \*, Moreno, C. \*, & Nittrouer, C. \* (2017). Back to the future: Methodologies that capture real people in the real world. *Social Psychological and Personality Science*, 8(5), 564-572.

Windscheild, L., Bowes-Sperry, L., Kidder, D., **Cheung, H.**, Morner, M., & Lievens, F. (2016). Actions speak louder than words: Job seekers' perceptions of diversity mixed messages. *Journal of Applied Psychology*. 101 (9), 1329- 1241.

*Winner of 2016 Dorothy Harlow/McGraw Hill Best Paper Award for the Gender and Diversity in Organizations Division of the Academy of Management*

**Cheung, H.**, Lindsey, A. P., King, E. B., & Hebl, M. R. (2016). Beyond sex: Exploring the influence of sex role identity on women's influence tactics. *Gender in Management*, 31(1), 43-69.

Lindsey, A. P., King, E. B., **Cheung, H.**, Hebl, M. R., Lynch, S., & Mancini, V. (2015). When do women respond to discrimination? Exploring factors of focus, form, and subtlety. *Journal of Applied Social Psychology*, 45 (12), 649-661.

### MANUSCRIPTS UNDER REVIEW OR REVISE AND RESUBMIT

\*denotes that authors contributed equally, names in *italics* reflect authors who were students at the time of the study

Burke, V., **Cheung, H.**, & Finkelstein, L. (2022). Negotiating work identity through midlife transitions: A new perspective on workplace aging and career development. Under review at *Journal of Organizational Behavior*.

Foong, E., Dabbish, L., Gerber, E., **Cheung, H.**,..., & Wang, S. (2022). Minimizing the wage gap: Opportunities to support women's negotiation in online labor marketplaces. 1<sup>st</sup> round of Revise and Resubmission at *Computer-Supported Cooperative Work and Social Computing*.

**Cheung, H.**, King, E. B., Nicolaides, V., Getu, A., & *Hernandez, J.* (2021) What she expects when expecting: A Discontinuous Approach on Effects of women's meta-perceptions on perceived leader-member exchange from pregnancy to postpartum. Under 3<sup>rd</sup> round of Revise and Resubmit at *Journal of Applied Psychology*.

**Cheung, H.**, Lindsey, A. P., Sabat, I. E., King, E. B., Ahmad, A. S., & Pope, M. V. (2018). Timing matters: When gay men and lesbian women disclose their sexual orientation influences salary. Under 1<sup>st</sup> round of Revise and Resubmit at *Journal of Occupational and Organizational Psychology*.

Wood, A., Lindsey, A. P., King, E. B., Tonidandel, S., **Cheung, H.**, & Membere, A. A. (2021) Examining social connections: The effects of group and gender identification on the gender diversity- information sharing relationship. Under Review at *Group & Organization Management*.

### BOOK CONTRIBUTIONS AND OTHER PUBLICATIONS

*Mahabir, B.*, *Hernandez, J.*, **Cheung, H.** (2022). What about pregnancy loss: An examination of wellness in the workplace. In *The Future of Scholarship in Diversity and Inclusion in Organizations*, vol. 3, p. 225-246. Information Age Publishing.

Landy, F. J. & **Cheung, H.** (2017). Equal Pay Act of 1963. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial-Organizational Psychology*, 2<sup>nd</sup> edition. Thousand Oaks: SAGE Publications.

**Cheung, H.\***, King, E.\*, Lindsey, A.\*, Membere, A.\*, Markell, H., & Kilcullen, M (2016). Understanding and reducing workplace discrimination. *Research in Personnel and Human Resources Management*, Vol 34, 101-152.

Lindsey, A. P., King, E. B., Membere, A. A., **Cheung, H.** (2017). Two types of diversity training that really work: Experiments show that context and personality matter. *Harvard Business Review*, July 28, 2017.

