

**Eunae Cho, Ph.D.**  
Curriculum Vitae  
*July 2017*

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Nanyang Technological University  
Psychology, School of Social Sciences  
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**EDUCATION**

**Ph.D. in Industrial/Organizational Psychology** **May 2013**  
Occupational Health Psychology Concentration  
University of South Florida, Tampa, FL

**M.A. in Industrial/Organizational Psychology** **June 2010**  
University of South Florida, Tampa, FL

**B.A. in Psychology** **February 2007**  
**Summa Cum Laude**  
Yonsei University, Seoul, Korea

**EMPLOYMENT HISTORY**

**Assistant Professor** **2013 August – 2015 May**  
Department of Psychology  
University at Albany, State University of New York

**Assistant Professor** **2015 June – Present**  
Division of Psychology  
Nanyang Technological University, Singapore

**MAJOR RESEARCH AREAS OF INTERESTS**

Work-family issues, occupational health and well-being, recovery from job stress, and cross-cultural industrial-organizational psychology

**PUBLICATIONS**

\* denotes student coauthor; † denotes equal contribution; # denotes corresponding author

**Peer-Reviewed Journal Articles**

13. \*Choi, Y., #**Cho, E.**, Jung, H. J., & Sohn, Y. W. (in press). Calling as a predictor of life satisfaction: The roles of psychological capital, work-family enrichment, and boundary management strategy. *Journal of Career Assessment*. [Impact Factor: 1.364]
12. **Cho, E.**, & Tay, L. (2016). Domain satisfaction as a mediator of the relationship between work-family spillover and subjective well-being: A longitudinal study. *Journal of Business and Psychology*, 31(3), 445-457. doi: 10.1007/s10869-015-9423-8 [Impact Factor: 2.250]
11. Meier, L. L., **Cho, E.**, & Dumani, S. (2016). The effect of positive work reflection during leisure time on affective well-being: Results from three diary studies. *Journal of Organizational Behavior*, 37, 255-278. doi: 10.1002/job.2039 [Impact Factor: 2.986]
10. Allen, T. D., **Cho, E.**, & Meier, L. L. (2014). Work-family boundary dynamics. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 99-121. doi: 10.1146/annurev-orgpsych-031413-091330 [Impact Factor: 4.478]
9. **Cho, E.**, Tay, L., Allen, T. D., & Stark, S. (2013). Identification of a dispositional tendency to experience work-family spillover. *Journal of Vocational Behavior*, 82, 188-198. doi: 10.1016/j.jvb.2013.01.006 [5-year IF: 3.867]
8. **Cho, E.**, & Allen, T. D. (2013). Work-to-family conflict and the family dinner: What makes a difference? *Community, Work and Family*, 16, 88-99. doi: 10.1080/13668803.2012.722010
7. **Cho, E.**, & Allen, T. D. (2012). Relationship between work-to-family conflict and parent-child activities: Can guilt help? *Journal of Vocational Behavior*, 80, 276-287. doi: 10.1016/j.jvb.2011.12.002 [5-year IF: 3.867]
6. Allen, T. D., Johnson, R. C., Saboe, K., **Cho, E.**, Dumani, S., & Estep-Evans, S. (2012). Dispositional variables and work-family conflict: A meta-analysis. *Journal of Vocational Behavior*, 80, 17-26. doi: 10.1016/j.jvb.2011.04.004 [5-year IF: 3.867]
5. Johnson, R. C., Kiburz, K. M., Dumani, S., **Cho, E.**, & Allen, T. D. (2011). Work-family research: A broader view of impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 389-392. doi: 10.1111/j.1754-9434.2011.01358.x [Impact Factor: 0.586]
4. Johnson, R. E., Tolentino, A. L., Rodopman, O. B., & **Cho, E.** (2010). We (sometimes) know not how we feel: Predicting job performance with an implicit measure of trait affectivity. *Personnel Psychology*, 63, 197-219. doi: 10.1111/j.1744-6570.2009.01166.x [Impact Factor: 4.057]
3. Johnson, R. E., Silverman, S. B., Shyamsunder, A., Swee, H-Y., Rodopman, O. B., **Cho, E.**, & Bauer, J. (2010). Acting superior but actually inferior?: Correlates and consequences of workplace arrogance. *Human Performance*, 23, 403-427. doi: 10.1080/08959285.2010.515279 [5-year IF: 1.626]
2. Bauer, J., Saboe, K., **Cho, E.**, Yang, L., Johnson, R. E., Erol, H. T., Göncü, A., & Tan, J. A. (2009). How prevalent are the different types of organizational justice research? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 196-198. doi: 10.1111/j.1754-9434.2009.01132.x [Impact Factor: 0.586]
1. Rho, Y., Lee, K., Han, K., **Cho, E.**, Kim, Y. J., Jang, J. Y., & Sohn, Y. W. (2006). Comparison of the efficacy of intuitive and analytical thinking in college students' class performance. *Korean Journal of the Science of Emotion & Sensibility*, 9, 367-375.

