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ACADEMIC POSITIONS

08/2021 – Present Roger Williams University, Bristol, RI
Department of Psychology
Assistant Professor

EDUCATION

Ph.D. Northern Illinois University – August 2018-May 2021
Major: Industrial and Organizational Psychology
Minors: Social Psychology and Quantitative Methods
Dissertation: *Regaining inbox control: Information and communication technology (ICT) demands, work rumination, and well-being*

M.A. Northern Illinois University – August 2017-August 2018
Major: Industrial and Organizational Psychology
Minors: Social Psychology and Quantitative Methods
Thesis: *Does active leisure improve worker well-being? An experimental daily diary approach*

B.A. Wake Forest University – August 2012-May 2016
Majors: Psychology and Mathematical Statistics
Graduated with *magna cum laude*

RESEARCH INTERESTS

- Employee health and well-being
- Work-related technology use and experiences
- Work-nonwork interface and recovery experiences
- Psychometrics and research methodology

PEER REVIEW PUBLICATIONS

- Hu, X.,** Santuzzi, A. M., Glazer, S., Jang, S., Dickson, M. W., Abraham, E., Atoba, B., Chackoria, J., Della Pona, C. M., Iverson, N., Lee, S. A., Ornelas, S. G., Panton, K., Solis, L. (in press). International students in I/O Psychology: Sharing experiences and providing support. *The Industrial-Organizational Psychologist*.
- Hu, X.,** Barber, L. K., Park, Y., Day, A. (2021). Defrag and reboot? Consolidating information and communication technology research in I-O psychology (focal article). *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 371-396. <https://www.doi.org/10.1017/iop.2021.3>
- Hu, X.,** Park, Y., Day, A., & Barber, L. K. (2021). Disentangling information and

- communication technology concepts and their measures in occupational health research. *Occupational Health Science*, 5(1), 217-245.
<https://doi.org/10.1007/s41542-021-00085-6>
- Subramony, M., Groth, M., **Hu, X.**, & Wu, Y. (2021). Frontline service employees across research streams: An integrative bibliometric review. *Journal of Service Research*, 24(2), 230-248. <https://doi.org/10.1177/1094670521999721>
- Vogus, T. J., McClelland, L. E., Lee, Y. S. H., McFadden, K., **Hu, X.** (2021). Creating a compassion system to achieve efficiency and quality in health care delivery. *Journal of Service Management*, 32(4), 560-580. <https://doi.org/10.1108/JOSM-05-2019-0132>
- McCarthy, R. J., Erickson, J. M., **Hu, X.**, Pawirosetiko, J. S., Tarleton, H. L., Thomas, C. L., Tillery, M. G., & Sagarin, B. J. (2021). Broad agreement, but a note of caution with the implications of Sakaluk's (2020) Critique of Wisman & Shriram (2020). *Archives of Sexual Behavior*, 50, 773-777. <https://doi.org/10.1007/s10508-021-01929-6>
- Hu, X.**, Barber, L. K., Santuzzi, A. M. (2021). Does active leisure improve worker's well-being? An experimental daily diary approach. *Journal of Happiness Studies*, 22, 2003-2029. <https://doi.org/10.1007/s10902-020-00305-w>
- Conlin, A. L., **Hu, X.**, & Barber, L. K. (2021). Comparing relaxation versus mastery micro-break activity: A within-task recovery perspective. *Psychological Reports*, 124(1), 248-265. <https://doi.org/10.1177/0033294119900347>
- Kuykendall, L., Lei, X., Zhu, Z., & **Hu, X.** (2020). Leisure choices & well-being: Examining the well-being benefits of TV compared to other leisure activities. *Applied Psychology: Health and Well-Being*, 12(2), 532-558. <https://doi.org/10.1111/aphw.12196>
- Hu, X.**, Santuzzi, A. M., & Barber, L. K. (2019). Disconnecting to detach: The role of impaired recovery on negative consequences of workplace telepressure. *Journal of Work and Organizational Psychology*, 35(1), 9-15. <https://doi.org/10.5093/jwop2019a2>

