

Victor H. Chen

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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

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

PUBLISHED ARTICLES

Chen, V. H., and Cooper, D. (2023). Proactivity and job search: The mediating role of psychological closeness with external mentors. *Journal of Career Development*, 50(4): 747–763.
<https://doi.org/10.1177/08948453221120959>

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*. 42(4): 284–290.
<https://doi.org/10.1097/CEH.0000000000000436>

UNDER 1st ROUND REVIEW

Chen, H. T., Morosanu, L. M., & **Chen, V. H.** Participatory evaluation. *American Journal of Evaluation*.

GRANT

Women leadership and gender equity: Defeating the double bind with communion and agency.
Management Department Approval by Area Coordinator and Business Chair: Dr. Adrienne Colella
Granted by Newcomb Institute - Spring Cycle 2023
Accepted to the 15th annual AOM OB 2023 Research Incubator, Chair: Dr. Ivona Hideg

WORKING PAPERS

Chen, V.H., Cooper D., Sun, S, Caldas M. Attaining leader humility to reach team psychological safety in diverse teams [based on dissertation successfully defended on 3/28/2022]. Update: Study 1: Experimental vignette method with experimental-causal-chain design (DEI Division Paper for AOM '23 Boston); planning for Study 2: Tulane OB participant pool experiment (Tulane Human Research Protection Office: IRB–2023–035 approved as exempt); preparing for Study 3: Field study with pending approval and translation and back-translation with Brazilian Air Force Control Project Teams (pending UNT IRB, UT Tyler Support)

Chen, V.H., Cooper, D., Caldas, M., & Wooldridge, B. Duality of work passion before and during the COVID-19 Pandemic: Regulating affective job insecurity and reduction in work hours. 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.

POPULAR PRESS

[WalletHub](#)

CONFERENCE PRESENTATIONS

Chen, V.H., Cooper, D., & Sun, S. AOM 2023. Leader styles and regulatory foci: Attaining psychological safety in diverse teams. DEI Division. Academy of Management Annual Meeting in Boston.

Chen, V.H., Cooper, D., Caldas, M., & Wooldridge, B. AOM 2022. Struck or protected by career shocks during the pandemic: A dualistic passion perspective. Careers Division. Academy of Management Annual Meeting 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

Committee

Doctoral Program Planning – Tulane Management Department

September 2022 to Present

Previous Volunteering

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

2016 - 2018

SERVICE to the PROFESSION**Leadership Positions, AOM**

Chair of the Careers Division Communications Committee
 Webmaster – Careers Division Executive Committee
 Communications Committee
 CAR Best AOM Student Paper Review Committee: AOM Boston 2023

2023 to 2026
 July 27, 2021-July 27, 2024

Reviewing – Conferences

Reviewer – Careers, DEI Divisions
 Reviewer – Careers Division
 Reviewer – HR Division (AOM)
 Reviewer – Gender and Diversity in Organizations (AOM)
 Reviewer – HR Division (AOM)
 Reviewer – Careers Division (AOM)
 Reviewer – Human Resources & Research Methods Track (SMA)
 Reviewer – Careers Division (AOM)
 Reviewer – OB Division (AOM)
 Reviewer – Organizational Behavior Track (SMA)

February 2023
 February 2022
 February 2021
 February 2021
 February 2020
 February 2020
 June 2020
 February 2019
 February 2019
 June 2019

Volunteering Activities

Doctoral Program Planning – Tulane Management Department

September 2022 to Present

Careers Division Mentoring Program – Mentee

2023

OB Division Mentor, AOM

July/August 2019, 2021, 2023

Zoom Room Master for SMA

October 2020

New Doctoral Student Consortium (NDSC) Volunteer

August 2020

Session Chair – Entrepreneurial Orientation: A Learning-Centered Perspective

October 2019

Entrepreneurship and Family Business; Technology and Innovation Track, SMA

Session Chair – Mentoring and Career Outcomes
 Careers Division, AOM

August 2019

FUNDING and AWARDS

The People Center in Ryan College of Business – Doctoral Funding
 AOM Conference Paper Scholarship
 SMA Early-Stage Doctoral Consortium Stipend
 SMA Pre-Doctoral Consortium Stipend