**Editor-Reviewed Articles**

1. Allen, T. D., Oswald, F. & **Cho, E.** (2012). Science advocacy survey results: A brief report. *The Industrial-Organizational Psychologist*. 50, 62-69.

**Invited Book Chapters**

4. Allen, T. D., **Cho, E.**, Shockley, K. M., & Biga, A. (in press). A cross-national view of personal responsibility for work-life balance. In K. M. Shockley, W. Shen, & R. C. Johnson (Eds.) *The Cambridge handbook of the global work-family interface*.
3. **Cho, E.**, & \*Choi, Y. (in press). A review of work and family research in Confucian Asia. In K. M. Shockley, W. Shen, & R. C. Johnson (Eds.) *The Cambridge handbook of the global work-family interface*.
2. **Cho, E.**, & \*Ciancetta, L. (2016). Child outcomes associated with parent work-family experiences. In T. D. Allen & L. T. Eby (Eds.) *The Oxford handbook of work and family* (pp. 151-164). New York: Oxford University Press.
1. †**Cho, E.**, & Koh, C-W. (2015). Governmental interventions and social re-engineering to facilitate work-life balance: Singapore and South Korea. In L. Lu & C. L. Cooper (Eds.) *Handbook of research on work-life balance in Asia* (pp. 271-294). Northampton, MA: Edward Elgar.

**CONFERENCE PRESENTATIONS**

27. \*Choi, Y., **Cho, E.**, Chung, H., & Sohn, Y. W. (2016, April). *Does calling make you happy? Examining mechanisms and moderators*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
26. \*Kim, S., & **Cho, E.** (2016, April). *Antecedents and consequences of work-school domain conflict*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
25. Meier, L. L., & **Cho, E.** (2015, September). *Wie sich Arbeitsanforderungen auf unhöfliches Verhalten gegenüber dem Partner auswirken: Resultate dreier Studien zur Rolle von fehlendem Abschalten am Feierabend* [How job demands have an effect on social undermining towards the partner: Three studies about the role of lack of psychological detachment]. Paper presented at the 9th Conference of the Section for Work and Organizational Psychology of the German Psychological Society, Mainz, Germany.
24. Meier, L. L., & **Cho, E.** (2015, September). *Lack of psychological detachment as linking mechanism between job demands and social undermining: Results from three studies*. Paper presented at the 13th Conference of the Swiss Psychological Society, Geneva, Switzerland.
23. Meier, L. L., & **Cho, E.** (2015, May). *Lack of psychological detachment as linking mechanism between job demands and social undermining: Results from three studies*. Paper presented at the 17th Conference of the European Association of Work and Organizational Psychology, Oslo, Norway.
22. Meier, L. L., **Cho, E.**, & Dumani, S. (2015, May). *The effect of positive work reflection during leisure time on affective well-being: Results from three diary studies*. Paper presented at the 17th Conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

