

Curriculum Vitae (Feb. 2020)

Yumiko Mochinushi, Ph.D., M.H.R.I.R.

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EDUCATION

- Ph.D. **Industrial/Organizational Psychology**, Dec., 2019, GPA 4.0
Florida Institute of Technology, Melbourne, FL
Dissertation: *The Impact of Culturally Different Types of Faking on Test Properties*
Advisor: Gary Burns, Ph.D.
- M.S. **Industrial/Organizational Psychology**, July, 2014, GPA 4.0
Florida Institute of Technology, Melbourne, FL
Thesis: *Changes of Applicant Response Patterns in a Personality Test in Japan*
Advisor: Richard Griffith, Ph.D.
- M.H.R.I.R. **Human Resources and Industrial Relations**, May, 2012, GPA 4.0
University of Illinois, Urbana-Champaign, IL
Advisor: Fritz Drasgow, Ph.D.
- B.S. **Sociology**, March, 1996
Hitotsubashi University, Tokyo, Japan

RESEARCH INTERESTS

Assessments, Applicant Response Behaviors (including faking), Cross-Cultural Measurement, Cross-cultural competencies, Overseas Workers' Issues (including overseas adjustment, repatriation adjustment, ego depletion of overseas workers)

BOOK CHAPTERS & WHITE PAPER

- Scott, C. P. R., Gitlin, B., Pagan, A., **Mochinushi, Y.**, Fry, T., Wildman, J. L., & Griffith, R. L. (2019). Achieving the dream team: five best practices for coaching global virtual teams. In K. Lowe, S. Hayes, D. MacKie, I. Iordanou, J. Gannon, & D. Clutterbuck (Eds.) *The Practitioner's Handbook of Team Coaching*. UK: Taylor & Francis
- Scott, C. P. R., Pagan, A., **Mochinushi, Y.**, Fry, T., Gitlin, B., Wildman, J. L., & Griffith, R. L. (2019). GROUP Coaching of Global Virtual Teams: A Case Study. In K. Lowe, S. Hayes, D. MacKie, I. Iordanou, J. Gannon, & D. Clutterbuck (Eds.) *The Practitioner's Handbook of Team Coaching*. UK: Taylor & Francis
- Griffith, R. L., Converse, P. D., **Mochinushi, Y.**, & Ziegler, M. (2015). Applicant Faking Behavior: The Elephant in the Room. In U. Kumar (Eds.) *The Wiley Handbook of Personality Assessment* (pp. 387-398), New Jersey: Wiley-Blackwell
- Gabrenya, W. K. & **Mochinushi, Y.** (Nov. 2019). Expats, Repats, and Overseas Living: What It's Like, How to practice, and Some Advice [SIOP white paper].
- Converse, P., Kim, B., **Mochinushi, Y.**, & Yang, Y. (Sep. 2019). Faking in Personnel Selection. In R. Griffin (Eds.) *Oxford Bibliographies in Management forthcoming*. New York: Oxford University Press

ACADEMIC PRESENTATIONS

- Mochinushi, Y.,** Yang, Y., Griffith, R. L., Gammon, A., & Skinner, J. (2019, April). Building a Better Mouse Trap: A Theory-Based Approach to Applicant Faking Interventions. In G. Burns (Chair), *Detecting and Explaining Faking on Personality Tests*. Symposium conducted at the 34th Annual Conference for the Society for Industrial and Organizational Psychology, Washington, D.C.
- Mochinushi, Y.,** Al-Qallawi, S., Chen, X., Glover, Z., Peng, Y., Rong, G., & Gabrenya, W (2018, July). *Emotional Labor and Cognitive Resource Depletion in Cross-Cultural Competence*. Poster session presented at the 25th International Congress for International Association for Cross-cultural Psychology, Guelph, Canada.
- Mochinushi, Y.,** Alzaidalsharief, R., Armon, P., Champion, S., Chen, X., Jiang, H., Osikoya, O., Rodriguez, A., Wolfeld, L., & Gabrenya, W (2018, April). *Development of a Decentered, Multilingual Repatriation Adjustment Scale II*. Poster session presented at the 33rd Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Scott, C. P. R., Fry, T., Pagan, A., **Mochinushi, Y.,** & Wildman, J. L. (2018, April). Crossing Digital and Social Boundaries: Coaching Global Virtual Teams. In panel discussion, *Beyond the C-Suite: Interdisciplinary Perspectives on High-Impact Coaching*. Panel discussion conducted at the 33rd Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Mochinushi, Y.,** Alzaidalsharief, R., Armon, B., Brnova, P., Champion, S., Chen, X., Rodriguez, A., Wolfeld, L., & Gabrenya, W. Development of a decentered, multilingual Repatriation Adjustment Scale I (2016, July). In N. Geeraert (Chair), *Much talked about but rarely conducted: Internal and re-entry acculturation*. Symposium conducted at 23rd International Congress for International Association for Cross-cultural Psychology, Nagoya, Japan
- Mochinushi, Y.,** Nita, M., & Griffith, R. L., (2015, April). Changes of Response Patterns in a Personality Test in Japan. In M. Zickar (Chair), *Toward a Deeper Understanding of Applicant Faking*. Symposium conducted at the 30th Annual Conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Mochinushi, Y.,** & Ziegler, M. (2015, April). Needle in the Haystack: Categorizing Faking Behavior in Research Settings. In R. L. Griffith (Chair), *Faking Indicators: Effectiveness, Convergence, and Impact on Validity*. Symposium conducted at the 30th Annual Conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Mochinushi, Y.,** Gioaba, I., & Griffith, R. L. (2014, July). *Does their faking strategy get successful?: Response tendencies of fakers*. Poster session presented at the 28th International Congress of Applied Psychology, Paris, France.
- Gioaba, I., **Mochinushi, Y.,** & Griffith, R. L. (2014, July). *Faking and Counterproductive Work Behaviors*. Brief presentation presented at the 28th International Congress of Applied Psychology, Paris, France.
- Mochinushi, Y.,** Gioaba, I., Zickar, M., & Griffith, R. L. (2014, July). Comparison of Response Patterns of Fakers and Non-Fakers. In R. L. Griffith (Chair), *Differences According to Contexts*. Symposium conducted at the 28th International Congress of Applied Psychology, Paris, France.
- Tryba, B. A., Griffith, R. L., Gammon, A. R., Jackson, P. S., Lilly S. J., Wells, S. R., **Mochinushi, Y.,** & Peterson, M. H. (2013, April). End of the World as We Know It? Faking and Organizational Criterion. In C. Robie (Chair), *Advances in the Use of Personality to Predict Workplace Criteria*. Symposium conducted at the 28th Annual Conference for the Society for Industrial and Organizational Psychology, Houston, TX.