OTHER PUBLICATIONS

- Hu, X.**, & Barber, L. K. (in press). Staying connected: The role of workplace telepressure in employee health. In Brannan, D (ed.), *Routledge encyclopedia of psychology in the real world*.
- Barber, L. K., & **Hu, X.** (2020). Implications of technology-related work practices for employee affect. In L-Q., Yang, R. Cropanzano, C. Daus, & V. Martinez-Tur (Eds.), *Cambridge handbook of workplace affect* (pp. 497-510). Cambridge University Press.
<https://doi.org/10.1017/9781108573887.038>

CHAired SYMPOSIA AND PROFESSIONAL SESSIONS

- Saef, R. & **Hu, X.** (2021, April). *The implications of COVID-19 related job demands for occupational health* [Symposium]. The 36th Annual Conference of Society of Industrial and Organizational Psychology, New Orleans, LA (virtual conference).
- Hu, X.***, Santuzzi, A. M.*, Dickson, M. W., Glazer, S., Jang, S., Abraham, E., Atoba, B., Chackoria, J., Della Pona, C. M., Gómez Ornelas, S., Iverson, N., Lee, S. A., Panton, K., Solis, L. (2021, April). *International students in I/O Psychology: Sharing experiences*

and providing support [Alternative session]. The 36th Annual Conference of Society of Industrial and Organizational Psychology, New Orleans, LA (virtual conference).

* Co-chairs of this alternative session.

REFEREED CONFERENCE PRESENTATIONS

Hu, X., Cockburn, B., Mirabito, A., Solnet, D., McClelland, L., Golubovskaya, M., & Robinson, R. (2021, August). Building well-being of frontline service employees through work identity construction. In M. Subramony (Chair), *Frontline service employees in a changing world: Interdisciplinary perspective and research directions* [Symposium]. The 81st Annual Meeting of the Academy of Management (virtual conference).

Subramony, M., Groth, M., **Hu, X.**, & Wu, Y. (2021, August). Frontline service employees across research streams: An integrative bibliometric review. In M. Subramony (Chair), *Frontline service employees in a changing world: Interdisciplinary perspective and research directions* [Symposium]. The 81st Annual Meeting of the Academy of Management (virtual conference).

Hu, X., & Subramony, M. (2021, April). Examining the impact of COVID-19 cases on professional isolation and well-being among telecommuters. In R. Saef & X. Hu (Chairs), *The implications of COVID-19 related job demands for occupational health* [Symposium]. The 36th Annual Conference of Society of Industrial and Organizational Psychology, New Orleans, LA (virtual conference).

Santuzzi, A. M., **Hu, X.**, Keating, R. T., & Saef, R. (2021, April). Occupational costs of COVID-19 to psychological needs. In R. Saef & X. Hu (Chairs), *The implications of COVID-19 related job demands for occupational health* [Symposium]. The 36th Annual Conference of Society of Industrial and Organizational Psychology, New Orleans, LA (virtual conference).

Subramony, M., Groth, M., Wu, Y., & **Hu, X.** (2020, July). *Frontline service employees across research streams: An integrative bibliometric review*. [Paper presentation]. The 11th SERVSI 2020 Conference, Brisbane, Australia (conference canceled).

Hu, X., Santuzzi, A. M., & Barber, L. K. (2020, April). *Measurement invariance of the workplace telepressure measure across occupations* [Poster presentation]. The 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX (virtual conference).

Brown, A., **Hu, X.**, Santuzzi, A. M., & Pillsbury, B. (April, 2020) *The role of self-efficacy in the internship search in college students* [Poster presentation]. The 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX (virtual conference).

Rogers, A. P., Barber, L. K., Thomas, C., & **Hu, X.** (April, 2020). *Emotional labor and sleep quality: A multimethod study of self-regulatory mechanisms* [Poster presentation]. The 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX (virtual conference).

Zhu, Z., Kuykendall, L., Lei, X., & **Hu, X.** (April, 2020). *Comparing need fulfillment and well-being during tv and other leisure activities* [Poster presentation]. The 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX

(virtual conference).