21. Chen, T-Y., & **Cho, E.** (2015, April). Older workers' work-family experiences: Longitudinal trend and health consequences. In **E. Cho** (Chair), *Work-family issues in the aging workforce: Trends and consequences*. Symposium for the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
20. Chun, S., **Cho, E.**, Allen, T. D., Stark, S., et al. (2015, April). *Work-family conflict measurement: Considering culture and gender equivalency*. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
19. Meier, L. L., **Cho, E.**, & Dumani, S. (2014, September). Positive arbeitsbezogene Gedanken am Feierabend und psychisches Befinden – Eine Tagebuch-Interventionsstudie [*Positive work reflection during leisure time and psychological well-being – A diary intervention study*]. Paper presented at the 49th Conference of the German Psychological Society, Bochum, Germany.
18. **Cho, E.** (2014, June). It pays to be selfish: Off-job activities relate to partners' well-being through daily recovery. In Y. Park (Chair), *Current research development in dual-earner couples' stress and well-being*. Symposium for the 2nd annual meeting of the Work Family Researchers Network, New York, NY.  
\*Media coverage (NPR, Forbes)
17. **Cho, E.**, & Allen, T. D. (2014, May). Choice of leisure activities: The role of guilt. In **E. Cho** (Chair), *Leisure activities and individual differences in the context of recovery*. Symposium for the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
16. **Cho, E.**, & Allen, T. D. (2014, May). *Recovery from work: Examining attributes of work and leisure activities*. Poster presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
15. **Cho, E.**, & Tay, L. (2013, April). *Work-family spillover: Spilling over to future happiness*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
14. **Cho, E.**, Tay, L., Allen, T. D., & Stark, S. (2013, April). *Identification of a dispositional tendency to experience work-family spillover*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
13. Arroyo, J. P., **Cho, E.**, Noble, C., Pérez, K., & Vázquez-Otero, C. (2013, April). *Exploring potential risk factors of fetal origins of diabetes: Maternal stressors during pregnancy and birth outcomes among women in a hospital in the municipality of Caguas, Puerto Rico*. Poster presented at the American Association of Physical Anthropologists 82nd Annual Meeting, Knoxville, Tennessee.
12. **Cho, E.**, & Allen, T. D. (2011, April). *Relationship between work-to-family conflict and parent-child activities: Can guilt help?* Poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
11. Allen, T. D., Johnson, R. C., Saboe, K., **Cho, E.**, Dumani, S., & Estep-Evans, S. (2011, April). *Personality and work-family conflict: A meta-analysis*. Poster presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
10. Taing, M., Conway, J., Seybert, J., Loo, K., **Cho, E.**, & Levine, E. (2010, April). *Trends in use of statistical analyses: Perceptions of methodological alternatives*. Poster presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

9. Allen, T. D., **Cho, E.**, Shockley, K. M., & Biga, A. (2009, November). *A cross-national view of personal responsibility for work-life balance*. Paper presented at the 8<sup>th</sup> annual Work, Stress, & Health conference, San Juan, PR.
8. **Cho, E.**, Yang, L., Allen, T. D., Spector, P., et al. (2009, August). *A cross-national comparative study of work-family conflict: Gender egalitarianism*. Paper presented at the Academy of Management 2009 Annual Meeting.
7. **Cho, E.**, Johnson, R. E., Ozgun, B. R., & Tolentino, A. L. (2009, April). *Measuring trait affectivity using an implicit technique*. Poster presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
6. Shockley, K. M., **Cho, E.**, Allen, T. D., Biga, A., & Gibby, R. (2009, April). *Flexible work arrangements in a multinational corporation*. Poster presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
5. Bauer, J., **Cho, E.**, Johnson, R. E., & Silverman, S. B. (2008, October). *Acting superior but actually inferior? Relationships of arrogance with motivation and cognitive ability*. Paper presented at the 2008 annual meeting of the Southern Management Association, St. Petersburg, FL.
4. Han, K., Kim, Y. J., Shin, J. S., **Cho, E.**, Lee, J., Park, S. & Sohn, Y. W. (2006). *The influence of individual differences on effective strategy of emotion regulation*. Poster presented at the Conference of the Korean Society for Industrial and Organizational Psychology, Chuncheon, Korea.
3. Shin, J. S., Han, K., **Cho, E.**, Kim, Y. J., Rim, H., & Sohn, Y. W. (2006). *Effective emotion regulation for service workers' subjective well-being: Reappraisal vs. suppression*. Poster presented at the Conference of the Korean Society for Industrial and Organizational Psychology, Chuncheon, Korea.
2. Kim, Y. J., Shin, J. S., **Cho, E.**, Lee, S., & Sohn, Y. W. (2006). *The mediating effects of perceived organizational support and trust on the relationship between interactional justice and work attitude*. Poster presented at the Conference of the Korean Society for Industrial and Organizational Psychology, Chuncheon, Korea.
1. Shin, J. S., Kim, Y. J., Kim, S., **Cho, E.**, & Sohn, Y. W. (2006). *Fairness perception and work attitude: The role of organizational structure and culture*. Poster presented at the Conference of the Korean Society for Industrial and Organizational Psychology, Chuncheon, Korea.