- Mochinushi, Y., & Imashiro, S.,** (2011, September). *The Application of Item Response Theory to Organizational Surveys*, Presentation session presented at the 9th Annual Conference for the Japan Association for Research of Testing, Okayama, Japan
- Mochinushi, Y., Yunoki, S., Fujita, S., & Masuda, H.,** (2008, August). *The Change of Personality in the Past Decade among University Students*, Presentation session presented at the 24th Annual Conference for the Japanese Association of Industrial/Organizational Psychology, Tokyo, Japan
- Fujita, S., **Mochinushi, Y., & Masuda, H.,** (2007 August). *Secular change of General Mental Ability of University Students*, Presentation session presented at the 5th Annual Conference for the Japan Association for Research of Testing, Tokyo, Japan
- Mochinushi, Y., & Imashiro, S.,** (2006 November). *The Comparison between Nurse's Job Behaviors in Japan and the Philippines*, Presentation session presented at the 9th Annual Conference for the Japanese Association of Administrative Science, Nagoya, Japan
- Iizuka, A., **Mochinushi, Y., Naito, J., & Nimura, H.,** (2005 September). *Predictive Validity of an Aptitude Test*. Presentation session presented at the 21th Annual Conference for the Japanese Association of Industrial/Organizational Psychology, Tokyo, Japan
- Mochinushi, Y., Imashiro, S., Naito, J., & Nimura, H.,** (2004 August). *Criterion Related Validity of Personality and General Mental Ability Tests: Analysis by the Timing of Performance Evaluation*, Presentation session presented at the 20th Annual Conference for the Japanese Association of Industrial/Organizational Psychology, Tokyo, Japan
- Mochinushi, Y., & Masuda, H.,** (1999, August). *The Recent Change in General Mental Ability of University Students*, Presentation session presented at the 15th Annual Conference for the Japanese Association of Industrial/Organizational Psychology, Tokyo, Japan

RESEARCH IN PROGRESS

- Mochinushi, Y., & Griffith, R. L.** (Writing stage). The Effect of Faking on Measurement Invariance. Targeted journal: International journal of selection and assessment
- Mochinushi, Y., Yang, Y., Griffith, R. L., Gammon, A., & Skinner, J.** (Writing stage). Building a Better Mouse Trap: A Theory-Based Approach to Applicant Faking Interventions. Targeted journal: International journal of selection and assessment
- Mochinushi, Y., & Gitlin, B.** (Writing stage). Expatriate Adaptation on the Tightness-Looseness Cultural Spectrum, Targeted journal: International Journal of Cross Cultural Management
- Mochinushi, Y., & Gabrenya, W.** (Data analysis stage). Ego depletion mechanism for overseas workers
- Mochinushi, Y., & Griffith, R. L.** (Data analysis stage). Differences in Response Patterns on a Cross-Cultural Personality Test. Targeted journal: International journal of selection and assessment
- Mochinushi, Y., Armon, B., Brnova, P., Champion, S., Chen, X., Rodriguez, A., Wolfeld, L., & Gabrenya, W.** (Data analysis stage). Affect and Cross-Cultural Competency: An Analog Study of Microexpression Recognition Performance
- Mochinushi, Y., Champion, S., Chen, X., Dieguez, T., Glover, Z., Kim, J., & Gabrenya, W.** (Data collection stage). Ego Depletion and Its Effect on Performance of Overseas Workers

