

Lee (April 30, 2025)

## JUSEOB LEE

Juseob-Lee@utulsa.edu

### EDUCATION

---

**Ph.D., Industrial and Organizational Psychology, 2021** | University of Central Florida, Orlando, FL  
*Recovery from work: An investigation of the effects of shared recovery activities and companionship experiences during weekends on employee well-being* (Doctoral Dissertation, Chair: Steve Jex, PhD)

**M.S., Human Resources and Employment Relations, 2015** | Pennsylvania State University, University Park, PA  
*Applicant reactions to different employment interview modalities and waiting after the scheduled time: Examination of the moderating effects of general self-efficacy* (MS Thesis, Chair: Stanley Gully, PhD)

### ACADEMIC & PROFESSIONAL EXPERIENCES

---

**Assistant Professor** | Department of Psychology | The University of Tulsa | August 2023 – Current  
Director of the Recovery, Employee Stress, and Technology (REST) Laboratory

#### Courses Taught

Survey of Industrial Psychology (master's/doctoral, PSY 5623/7623, In-person) | Fall 2023, 2024  
Occupational Health Psychology (undergraduate/graduate, PSY 4193/6193, In-person) | Spring 2024, 2025  
Industrial/Organizational Psychology (undergraduate, PSY 3073, In-person) | Fall 2024

**Postdoctoral Scholar** | \*IEMS | University of Central Florida | February 2022 – June 2023

\*Department of Industrial Engineering and Management Systems

*Project Title: Supervise it! Optimizing intelligent robot integration through feedback to workers and supervisors!* (National Science Foundation, FW-HTF-RM, Award Number #2026611)

**Adjunct Professor** | Department of Psychology | University of Central Florida | August 2022 – December 2022

#### Courses Taught

Industrial Psychology (doctoral, INP 7214, In-person) | Fall 2022

**Graduate Research Assistant** | Department of Psychology | University of Central Florida | Summer 2020  
Conducted research under the supervision of the mentor and served as a research laboratory manager.

**Graduate Student Consultant** | Department of Psychology | University of Central Florida | Fall 2018  
Developed materials for a leadership training program on delegation; Consulting service provided as a practicum part of the course requirement (Industrial Psychology II; INP 7251).

**I/O Researcher**, Assesta | Seoul, Republic of Korea | April 2016 – June 2016

Developed aptitude test items for a state-owned corporation and designed selection interview questions for a metropolitan municipal government.

### PUBLICATIONS

---

#### **Refereed Journal Articles**

9. Currie, R. A., Achyldurdyeva, J., Guchait, P., & Lee, J. (2024). For my eyes only: The effect of supervisor nosiness on knowledge sharing behavior among restaurant workers. *International Journal of Hospitality Management*, 120. <https://doi.org/10.1016/j.ijhm.2024.103770> (2023 Impact Factor 9.9).
8. Lee, J., & Jex, S. M. (2024). Waiting for somebody to show up: The effect of applicant waiting on organizational attraction during job interviews. *Journal of Personnel Psychology*. <https://doi.org/10.1027/1866-5888/a000347> (Impact Factor 1.6, recorded on 8/7/24).
7. Hughes, I. M., Keith M. G., Lee, J., & Gray, C. E. (2024). Working, scrolling, and worrying: Doomscrolling at work and its impacts on work engagement. *Computers in Human Behavior*, 153. <https://doi.org/10.1016/j.chb.2023.108130> (2023 Impact Factor 9.0).