November 2021
 April 2021
 October 2019
 October 2017

Beta Gamma Sigma Scholarship

April 2017

TEACHING PHILOSOPHY and CONTINUOUS LEARNING

Since having the opportunity to teach at Tulane, I have embraced a growth mindset to complement student-centered learning. I care about my improvement through effort and trying out new strategies based on new student feedback each semester. For example, I am making the classroom more interactive and relevant by including more discussions, debates, and case studies. I am also working with Dr. Ambika Prasad and the Tulane Office of Service Learning to integrate experiential learning by applying knowledge outside of the classroom with HR Partners (e.g., telling stories with data, going through HR handbooks, reviewing HR policies, and consulting). I also express our shared values around EDI in the classroom by creating a supportive environment where diverse peers feel like they can influence outcomes by contributing their feelings and thoughts because we value their authentic expression. Over the summer, I also had the opportunity to engage with CELT, ILC, and the Goldman Center in a workshop about Universal Design for Learning. Reinforcing EDI, I learned how to incorporate multiple means of engagement with unique learning styles (e.g., writing in a shared journal, voicing new ideas to prompts, participating in constructive debates, breaking into small groups, and concluding with the greater classroom.

TEACHING EXPERIENCE

Tulane University, Management Department, New Orleans

Organizational Behavior, Fall Semester 2023 In-Person
MGMT 3010-08 (36 individuals) and MGMT 3010-09 (35 individuals)

Organizational Behavior, Summer Special Offering 2023. In-Person.
MGMT 3010-01 (9 individuals) and MGMT 3010-02 (9 individuals)

Organizational Behavior, Spring Semester 2023. In-Person
MGMT 3010-08 (34 individuals)
Response Rate = 27/34 (79.41%), Average GPA = 3.54
Combined Average of 7 quantitative items = 4.56/5.00, In-Person.

Dimensions in HRM, Spring Semester 2023. In-Person.
MGMT 4130-03 (40 individuals)
Response Rate = 28/40 (70%), Average GPA = 3.33
Combined Average of 7 quantitative items = 4.70/5.00, In-Person.

Organizational Behavior, Fall Semester 2022. In-Person.
MGMT 3010-08 (4.20), MGMT 3010-09 (4.44)
Average GPA = 3.21 (08) and Average GPA = 3.13 (09)
Response Rate = 23/38 (56.25%) and 9/16 (60.53%), respectively and 32/54 (59.26% combined)
Combined Average of 7 quantitative items = 4.32/5.00, In-Person.

Organizational Behavior, Business First Half 2022. Synchronous Online.
MGMT 3010-01 (4.24), MGMT 3010-02 (4.64)
Average GPA = 3.36 (01) and Average GPA = 3.17 (02)
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) and 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 (*full evaluations available*)

“Loved being in class with Professor Chen. He is a very kind and understanding man with a gifted ability to teach and help students understand. I would give him a 10/10 any day of the week!”
(Spring 2023, MGMT 3010-08)

“Professor Chen did a great job at making class engaging and interesting this semester. He was always available to students and very helpful with anything we needed. I always felt prepared for quizzes and test after class meetings and appreciated how Professor Chen related all concepts in HR back to EDI as it is a necessity in the workplace.”
(Spring 2023, MGMT 4130-03)

“Victor was a really great professor and super helpful with feedback on our group essay. I enjoy the class and recommend. Victor is super adaptable and flexible to our feedback and really wanted us to succeed!”
(Fall 2022, MGMT 3010-08)

“Victor was such an amazing and understanding professor. He was a genuine pleasure to have and was exceedingly good at teaching.” (Fall 2022, MGMT 3010-09)

“I’ve really enjoyed Victor 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)

“Victor 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)

PROFESSIONAL ASSOCIATIONS

AOM, SIOP

REFERENCES

Dr. Adrienne Colella

Full Professor, Area Coordinator, Management, James W. McFarland Distinguished Chair of Business

Tulane University
Freeman School of Business
Management Department

Office: 504.865.5308
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Dr. Shuhua Sun

Associate Professor, Faculty Fellow at the Lepage Center for Entrepreneurship and Innovation, Co-Author

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Dr. Danielle Cooper

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