AWARDS/HONORS

Florida Institute of Technology Outstanding Student Honors, 2016

Silver Medal: Employees business plan contest, Anti-Social Behavior assessment tool idea, 2004

Gold Medal: Employees business plan contest, Team leader of TQC for SPI quality development and control, 2001

KOKUDO scholarship Recipient, 1994 -1996

TEACHING & RESEARCH EXPERIENCE

Research Assistant (August-December, 2012-2014)

School of Psychology, Florida Institute of Technology, Faculty Advisor: Dr. Richard Griffith

Culture Research Team Lab Manager (August, 2015-present)

School of Psychology, Florida Institute of Technology, Faculty Supervisor: Dr. William Gabrenya

Teaching Assistant

Psychology Research Methods and Statistics 1, undergraduate level (Fall 2014, 2017, Spring 2018)

Advanced Research Method, graduate level (Fall 2015, 2016, 2017, 2018)

Test & Measurement, graduate level (Spring 2016, 2017, 2018)

Applied Humanitarian Work Psychology, graduate level (Spring 2019)

PROFESSIONAL EXPERIENCE

Texas A&M University, IO Master Program, Instructional Assistant Professor, September 2019 – Present

- Teach IO master and undergraduate courses

Recruit Management Solutions Co., Ltd., the biggest human resource specialist in Japan

Researcher and Leader, Institute for Organizational Behavior Research, April 1996 – March 2010

- Supervised a five-member team for developing an aptitude test for Chinese employees, which used by approximately 15 Japanese and Chinese companies in the first year of its service
- Supervised a seven-member team for developing a survey assessing organizational conditions and employee's job satisfaction level, which was used by approximately 280 Japanese companies
- Supervised a 12-member team offering services of analysis of human resources related data and provided the service to approximately 120 Japanese companies every year
- Developed personality tests for Filipino and Indonesian caregiver candidates, which was used by the Japanese government
- Developed 27 personality and ability tests for 17 top Japanese companies
- Developed and revised ability tests for Korean, Chinese, and Indian job candidates for a Japanese top electronic manufacturer
- Monitored test properties (validity, reliability, accuracy of standardized scores, item parameters, equivalence between parallel tests) of Synthetic Personality Inventory (SPI), which is the most widely used aptitude test for selections in Japan and taken by about 1,378,000 Japanese job applicants every year

Temporary Researcher, 2011 Summer, 2012 Summer, 2014 Winter, 2017 Summer

- Developed a management aptitude test for Chinese employees
- Developed a management aptitude test for non-Japanese workers

Great Place to Work Institute Japan, an affiliated company of Great Place to Work Institute

- Evaluator of Great Place to Work Japanese version 2015 survey
- Evaluator of Great Place to Work Japanese version 2016 survey
- Evaluator of Great Place to Work Japanese version 2017 survey
- Evaluator of Great Place to Work Japanese version 2018 survey

Evans Library at Florida Institute of Technology, *Special Collections Assistant*, August 2015 – June 2019

- Reviewed, organized, and coordinated written materials and physical objects of Edmund

Skellings Collection

- Reviewed organized, and coordinated written materials and physical objects of Edwin Link Collection

The Center for Organizational Effectiveness, a campus-based consulting institute, June 2018 – June 2019

- Engage in projects for SquarePeg, Inc., a HRM consulting company in NY
 - Develop an IRT based forced-choice personality test
 - Develop a survey assessing required KSAOs of employees
 - Develop matching algorithms between job seekers who take the test above and employers who take the survey above
 - Develop a personality based aptitude test for entrepreneurs

MEMBERSHIPS

The Japanese Association of Industrial / Organizational Psychology	1999 – present
The Honor Society of Phi Kappa Phi	April 2011 – present
The Society of Industrial/Organizational Psychology	2012 – present
Academy of Management	2018 – present

SKILLS

- Competent computer skills: Microsoft Office (Excel, Word, PowerPoint, and Access), SPSS (including syntax skill), AMOS, HLM, Mplus, R, SAS, IRTPRO, WINMIRA, Psychopy, VBA, Qualtrics Insight Platform
- Survey and questionnaire design, development, implementation, and analysis
- Strong analytical and qualitative skills, advanced statistical training (e.g., MANOVA, SEM, HLM, Multi-Group and/or Multi-Time Measurement Invariance Analysis)
- Strong item analysis skills (e.g., IRT (2PL, 3PL, GRM, GGUM) knowledge)
- Translating data into practical recommendations, action plans for stakeholders
- Strong presentation and communication skills
- Strong interpersonal and teamwork skills

Reference

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