

Updated July 2022

Victor H. Chen

University Address:
#7 McAlister Drive, Room 648
New Orleans, LA, 70118

Contact Information:
vchen4@tulane.edu
(504) 314-7015

EMPLOYMENT HISTORY

Tulane University, A. B. Freeman School of Business

New Orleans, LA

Visiting Professor of OB
Adjunct Lecturer of OB

June 2022 to Present
May 2022 to June 2022

EDUCATION

University of North Texas, Ryan College of Business
Ph.D. in Business Administration
Concentration: Organizational Behavior and Human Resource Management

May 2022
Denton, TX

University of North Texas, Ryan College of Business
Master of Business Administration in Organization Behavior and
Human Resource Management

May 2018
Denton, TX

Ohio State University, Fisher College of Business
Bachelor of Business Administration in Marketing/Economics

June 2011
Columbus, OH

RESEARCH INTERESTS

Diversity, Equity, and Inclusion * Team Psychological Safety * Turnover * Healthcare Management *
HR Data Analytics

DISSERTATION

Title: Attaining team psychological safety to unlock the potential of diverse teams

Status: Study 1: student project teams at two points in time (UNT IRB-20-806). Study 2: controlled laboratory study (UNT IRB-21-423); Study 3 (UNT-IRB-22-74) experimental vignette method with 343 working professionals in 7 scenarios

Committee: Dr. Danielle Cooper (Chair), Dr. Julie Hancock, Dr. Robert Pavur

Proposal Successfully Defended: April 9, 2021

Successful Final Defense: March 28, 2022

Abstract: Team psychological safety fosters interpersonal risk-taking and constructive debate. Yet, how psychological safety develops in diverse teams needs to be explained. I apply collective regulatory lenses to shed light on how collective prevention focus (status quo) and collective promotion focus (growth) uniquely affect team psychological safety. I believe promotion focus makes it easier to attain psychological safety, while prevention focus makes it harder. Under a collective promotion lens, teams seek growth and success. Under a collective prevention lens, teams desire protection and not making

things worse. A pilot study of 76 students in 17 student project teams provided initial support for my framework. In Study 2, an experiment, I manipulated team regulatory foci in three tasks (building towers, selling a house, and negotiating a salary). I did not find significant mean group differences in psychological safety between promotion ($n=17$) and prevention ($n=15$) teams; however, promotion teams experienced greater team viability in the final activity. In Study 3, I employed an experimental vignette method that suggested leadership conditions (e.g., leader humility vs transactional leadership) created differences in regulatory foci and subsequent differences in psychological safety with 343 working professionals in 7 scenarios.

Keywords: team psychological safety, regulatory focus theory, leader humility, diversity and inclusion

PUBLISHED ARTICLES

Gascon, G. M., Chen, H. T., Morosanu, L. M., **Chen, V. H.**, Cass, P., & Falcone, R. (2022). Evaluation of the processes and outcomes of a physician leadership program: The continuous feedback loop design. *Journal of Continuing Education in Health Professions*.
<https://doi.org/10.1097/CEH.0000000000000436>

1st R&R

Chen, V. H., & Cooper, D. Proactivity, psychological closeness with external mentors, job search: The role of gender. *Journal of Career Development*.

SUBMITTED

Chen, H. T., Morosanu, L. M., & **Chen, V. H.** Participatory approach for program plan evaluation: A step toward bridging the gap between plan evaluation and program evaluation. *American Journal of Evaluation*.

WORKING PAPERS

Chen, V.H., Cooper, D., Caldas, M., & Wooldridge, B. CAR Division Paper Accepted. Struck or protected by career shocks during the pandemic?: A dualistic passion perspective.
Stage: Making revisions

Chen, V. H., Kincaid, P. A., & Hancock, J. I. Pushing the boundaries of experienced incivility on withdrawal behaviors: A meta-analysis.
Target Journal: *Human Resource Management Review*
Stage: Making revisions.

Chen, V. H., & Gaffney, N., & Cooper, D. Big data, HRIS, and competitive advantage.
Target Journal: *Personnel Review*
Stage: Making revisions.

Chen, H. T., Morosanu, L., Gascon, G., & **Chen, V. H.** Continuous assessment for program improvement: Approaches and applications. Stage: Making revisions

Chen, H. T., Morosanu, L. M. & **Chen, V. H.** Approaches for stakeholder engagement in assessing program plans. Stage: Making revisions.

Green, I. I., Blais, F., Gascon, G. M., Chen, H. T., Morosanu, L. M., Falcone, R., & **Chen V. H.** Providing health and social services to the most vulnerable population in communities: A free clinic approach. Update: Submitting to a healthcare journal.

Chen, V. H., & Vaziri, H. Disclosure of concealable identities. Stage: Ideation, planning for data collection, and analysis.
Target Journal: *Journal of Applied Psychology*

Chen, V. H., & Allen, C. Building STEM identities among girls of youth: Identifying with librarians, teachers, and female peers. Stage: Research proposal.

CONFERENCE PRESENTATIONS

Chen, V.H., Cooper, D., Caldas, M., & Wooldridge, B. CAR Division Paper Accepted. Struck or protected by career shocks during the pandemic?: A dualistic passion perspective. AOM 2022 in Seattle.