## RESEARCH GRANTS and AWARDS

### Research Grants

9. The intersection of work and family life: The role of guilt and shame. *The Swiss National Science Foundation (SNSF)*, 2017 – 2021. Status: Funded (CHF409000). Project partner: **Cho, E.**
8. The retention and engagement of older workers: Examination of work, nonwork, and individual determinants. Ageing Research Institute for Society and Education (ARISE) Grant, *Nanyang Technological University*, 2017 – 2018. Status: Funded (SGD50000). PI: **Cho, E.**
7. Predictors and consequences of work-family experiences: Study of working caregivers of older adults. Social and Family Research Fund, *Ministry of Social and Family Development*, 2017 – 2020. Status: Funded (SGD78487). PI: **Cho, E.**

6. Singaporean work-life balance and family meals. The HASS Incentive Scheme for the Development of Competitive Grant Applications, *Nanyang Technological University*, Nov. 2015 – Nov. 2018. Status: Funded (SGD35000). PI: **Cho, E.**
5. The impact of family-supportive supervisor behavior on work-family balance and performance: A mixed-method study of expatriates. Start-up Grant, *Nanyang Technological University*, June 2016. Status: Funded (SGD5000). PI: **Cho, E.**
4. Fathers' work, family relationships and psychological well-being in China: A mixed method approach. Young Scholars Grant, *Jacobs Foundation*, Status: Not-funded. Co-PIs: Meier, L. L. & Qiong, X., Consultant: **Cho, E.**
3. Exploring fetal origins of diabetes: Associations between maternal stressors during pregnancy and birth outcomes in the population of Puerto Rico. Challenge Grant Research Project, *Graduate School, University of South Florida*, Dec. 2011. Status: Funded (USD5004.80). Co-PI: **Cho, E.**
2. Daily recovery from work: The role of guilt. Pilot Research Project Grant, *National Institute of Safety and Health (NIOSH)*, Oct. 2011 – Jun. 2012. Status: Funded (USD13791). PI: **Cho, E.**
1. Work-family interface among transnational families. Walvoord-Verizon Wireless Work-Family Research Endowment, *Verizon Wireless*, Spring 2011. Status: Funded (USD1000). PI: **Cho, E.**

### Competitive Awards

- 7. The Fragile Families Summer Data Workshop. June 2015**  
*The Columbia Population Research Center, Columbia University*  
#Declined due to personal reason
- 6. Early Career Work and Family Scholars Award (\$1000). 2013-2014**  
*The Work and Family Researchers Network*
- 5. Lim Kim San Fellowship. Sep. 2012**  
*The Lee Kong Chian School of Business, Singapore Management University*
- 4. Top Poster Award (\$250), Spring 2009**  
Emerging Paradigm conference, *University of South Florida*
- 3. Travel Award (\$250), Fall 2007**  
Psychology Graduate Student Organization, *University of South Florida*
- 2. Highest Honors Student, Spring 2004, Spring 2005**  
*Yonsei University*
- 1. Exchange Student Scholarship, Summer 2004**  
*Yonsei University*

### Noncompetitive Research Grants

- 3. Award for Mentoring an Honor's Thesis (\$500), Spring 2011**  
*The Honor's College, University of South Florida*
- 2. Travel Award (\$300), Spring 2011**  
*Herb Meyer I/O Foundation*
- 1. Tom Tighe Funds (\$100), Spring 2008, Spring 2010**  
*Department of Psychology, University of South Florida*

### **TEACHING EXPERIENCE**

### Graduate Seminar Course Instructor

***Motivation, Fall 2014******Survey of Organizational Psychology, Spring 2014, Spring 2015*****Undergraduate Course Instructor*****Laboratory in Industrial and Organizational Psychology, Sem2 2016-17***

Served as the instructor of the Laboratory in Industrial and Organizational Psychology course of 25 undergraduate students. Duties included creating plans for the course, providing lectures, creating hands-on research activities, and evaluating students' performance.