6. Lee, J., Steigerwald, N., Jex, S. M., Rada-Bayne, A. M., & Holden, C. R. (2024). Perpetrator-targeted reciprocated incivility: The investigation of the incivility spiral and the effects of agreeableness as a moderator. *Basic and Applied Social Psychology*, 46(1), 19-31. <https://doi.org/10.1080/01973533.2023.2275071> (2023 Impact Factor 2.5).
5. Hughes, I. M., Levey, Z. J., Lee, J., & Jex, S. M. (2023). Doing good to be (subtly) bad: A moral licensing view on the relations between organizational citizenship behavior and instigated incivility. *Human Performance*, 36(5), 201-218. <https://doi.org/10.1080/08959285.2023.2248961> (2023 Impact Factor 2.9).
4. Hughes, I. M., Lee, J., Hong, J., Currie, R., & Jex, S. M. (2023). They were uncivil, and now I am too: A dual process model exploring relations between customer incivility and instigated incivility. *Stress and Health*, 39(4), 766-781. <https://doi.org/10.1002/smi.3221> (2023 Impact Factor 3).
3. Currie, R. A., Lee, J., Min, H., & Jex, S. M. (2023). Special privileges or busywork? The impact of qualitative job insecurity on idiosyncratic deals and illegitimate tasks among hospitality workers. *International Journal of Hospitality Management*, 113, 103513. <https://doi.org/10.1016/j.ijhm.2023.103513> (2023 Impact Factor 9.9).
2. Howard, M. C., & Lee, J. (2020). Pre-training interventions to counteract seductive details in virtual reality training programs. *Human Resource Development Quarterly*, 31(1), 13-29. <https://doi.org/10.1002/hrdq.21378> (2023 Impact Factor 4).
1. Rada-Bayne, T. B., Jex, S. M., & Lee, J. (2020). Personal and job-level predictors of employee time banditry behavior. *Journal of Organizational Psychology*, 20(2), 90-101. (2018 h-index 2).

### Book Chapter

1. Shoss, M. K., Eisenberger, R., \*Lee, J., \*Lewis, B., \*Maneethai, D., \*Wen, X., \*Yu, J., & \*Zheng, J. (2020). Implications of the changing nature of work for the employee-organization relationship. In B. Hoffman, M. K. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the changing nature of work* (pp. 532-554). New York, NY: Cambridge. *Note: \*Authors contributed equally.*

### Other Publications

3. Lee, J. & Jex, S. M. (March 30, 2020). *Spring 2020 Career Expo Survey: Summary of findings* [Internal Research Summary prepared for the UCF Career Services]. Orlando, FL: University of Central Florida.
2. \*Baz, G., \*Currie, R., \*Holden, C., \*Lee, J., \*Rabon, S., \*Striler, J., \*Zhao, X., & Shoss, M. K. (2018). *The process of effective delegation for supervisors* [Leadership Training Program Development & Technical Report prepared for the UCF Human Resources]. Orlando, FL: University of Central Florida. *\*Authors contributed equally.*
1. Lee, J., & Gully, S. M. (2018). Applicant reactions to interview modality and time waiting: An investigation of moderating effects of general self-efficacy. *Academy of Management Proceedings*, 2018(1).

## RESEARCH GRANTS

---

7. **Faculty Advisor**, Hogan Award for Applied Research in Personality (HAARP)  
Title: "Personality Paradox: Balancing Job Demands and Recovery"  
Student: Emma Fain (Doctoral Student)  
Amount: \$8,000 Approved on April 15, 2025
6. **Co-Investigator**, Russell-Sage Foundation Pipeline Grants Competition  
Title: "Leaving So Soon? How Supervisors' Perceptions of Subordinates' Turnover Intentions Differentially Impact Subordinates' Career-related Outcomes Across Racial-Ethnic Subgroups"  
Amount: \$50,000 (direct cost only)  
Status: Proposal submitted on October 21, 2024; Not received
5. **Principal Investigator**, Society for Industrial and Organizational Psychology (SIOP) Small Grant Program  
Title: "Exploring the Mechanism of Unhealthy Eating Behaviors as Recovery From Work"  
Amount: \$10,000 (direct cost only)  
Status: Proposal submitted on July 31, 2024; Not received

4. **Faculty Advisor**, University of Tulsa Graduate Research Grant Award (funded)  
Title: “Financial Precarity Pilot”  
Student: Ken Barton (Doctoral Student)  
Amount: \$937.50. Approved on February 23, 2024
3. **Faculty Advisor**, University of Tulsa Graduate Research Grant Award (funded)  
Title: “Military Recruitment: Creating a Transparency Model”  
Student: Landon Waters (MA Student)  
Amount: \$500. Approved on February 23, 2024
2. **Principal Investigator**, Sunshine Education & Research Center NIOSH Pilot Projects 2020-2021 (funded)  
Title: “Daily stressors, coping behaviors, and employee well-being in hospitality.”  
Amount: \$7,400 (direct cost only). Approved on January 29, 2021  
PTE Federal Award No: T42OH008438; Sponsor Award #: 6420-1003-10-B
1. **Principal Investigator**, University of Central Florida Doctoral Research Support Award (funded)  
Title: “The examination of the role of shared recovery experiences on physical, psychological, and behavioral strains as responses to occupational stressors.”  
Amount: \$5,000. Approved on March 2, 2020