## GRANTS

- 2023**                    **Social Science & Humanities Research Council Insight Development Grant  
“Mindfulness-Based Discrimination Reduction”**  
Principle Investigators: Ho Kwan Cheung  
Given by Social Science & Humanities Research Council (SSHRC)  
Role: Principal Investigator  
Under Review: \$73,000
- 2021**                    **National Science Foundation Science of Organizations Program  
“Mindfulness-Based Discrimination Reduction”**  
Principle Investigators: Ho Kwan Cheung, Jason G. Randall, Christine L.  
Nittrouer, PhDs  
Given by National Science Foundation (NSF)  
Role: Principal Investigator  
Not Funded: \$398,444
- 2019**                    **National Science Foundation Smart and Connected Communities Program  
“Opening Doors: Empowering refugees through a smart sociotechnical  
infrastructure”**  
Principle Investigators: Charalampos Chelmiss, Daphne Zois, Wonhyung Lee, and  
Lisa Baranik, PhDs  
Given by National Science Foundation (NSF)  
Role: Consultant  
Not Funded: \$1,487,751
- 2018**                    **Grant-in-aid Program  
“Effects of Pregnancy Disclosure on Leader-Member Exchange Over Time”**  
Given by Society of Psychological Studies of Social Issues  
Role: Principal Investigator  
Awarded: \$1000

## HONORS

- 2022**                    **Early Career Fellow**  
Given by Work-Family Research Network
- 2021**                    **Dr. Nuala McGann Drescher Leave Award**  
Given by New York State and United University Professors
- 2016**                    **Dorothy Harlow/McGraw Hill Best Paper Award**  
Given by Gender and Diversity in Organization Division of Academy of  
Management
- 2013**                    **Summer Science Fellow**  
Given by American Psychological Association

## CONFERENCE PAPERS

**Cheung, H.** & Baker, C. (Chairs). Gendered Ageism: An intersectional perspective on employees' experiences. Symposium conducted at 38th annual meeting of Society of Industrial-Organizational Psychology, Boston, MA.

Burke, V., **Cheung, H.**, & Finkelstein, L. (2022). Stereotype content by age and gender in the workplace. Symposium chaired by H. Cheung and C. Baker "Gendered Ageism: An intersectional perspective on employees' experiences". Presented at the 38<sup>th</sup> annual meeting of Society of Industrial-Organizational Psychology, Boston, MA.

*Hernandez, J.*, **Cheung, H.**, & Burch, K. A. (2020). The impact of social comparison behaviors on work-family conflict during COVID-19 pandemic. Research incubator session chaired by Burch, K. and Cheung, H. "Research incubator: Exploring new normal at work and home during COVID-29". To be conducted at the 36<sup>th</sup> annual meeting of Society of Industrial-Organizational Psychology, New Orleans, LA.

Burch, K. A., & **Cheung, H.** (Chairs). Research incubator: Exploring new normal at work and home during COVID-29. Alternative session to be conducted at the 36<sup>th</sup> annual meeting of Society of Industrial-Organizational Psychology, New Orleans, LA.

*Mahabir, B.*, & **Cheung, H.** (Chairs). Experiences of early motherhood in the field. Symposium to be conducted at the 36<sup>th</sup> annual meeting of Society of Industrial-Organizational Psychology, New Orleans, LA.

Keeler, K., Alaybek, B., **Cheung, H.**, & Cortina, J. (2019). "Climate level and strength: A meta-analysis of their relationship and their effects on work outcomes". Paper presented at 81<sup>st</sup> annual meeting of Academy of Management, Boston, MA.

Thibau, I., Winslow, C., **Cheung, H.**, & Banks, C. (2019). "A qualitative analysis of organizational antecedents of workplace sexual harassment". Presented at the 5<sup>th</sup> International Conference on Wellbeing at Work in Paris, France.

**Cheung, H.**, King, E. B., & Getu, A. (2019). "What she expects when expecting: Effects of pregnancy disclosure on women's meta-perceptions and perceived leader-member exchange". Symposium chaired by H. Cheung "From pregnancy to motherhood: Experiences of new and expectant mothers in the field". Presented at the 34<sup>th</sup> annual meeting of Society of Industrial-Organizational Psychology, National Harbor, MD.