- Craig, L., Kuykendall, L., Zhu, Z., Lei, X., **Hu, X.**, & Winslow, C. J. (April, 2020). *The social context of recovery: Are friends better for recovery than spouses?* [Poster presentation]. The 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX (virtual conference).
- Sagarin, B. J., **Hu, X.**, Pawirosetiko, J., Klement, K. (February, 2020). *A Monte Carlo Comparison of three dataset augmentation techniques* [Poster presentation]. The 2020 Society for Personality and Social Psychology Convention, New Orleans, LA.
- Solnet, D., Mirabito, A., Robinson, R., Cockburn, B., **Hu, X.**, McClelland, L., Golubovskaya, M. (February, 2020). An employee-centered perspective of workplace well-being: The neglected frontline service employees. In M. Subramony (Chair), *Frontline service employees: Current evidence and future directions* [Symposium]. The 6th Annual Organizational Frontlines Research Symposium, San Diego, CA.
- Hu, X.**, Barber, L. K., Santuzzi, A. M. (November, 2019). *Does active leisure improve worker's well-being? An experimental daily diary approach* [Paper presentation]. The 13th International Conference on Work, Stress and Health, Philadelphia, PA.
- Barber, L. K., Santuzzi, A. M., & **Hu, X.** (November, 2019). *Addressing workplace telepressure in organizations: are disconnection policies beneficial?* [Poster presentation]. The 13th International Conference on Work, Stress and Health, Philadelphia, PA.
- Winslow, C., Kuykendall, L., Craig, L., Lei, X., Zhu, Z., & **Hu, X.** (November, 2019). *The role of leisure interaction partners for job-stress recovery experiences* [Poster presentation]. The 13th International Conference on Work, Stress and Health, Philadelphia, PA.
- Vogus, T. J., McClelland, L. E., Lee, Y. S. H., McFadden, K., **Hu, X.** (August, 2019). Delivering compassionate services in health care. In M. V. Subramony (Chair), *Evolving role of frontline service employees: Multidisciplinary perspectives & research directions* [Symposium]. The 79th Annual Conference of the Academy of Management, Boston, MA.
- Sagarin, B. J., Pawirosetiko, J. S., **Hu, X.**, & Klement, K. R. (April, 2019). *A Monte Carlo comparison of three dataset augmentation techniques* [Poster presentation]. The 91st annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Hu, X.**, Santuzzi, A. M., & Barber, L. K. (April, 2019). *Disconnecting to detach: Unpacking the negative consequences of workplace telepressure* [Poster presentation]. The 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.
- Conlin, A. L., **Hu, X.**, & Barber, L. K. (April, 2019). *Comparing relaxation versus mastery micro-breaks: A within-task recovery perspective* [Poster presentation]. The 34th Annual Conference of the Society of Industrial and Organizational Psychology, National Harbor, MD.
- Hu, X.**, Kuykendall, L., & Zhu, Z. (April, 2018). Linking work role demands, leisure choices and well-being. In L. Kuykendall (Chair), *Optimizing leisure & vacation activities to enhance well-being* [Symposium]. The 33rd Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, IL.

- Lei, X., Kuykendall, L., Zhu, Z., Kolze, M. A., **Hu, X.** (April, 2018). Leisure choices and well-being: Comparisons between active and passive leisure. In L. Kuykendall (Chair), *Optimizing leisure & vacation activities to enhance well-being*. [Symposium]. The 33rd Annual Conference of the Society of Industrial and Organizational Psychology, Chicago, IL.
- Hu, X.**, & Masicampo, E. J. (October, 2015). *Interpreting emotions in music and dance* [Poster presentation]. The 37th Annual Meeting of the Society of Southeastern Social Psychologists, Winston-Salem, NC.

GRANTS, AWARDS, AND HONORS

Awards and Honors

- Outstanding Graduate Student Award, Northern Illinois University (2021)
- American Psychological Association (APA) Dissertation Research Award (2020)
- Best Student Research Award, 13th International Conference on Work, Stress, and Health (2019)
- Student Travel Award, Society for Occupational Health Psychology (2019)
- Graduate Student Travel Grant, Northern Illinois University (2018-2019)
- The Starr Foundation Travel Grant, Wake Forest University (2015)
- Psi Chi, the International Honor Society of Psychology (2015)

Grants

- Subramony, M., & **Hu, X.** (Summer 2020). Employee well-being in the time of the COVID-19 crisis. *Northern Illinois University Research Grant* (Role: Co-PI; \$10,000).
- **Hu, X.** (2014). Interpreting Emotions in Music and Dance. *Wake Forest Research Fellowship* (Role: student PI; \$4,000; faculty supervisor: Dr. EJ Masicampo).