## CONFERENCE PAPERS/PRESENTATIONS

---

29. Barton, K. & Lee, J. (2025, May) Financial precarity as a measure of financial stress [Poster]. 2025 Association for Psychological Science (APS) Annual Conference, Washington, D.C., USA.
28. Barton, K. & Lee, J. (2025) Development and initial validation Study of a measure of financial precarity [Poster]. 2025 University of Tulsa Graduate Research Celebration Day, Tulsa, OK.
27. Waters, L. & Lee, J. (2025) Military recruiting: Creating a transparency model [Poster]. 2025 University of Tulsa Graduate Research Celebration Day, Tulsa, OK.
26. Currie, R. A. (Co-Chair) & Lee, J. (Co-Chair) (2025, April). *The black box of turnover: Outcomes of turnover intentions and job search behavior* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
25. \*Barton, K., \*Fain, E., & Lee, J. (2025, April). *Love the job you're with: How job search self-efficacy affects turnover intentions* [Symposium]. 2025 Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
24. \*Kim, B., Lee, J., Jex, S. M. (2025, April). *The boiling frog effect: How staying without meaning of work drives burnout* [Symposium]. 2025 Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
23. \*Kim, B., Lee, J., Currie, R. A. & Jex, S. M. (2025, April). *Decoding intent to harm: How perceptions shape the experience of workplace incivility* [Poster]. 2025 Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
22. \*Kim, B., Lee, J., & Jex, S. M. (2024, April). *I think so: The mediating role of attributions between incivility and CWB*. Poster presented at the 39th annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
21. Currie, R., & Lee, J. (2024, April). *Customer-initiated illegitimate tasks and organization-directed citizenship behavior*. Poster presented at the 39th annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
20. Lee, J., \*Kim, B., \*Barton, K., & Jex, S. M. (2024, April). *Identification of recovery activities associated with recovery experiences*. Poster presented at the 39th annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
19. Lee, W., Currie, R.A., Achyldurdyeva, J., Guchait, P., Lee, J. (2024, January). *Supervisor nosiness: Influence on knowledge sharing behavior among restaurant workers*. Poster presentation at the 29th Annual Graduate Education & Graduate Student Research Conference in Hospitality and Tourism, Miami, FL, United States.
18. Choi, Y., Jex, S., LeNoble, C., Lee, J., & \*Kim, B. (2023, May). *Recovery guilt intervention: A mixed-method research proposal*. Poster presented at the annual convention of the Association for Psychological Science (APS), Washington D.C., USA.