***Occupational Health Psychology, Sem1 2016-17***

Served as the instructor of the Occupational Health Psychology course of 75 undergraduate students. Duties included creating plans for the course, providing lectures, and evaluating students' performance with in-class interactive activities, group projects, and exams.

***Managing Organizational Behavior, Sem1 2015-16***

Served as the instructor of the Managing Organizational Behavior course of 70 undergraduate students. Duties included creating plans for the course, providing lectures, and evaluating students' performance with in-class interactive activities, group projects, and exams.

***Industrial/Organizational Psychology, Summer 2012***

Served as the instructor of the Industrial/Organizational Psychology course of 70 undergraduate students. Duties included creating plans for the course, providing lectures twice a week, and evaluating students' performance with weekly quizzes, group projects, and exams.

***Motivation, Fall 2011, Fall 2012, Fall 2013, Spring 2014, Fall 2014, Spring 2015***

Served as the instructor of the Motivation course of 100 undergraduate students. Duties included creating plans for the course, providing lectures twice a week, and evaluating students' performance with weekly quizzes, group projects, and exams.

**Lab Instructor*****Intro to Psych Science, Research Methods in Psychology, Fall 2007 – Spring 2011***

Served as lab instructor of the Intro to Psych Science and the Research Methods in Psychology course. Duties included creating lesson plans, providing students with in-class interactive activities that utilize knowledge learned in the lecture, teaching fundamental concepts about psychological writing and basic principles in research design, and grading assignments.

**Guest Lecture*****Research Methods (Undergraduate), Fall 2014, Albany College of Pharmacy and Health Sciences***

Lectured on the topic of 'Survey method in occupational health psychology research'

***Work & Family (Graduate), Fall 2012, University of South Florida***

Lectured on the topic of ‘Gender, parenthood, and child health’

*Intro to Psych Science (Undergraduate), Summer & Fall 2010, University of South Florida*

Lectured on the topic of ‘Industrial /organizational psychology’ and ‘Health, stress, and coping’

**Invited Talk**

*Work and Nonwork Crossroad: The Role of Guilt, June 20th 2013, Yonsei University, Korea*

*The Long Arm of the Job: Research on Work-Life Interface, June 16th 2016, Yonsei University, Korea*

*The Long Arm of the Job: Research on Work-Life Interface, June 22nd 2016, Korea University, Korea*

*The Long Arm of the Job: Research on Work-Life Interface, May 24th 2017, SungKyunKwan University, Korea*

**RESEARCH SUPERVISION**

(chaired theses are underlined)

***Doctoral Dissertation***

Yeo Mui Kheng Diana (2016-)

Lim Jie Xin (2017-)

***Masters Thesis***

Lindsay Ciancetta (2013-2015)

SoJung Kim (2013-2015)

YeEun Choi (2014-2016)

***Honors Thesis Chair***

Alysa Skok (2012)

Cecilia Santostefano (2015)

Yip Yan Yi Rachel (2017)

Joan Seah Yong Ling (2017)

Tessa Tan (2017)

Bryan Chong Wei Ren (2017)

Zoey Puah Xin Ling (2017)

***Undergraduate Research Supervision***

Betsy Garcia (2012-2013)

Jung-Han Kim (2013-2014)

Kevin Tricarick (2013-2014)

Arlene Ayala (2013-2015)

Mackenzie Dearth (2014)

Andrew Langenau (2014)

Geoffrey Saunders (2014-2015)

Panya Seow Ya Ling (2016-2017)



Mak Foo Sing (2016-2017)  
Ice Asher Chew (2016-2017)  
Sim Wei Yang (2017)

#### **ADHOC REVIEWER**

*Academy of Management Review*  
*Applied Psychology: An International Review*  
*Cross-Cultural Research*  
*Human Relations*  
*Journal of Family Issues*  
*Journal of Occupational and Organizational Psychology*  
*Journal of Organizational Behavior*  
*Journal of Pacific Rim Psychology*  
*Journal of Personnel Psychology*  
*Journal of Vocational Behavior (Editorial Board Member)*  
*Management Development Journal of Singapore (Editorial Advisor)*  
*Translational Behavioral Medicine: Practice, Policy and Research*

#### **PROFESSIONAL AFFILIATIONS**

The American Psychological Association (member)  
The Society for Industrial Organizational Psychology (member)  
The Work and Family Researchers Network (member)