TEACHING EXPERIENCES

Instructor of Record

MGMT 635 – Organizational Behavior (online, Executive MBA Program in China), Department of Management, Northern Illinois University, Fall 2020

PHHE 325 - Biostatistics in Public Health, Department of Health Studies, Northern Illinois University, Fall 2019, Spring 2020, & Fall 2020 (*average rating: 4.50/5.00*)

Teaching Assistant/Lab Instructor

PSYC 434 – Research in Industrial/Organizational Psychology, Department of Psychology, Northern Illinois University, Fall 2017 & Spring 2018

INVITED TALKS AND WORKSHOP FACILITATORS

Workshop Facilitator

JobsPLUS Professional Development Workshop Series, Northern Illinois University (2019)
The costs and benefits of technology for employee health

Diversity Dialogue - Unmasked: Facing the Imposter Syndrome, Northern Illinois University (2018)

Panelist

Psi Chi's Graduate School Panel, Northern Illinois University (2018)

Speaker

Psi Chi's Getting into Graduate School Seminar, Northern Illinois University (2018)
 Preparing for GRE

PROFESSIONAL SERVICES

Editorial Review Board Member

The New School Psychology Bulletin (2019 – 2021)

Ad-hoc Journal Reviewer

Journal of Business Research

Journal of Vocational Behavior

Technology, Mind, and Behavior

Psychological Reports

Stress & Health

Journal of Service Research

Service for Professional Societies

SIOP Scientific Affairs Committee (2019 – 2021)

Service at NIU

Social-I/O Program Professional Events Committee (2018 – 2021)

PROFESSIONAL EXPERIENCES

Organizational Effectiveness Consultant, Volunteer Program Assessment, November 2016 – May 2021

- Provided consultation services for three non-profit organizations to assess and improve the effectiveness of their volunteer programs
- Administered and analyzed online engagement survey (the Volunteer Program Assessment) for non-profit volunteers
- Delivered customized reports and evidence-based recommendations for improving organizational effectiveness and retention

Graduate Assistant, JobsPLUS Program, Northern Illinois University, May 2018 – August 2019

- Created a special event combining a professional development workshop and job shadowing experiences on the topics of diversity and inclusion for undergraduate students
- Created a series of hybrid professional development workshops on occupational health psychology
- Facilitated a workshop on the role of technology on employee health and well-being

Libraries Projects Coordinator, George Mason University, January 2017 – May 2017

- Conducted literature review on library partnerships and the concept of “Writing Across the Curriculum”
- Designed a protocol for collaborative research on “embedded librarians” project
- Collaboratively authored the project proposal and submitted the project protocol for IRB approval for the “embedded librarian” project
- Interviewed English faculty and librarians and prepared for writing a pilot report

Participant, 2016 Graduate Student Consulting Competition, Personnel Testing Council Metropolitan Washington (PTCMW), September 2016

- Collaboratively authored a response to Request for Proposal on developing a performance management system
- Presented our proposal verbally with PowerPoint to I-O professionals from PDRI and PTCMW

Industrial Organizational Psychologist Intern (HR), Inmar, inc., June 2016 – August 2016

- Designed Quality of Hire survey and collected data from new hires and their managers and conducted analyses using Excel
- Analyzed Employee Engagement Survey results and presented to the CEO and other departmental leaders
- Redesigned exit interview survey for exempt and non-exempt employees and standardized job interview scoring form for recruiting

PROFESSIONAL MEMBERSHIPS

Society of Industrial and Organizational Psychology
American Psychological Association
Association of Psychological Science
Psi Chi, the Honor Society of Psychology

OTHER SKILLS

Data analysis/statistical software proficiency

R (Advanced)
Mplus (Advanced)
SPSS (Advanced)

HLM (Intermediate)
NVivo (Intermediate)
VOSviewer (Intermediate)

Languages

Bilingual in Mandarin Chinese and English