Chen, V. H., Antwiler, B., & Maxie, J. S. Accepted Submission. We are NOT robots: Integration of technology in the workplace. SIOP 2022 in Seattle.

Chen, V. H. AOM 2021. We are vigilant yet eager: Attaining team psychological safety to unleash the potential of teams (theory part of dissertation). GDO Division, Academy of Management Virtual Annual Meeting in Philadelphia, PA. Paper Session, Asynchronous – Enabling Diverse Teams (Program Session # 1448).

Gabriel, A. S., Medina-Craven, M. N., Andersson, L., Rosen, C. C., & González-Morales, M. G. (Panelists). **Chen, V. H.**, Hancock J., & Cooper, D (Organizers). AOM 2021. Containing the negative contagion of incivility in the workplace. HR Division-Sponsored, OB Division-Sponsored, Careers Division-Sponsored Panel Symposium. Academy of Management Virtual Annual Meeting in Philadelphia, PA. Live (Program Session # 42).

Chen, V.H., & Gaffney, N. AOM 2020. Big data, HRIS, and competitive advantage. HR Division. Academy of Management Virtual Annual Meeting in Vancouver, BC.

Chen, V. H., Kincaid, P. A., & Hancock, J. I. October 2020. Consequences of experienced incivility: A meta-analysis. Human Resources, Research Methods Track. Southern Management Association Annual Virtual Meeting in St. Pete Beach, FL.

Medina, M., Ostermeir, K., Hancock, J., Cooper, D.A., Sexton, M.S., & **Chen, V. H.** October 2017. An exploratory investigation of authenticity in student teams. Southern Management Association Annual Meeting in St. Pete Beach, FL.

SERVICE TO THE DEPARTMENT

Judge for Capstone Business Policy
Business Case Competition: Fidelity Investments, Inc., Classic of Denton

2016 - 2018

SERVICE TO THE PROFESSION

Leadership Positions, AOM

Webmaster – Careers Division Executive Committee July 27, 2021-July 27, 2024
Prestige and Impact Committee

Reviewing – Conferences

Reviewer – Careers Division February 2022
Reviewer – HR Division (AOM) February 2021
Reviewer – Gender and Diversity in Organizations (AOM) February 2021
Reviewer – HR Division (AOM) February 2020
Reviewer – Careers Division (AOM) February 2020
Reviewer – Human Resources & Research Methods Track (SMA) June 2020
Reviewer – Careers Division (AOM) February 2019
Reviewer – OB Division (AOM) February 2019
Reviewer – Organizational Behavior Track (SMA) June 2019

Volunteering Activities

OB Division Mentor, AOM July/August 2019, 2021
Zoom Room Master for SMA October 2020
New Doctoral Student Consortium (NDSC) Volunteer August 2020
Session Chair – Entrepreneurial Orientation: A Learning Centered Perspective
Entrepreneurship and Family Business; Technology and Innovation Track, SMA October 2019
Session Chair – Mentoring and Career Outcomes
Careers Division, AOM August 2019

FUNDING and AWARDS

The People Center in Ryan College of Business – Doctoral Funding November 2021
AOM Conference Paper Scholarship April 2021
SMA Early-Stage Doctoral Consortium Stipend October 2019
SMA Pre-Doctoral Consortium Stipend October 2017
Beta Gamm Sigma Scholarship April 2017

Teaching Experience

Tulane University, Management Department, New Orleans

Organizational Behavior, Business First Half 2022. Synchronous Online.
MGMT 3010-01 (4.24), MGMT 3010-02 (4.64)
Response Rate = 6/10 (60%) and 8/32 (25%), respectively and 14/42 (33.33% combined)
Combined Average of 7 quantitative items = 4.44/5.00 Synchronous Online.

University of North Texas, Department of Management, Denton

Human Resource Management. Four sections: Spring 2020 (4.8), Summer 5W2 2020 (4.7), Spring 2021 (4.1), Summer 5W1 2021 (4.7). Spring 2022 (current). All Asynchronous Online.

Average of 4 Course Medians = 4.58/5.00

Organizational Behavior. Two Sections: Fall 2020 (4.5), Fall 2021 (4.7). Asynchronous Online.

Average of 2 Course Medians = 4.60/5.00

Management Concepts. One section: Fall 2019. Face-to-Face.

Median = 4.50/5.00

Guest Lecturer for MBA-level OB & Analysis (Dr. Julia Herchen). *Chapter 8. Learning and Decision Making* (Colquitt, LePine, & Wesson, 2019).

Feedback from Student Evaluations

“I’ve really enjoyed Professor Chen as my teacher. He is very involved and passionate about his work and gives great feedback. He’s probably the most involved teacher I’ve had so far at Tulane and he’s awesome!” (Business First Half, MGMT 3010-01)

“Professor Chen is one of my favorite professors I have had at Tulane. He really cares about helping the students and providing meaningful feedback. I could not recommend him more.” (Business First Half, MGMT 3010-02)

Affiliations and Professional Activities

SIOP, AOM