17. Lee, J., Currie, R. A., Min, H., & Jex, S. M. (2023, April). *Examining the relationship between customer incivility and unhealthy eating behaviors*. Poster presented at the 38<sup>th</sup> annual conference for the Society for Industrial/Organizational Psychology, Boston, MA.
16. Lee, J., & Jex, S. M. (2022, April). *Shared recovery and companionship experiences on employee well-being*. Poster presented at the 37<sup>th</sup> annual conference for the Society for Industrial/Organizational Psychology, Seattle, WA.
15. †Amari, P., Lee, J., & Jex, S. M. (2021, April). *LMX and abusive supervision: Does personality play the role of moderator?* Poster presented at the 36<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
14. Currie, R. A., Lee, J., & Ehrhart, M. G. (2021, April). *Helping hands: When psychological collectivism predicts citizenship behavior in teams*. Poster presented at the 36<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
13. Grinley, A., Lee, J., Broksch, E., †Kaithamattom, S., †Young, I., & Jex, S. M. (2021, April). *The role of age in reciprocated workplace incivility*. Poster presented at the 36<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
12. Ng, M., Lee, J., & Jex, S. M. (2021, April). *Let the music play: The effects of music at work*. Poster presented at the 36<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
11. Lee, J., Jex, S. M., & Shoss, M. K. (2020, April). *Consequences of experienced and observed recruiter incivility*. Poster presented at the 35<sup>th</sup> annual conference for the Society for Industrial/Organizational Psychology, Austin, TX.
10. Lee, J., Rada-Bayne, A. M., Holden, C. R. & Jex, S. M. (2020, April). *Perpetrator-targeted reciprocated incivility: Moderating role of agreeableness*. Poster presented at the 35<sup>th</sup> annual conference for the Society for Industrial/Organizational Psychology, Austin, TX.
9. Lee, J., Su, S., Broksch, E. A. & Jex, S. M. (2020, April). *Sleep on helping through positive affect: Moderating role of recovery*. Poster presented at the 35<sup>th</sup> annual conference for the Society for Industrial/Organizational Psychology, Austin, TX.
8. Lee, J., & Shoss, M. K. (2019, April). *Motivated to learn at a time of uncertainty: Job insecurity on skill development*. Poster presented at the 34<sup>th</sup> annual conference for the Society for Industrial/Organizational Psychology, Washington DC/National Harbor, MD.
7. Rada-Bayne, T. B., Lee, J., & Jex, S. M. (2019, April). *Personal and job-level predictors of employee time banditry behavior*. Poster presented at the 34<sup>th</sup> annual conference for the Society for Industrial/Organizational Psychology, Washington DC/National Harbor, MD.
6. Lee, J., & Gully, S. M. (2018, August). *Applicant reactions to interview modality and time waiting: An investigation of moderating effects of general self-efficacy*. Oral presentation at the HR Division Traditional Paper Session at the 78<sup>th</sup> annual meeting of the Academy of Management, Chicago, IL.
5. Lee, J., Howard, M. C., †Dogru, E. U., †Rose, J. C., †Millard, L. A., †Mahla, E. K., & †Gui, F. (2016, April). *Testing pre-training interventions for virtual reality training: Investigating seductive details*. Poster presented at the 31<sup>st</sup> annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
4. Lee, J., Howard, M. C., †Rose, J. C., †Dogru, E. U., †Mahla, E. K., †Millard, L. A., & †Gui, F. (2016, April). *Extending the uncanny valley theory to simulations*. Poster presented at the 31<sup>st</sup> annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
3. Howard, M. C., Lee, J., †Rose, J. C., †Dogru, E. U., †Millard, L. A., & †Mahla, E. K. (2016, April). *A theory of training-technology fit and virtual reality: A meta-analysis*. Poster presented at the 31<sup>st</sup> annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
2. Howard, M. C., Lee, J., †Dogru, E. U., †Rose, J. C., †Mahla, E. K., & †Millard, L. A. (2016, April). *A meta-analysis of virtual reality hardware, software, and participant populations*. Poster presented at the 31<sup>st</sup> annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.
1. Howard, M. C., †Rose, J. C., †Dogru, E. U., †Millard, L. A., †Mahla, E. K., †Gui, F., & Lee, J. (2016, April). *Knowing an organization, digitally: Simulation games in the socialization process*. Poster presented at the 31<sup>st</sup> annual conference for the Society for Industrial/Organizational Psychology, Anaheim, CA.

Note. \*Graduate and †undergraduate student(s) mentored at the time of the project.

## SERVICE

---

### Peer-Review

- Ad hoc Reviewer, *Basic and Applied Social Psychology* (2024-current)
- Ad hoc Reviewer, *Journal of Business and Psychology* (2023-current)
- Ad hoc Reviewer, *Journal of Occupational Health Psychology* (2022-current)
- Ad hoc Reviewer, *Occupational Health Science* (2022-current)
- Ad hoc Reviewer, *Technology, Mind, and Behavior* (2021-current)
- Reviewer, *Society for Industrial and Organizational Psychology Annual Conference* (2022, 2023, 2024, 2025)
- Graduate Student Reviewer, *Journal of Applied Psychology* (01/2021-12/2021)

### Professional Service

- Faculty Reviewer, Psi Chi, The International Honor Society in Psychology (2024-current)
- 2023-24 Summer Unrestricted Travel Grants
- 2024-25 APA Convention Society Research Awards