Anderson, A. J., **Cheung, H.**, King, E. B., Warner, K., & Buchanan, B. (2019). "Strategies to reduce hiring discrimination against mothers: A field experiment". Symposium chaired by H. Cheung "From pregnancy to motherhood: Experiences of new and expectant mothers in the field". Presented at the 34<sup>th</sup> annual meeting of Society of Industrial-Organizational Psychology, National Harbor, MD.

**Cheung, H.** & King, E. B.. (Chairs). From pregnancy to motherhood: Experiences of new and expectant mothers in the field. Symposium conducted at 34<sup>th</sup> annual meeting of Society of Industrial-Organizational Psychology, National Harbor, MD.

Batz, C. L., Tay, L., Kuykendall, L. & **Cheung, H.** (2016). Meta-analytical examination of the role of gender inequality in explaining gender differences in job satisfaction. Poster Presented at the 33<sup>rd</sup> annual meeting of Society of Industrial-Organizational Psychology, Chicago, IL.

**Cheung, H.**, Lindsey, A. P., Sabat, I. E., King, E. B., & Ahmad, A. S. (2017). Timing matters: When gay men and lesbian women disclose their sexual orientation influences salary. Paper presented at 77<sup>th</sup> annual meeting of Academy of Management, Atlanta, GA.

Getu, A., **Cheung, H.**, & King, E. B. (2016). Diversity in leader-member exchange: understanding the effects of gender, race, and power distance on LMX. Poster presented at the 29<sup>th</sup> annual convention of American Psychological Science, Boston, MA.

Batz, C. L., Tay, L., Kuykendall, L. & **Cheung, H.** (2016). Meta-analytical examination of the role of gender inequality in explaining gender differences in subjective well-being. Poster presented at the 29<sup>th</sup> annual convention of American Psychological Science, Boston, MA.

Membere, A. A., King, E. B., Tonidandel, S., Lindsey A. P., **Cheung, H.**, & Jennings, R. (2016). "When team diversity facilitates performance: Understanding fractured behavioral patterns". Symposium chaired by A. P. Lindsey "Enhancing understanding of team diversity through lens of faultlines". Presented at the 32<sup>nd</sup> annual meeting of Society of Industrial-Organizational Psychology, Orlando, FL.

**Cheung, H.** & Jones, K. P. (Chairs). Exploring macro-level factors impacting individual work-family experience. Symposium conducted at 32<sup>nd</sup> annual meeting of Society of Industrial-Organizational Psychology, Orlando, FL.

**Cheung, H.**, Goldberg, C. B., King, E. B., & Magley, V. J. (2016). Beliefs about organizational and unit's commitment in sexual harassment training. Poster presented at 32<sup>nd</sup> annual meeting of Society of Industrial-Organizational Psychology, Orlando, FL.

Windscheild, L., Bowes-Sperry, L., Kidder, D., **Cheung, H.**, Morner, M. (2016). Actions Speak Louder Than Words: Outsiders' Perceptions of Diversity Mixed Messages. Paper presented at 78<sup>th</sup> annual meeting of Academy of Management, Anaheim, CA.

Windscheild, L., Bowes-Sperry, L., Kidder, D., **Cheung, H.**, Morner, M. (2015). Job Seekers' perceptions of diversity mixed messages. Poster presented at 31<sup>st</sup> annual meeting of Society of Industrial-Organizational Psychology, Anaheim, CA.

**Cheung, H.** & King, E. B. (2015). Does it pay for parents to take short parental leave? Symposium chaired by K. P. Jones "Exploring pregnancy bias in field settings: emergence, consequences, and remediation". Presented at the 31<sup>st</sup> annual meeting of Society of Industrial-Organizational Psychology, Anaheim, CA.

**Cheung, H.** & Liu, S. (2014). Comparing effectiveness of promotive and prohibitive voices. Poster presented at 30<sup>th</sup> annual meeting of the Society of Industrial-Organizational Psychology, Philadelphia, PA.