### Invited Talks

- Lee, J. (March 1, 2023). *Daily stressors, coping behaviors, and employee well-being in hospitality* (15 min). The 6th Annual Southeast Regional Research Symposium (SERRS), University of South Florida, Tampa, FL.
- Lee, J. (February 3, 2023). *Still thinking about work? Improving productivity and well-being by detaching from work* (90 min). School of Hospitality Administration, Boston University, Boston, MA.
- Lee, J. (January 23, 2023). *Still thinking about work? Improving productivity and well-being by detaching from work* (45 min). Department of Psychology, Florida Institute of Technology, Melbourne, FL.
- Lee, J. (April 12, 2021). *Work stress and recovery from work: Improving productivity by disengaging from work* (45 min). Department of Psychology, University of Hartford, Hartford, CT.
- Lee, J. (March 4, 2021). *Introduction to latent growth and latent change score models* (50 min). Presented at the Psychometrics Laboratory at UCF. Department of Psychology, University of Central Florida, Orlando, FL.
- Lee, J. (March 21, 2019). *Motivated to learn at a time of uncertainty: Job insecurity on skill development* (15 min). Research presented at the Industrial and Organizational Psychology Research Showcase. Department of Psychology, University of Central Florida, Orlando, FL.
- Lee, J. (April 6, 2018). *Being proactive at a time of uncertainty: An investigation on the role of job insecurity on training intention and utilization* (15 min). Research presented at the Industrial and Organizational Psychology Brownbag Series. Department of Psychology, University of Central Florida, Orlando, FL.
- Lee, J. (April 14, 2017). *Media richness in online recruitment* (15 min). Research presented at the Industrial and Organizational Psychology Brownbag Series. Department of Psychology, University of Central Florida, Orlando, FL.
- Lee, J. (March 24, 2017). *Team research in industrial and organizational psychology* (45 min). Presented at the faculty meeting. Department of Mechanical and Aerospace Engineering (MAE), University of Central Florida, Orlando, FL.

### Workshops

- Lee, J. (February 2, 2024). *Generating Research Ideas 101* (90 min). Recovery, Employee Stress, and Technology (REST) Laboratory Lab Meeting, University of Tulsa, Tulsa, OK
- Lee, J. (October 11, 2023). *Recovery 101 for grad students: Improving productivity and well-being by redefining work-life balance* (60 min). Psychology Information Exchange (PIE), University of Tulsa, Tulsa, OK.

### Service at the University of Tulsa

#### College/University-Level Service

Faculty Judge – University of Tulsa Research Colloquium (2024)

#### Program/Department-Level Service

- Committee member - Industrial and Organizational Psychology Program Committee (2023 – current)
- Committee member - Psychology Department Chair Search Committee (2023-2024 & 2024-2025)

Graduate Student Mentorship

Ken Barton (I/O doctoral student, 2023 – current; precandidacy project chair; dissertation chair)

Emma Fain (I/O doctoral student, 2023 – current; precandidacy project chair; dissertation chair)

Wellington Gwavava (Cyber Studies doctoral student, 2025- current; precandidacy project committee member)

Peter Mai (I/O master’s student, 2024-current)

Landon Waters (I/O master’s student, 2023 – 2025)

**Service at the University of Central Florida**

University-Level Service

UCF Student Scholar Symposium 2023 (March 27<sup>th</sup>-28<sup>th</sup>, 2023). Faculty Judge.

UCF Student Scholar Symposium 2022 (March 30<sup>th</sup>-31<sup>st</sup>, 2022). Faculty Judge.

Graduate Student Mentorship

Yeeun Choi (I/O doctoral student)

Nina Steigerwald (I/O doctoral student)

Boram Kim (I/O doctoral student)

Undergraduate Student Mentorship

Sheldon Graham (Industrial Engineering; Florida Georgia Louis Stokes Alliance for Minority Participation [FLGSAMP] Scholarship)

**OTHER EXPERIENCE**

---

*Meteorological Observer* | Republic of Korea Air Force (ROKAF) | March 2008 – May 2010

Operational Weather Squadron, ROKAF 5th Tactical Airlift Wing, Busan, Republic of Korea

Conducted meteorological observations; provided weather service to military/civil control towers and airports; recorded and analyzed weather data (META); honorably discharged as a staff sergeant upon the completion of military service.