## **TEACHING EXPERIENCE**

### **Undergraduate Courses**

Research Methods  
Experimental Psychology  
Psychology of Working Groups and Teams  
Diversity and Discrimination in Organizations  
Introduction to Psychology  
Introduction to Organizational Behavior

### **Graduate Courses**

Survey of Organizational Psychology (Ph.D. and MA level)  
Diversity and Discrimination in Organizations (Ph.D. and MA level)  
Occupational Health Psychology (Ph.D. and MA level)  
Organizational Behavior (EMBA level)

## **MENTORING EXPERIENCES**

### **Graduate (PhD and MA level)**

Joel Hernandez  
Bhindai (Katie) Mahabir  
Dhanisha Nandigama  
Marcella Jugueta  
Boran Li  
Ruyue Sun  
Miranda Honcoop

### **Undergraduate**

Hanna Bogart  
Marcella Jugueta  
Breanna Towbridge  
Sonal Swain  
Vania Sih  
Joshua Rosen  
Natalie Seow  
Bhumika Devkota  
Wenting Liu  
Hanna Mughal  
Gabriella Calica

### **Thesis/ Dissertation**

**2019- 2022**                      **Bhindai (Katie) Mahabir (Master Thesis Committee Chair)**  
**2019- 2022**                      **Joel Hernandez (Master Thesis Committee Chair)**

<b>2021- Present</b>	<b>Boran Li (Master Thesis Committee Chair)</b>
<b>2019- 2021</b>	<b>Dhanisha Nandigama (Master Thesis Committee Chair)</b>
<b>2018- 2021</b>	<b>Choe Shannon (Dissertation Committee Member)</b>
<b>2018- 2021</b>	<b>Alex Nassrelgrawi (Dissertation Committee Member)</b>
<b>2019- 2020</b>	<b>Hanna Bogart (Undergraduate Thesis Committee Chair)</b>

## UNIVERSITY SERVICES

### Department Level

<b>Aug 2018- May 2019</b>	Graduate Committee
<b>Aug 2019- Present</b>	Colloquium Committee Diversity Committee

### University Level

<b>Aug 2020- Present</b>	Racial Justice Committee
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## PROFESSIONAL SERVICES

<b>May 2018- Present</b>	<b>Program Committee Member</b> <b>Women's Inclusion Network (WIN) Committee Member</b> <b>Small Grant Award Committee</b> <i>Society of Industrial-Organizational Psychology</i>
<b>Dec 2020- Present</b>	<b>Editorial Board Member</b> <i>Journal of Business and Psychology</i>
<b>May 2018- Present</b>	<b>Ad-Hoc Reviewer</b> <i>Journal of Applied Psychology</i> <i>Journal of Management</i> <i>Journal of Occupational and Organizational Psychology</i> <i>Psychology of Women Quarterly</i> <i>Human Performance</i> <i>European Journal of Work and Organizational Psychology</i>
<b>Jan 2017- Feb 2018</b>	<b>Assistant Editor</b> <i>Journal of Business and Psychology</i>

## INVITED TALKS



**Cheung, H.** (February, 2023). It's Not Who I am but What I Believe: A Moral Perspective on the Effects of Gender Role Ideology on Evaluations toward Sex-Based Harassment. Invited Speaker for Department of Psychology, Louisiana State University.

**Cheung, H.** (November, 2022). Inclusive leadership: Beyond Transformational and Transactional Leadership. Invited Speaker for the Ontario Bar Association.

**Cheung, H.** (March, 2021). A moral perspective on judgments toward workplace sexual harassment incidents. Invited speaker for Department of Psychology, Syracuse University.

**Cheung, H.** (March, 2021). Current state of gender equality in the workplace. Invited speaker for Department of Computer Science and Human Behavior, Tokyo University.

**Cheung, H.** (April, 2020). Gender inequality during the pandemic: What's next? Invited keynote speaker for Women@Work Annual Summit Meeting.