

**Franki Y. H. Kung**  
Department of Psychological Sciences, Purdue University  
703 Third Street, West Lafayette, IN 47907, USA  
Office: +1 (765) 494-8027; E-mail: [fkung@purdue.edu](mailto:fkung@purdue.edu)

## ACADEMIC POSITION

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Assistant Professor of Psychology, Purdue University August 2018 – Present

## EDUCATION

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Ph.D., University of Waterloo 2018  
Vanier Scholar; Social and Industrial-Organizational Psychology (Special Program)  
Visiting Scholar, Hong Kong University of Science and Technology 2014  
Management  
M.A., University of Waterloo 2014  
Industrial-Organizational Psychology  
Bachelor of Social Sciences, The Chinese University of Hong Kong 2011  
Psychology, First Class Honors  
Exchange Study, University of Illinois, Urbana-Champaign 2010  
Liberal Arts and Sciences Exchange Study

## SELECTED HONORS AND AWARDS

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National Science Foundation CAREER Award 2023  
Fellow, Society of Experimental Social Psychology 2023  
John C. Naylor Award for Teaching Excellence 2022  
Dr. William H. Hendrix Industrial Psychology Excellence Award 2022  
IMPACT Faculty Fellow, Purdue University (Education Transformation; US\$12,500) 2021-2022  
Ross-Lynn Research Scholar Award, Purdue University (US\$35,000) 2021  
Ross-Lynn Faculty Summer Supplement Award, Purdue University 2021  
Teaching for Tomorrow Junior Fellow, Purdue University 2020  
ProQuest Distinguished Dissertation Award Finalist, Canada 2019  
Governor General's Gold Medal Finalist, University of Waterloo (UW) 2019  
Alumni Gold Medal Finalist, UW 2018  
Heritage Dissertation Research Award, SPSP 2018  
Ontario Graduate Scholarship 2017  
President's Graduate Scholarship 2017  
Vanier Canada Graduate Scholarship (CAD\$150,000) 2014-2017  
International Association for Cross-Cultural Psychology Witkon-Okonji Award 2016  
Society for Personality and Social Psychology (SPSP) Poster Award, 1st Runner-Up 2016  
SPSP Diversity Award 2016  
International Association for Conflict Management DRRC Scholarship 2014  
Outstanding Achievement in Graduate Studies, UW 2014

## DIVERSITY AND INCLUSION RELATED LEADERSHIP

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Director of Diversity, Equity and Inclusion, Department of Psychological Sciences, Purdue University 2022-Present  
Co-Director, Diversity, Equity and Inclusion Science Consortium, Purdue University 2021-Present  
(<https://www.purdue.edu/hhs/consortium/index.html>)  
Member, Organizing Committee, Reviewer Zero (<http://www.reviewerzero.net/>) 2019-Present  
Co-Chair, Early Career Committee, SPSP 2022-2023  
Member, Departmental Diversity Equity and Inclusion Committee, Purdue University 2020-2022  
Member, Early Career Committee, SPSP 2019-2022

## GRANTS

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National Science Foundation (NSF-BCS-SES; \$936,983; PI): "SBP: CAREER: Mechanistic Dehumanization of Asians: Identifying Causes, Consequences, and Countermeasures for a More Inclusive STEM Workforce" 2023-2028

Construction Industry Institute (\$240,000; co-PI): “Leveraging culture and behavior to drive AWP success” – a scientist-practitioner collaboration on assessing and improving organizational culture for an engaging and inclusive construction work environment.	2022-2024
National Science Foundation (NSF-IUSE; \$299,973; PI): “Developing and analyzing a cultural mindset module for improving multicultural engineering team effectiveness”	2021-2024
United States Department of Agriculture - National Institute of Food and Agriculture (\$443,469; co-PI): “Workplace stressors, conflict resolution, worker productivity: A field experiment on employee wellness in rural small businesses”	2020-2024
Negotiation and Team Resources Research Grant (\$8162; PI)	2019-2021
Learning Innovation and Teaching Enhancement Seed Grant (\$5,000; co-PI)	2016-2018

PUBLICATIONS (*student co-authors underlined*)

1. Aly, M., Colunga, E., Crockett, M., Goldrick, M., Gomez, P., **Kung, F. Y. H.**, McKee, P., Pérez, M., Stillwell, S., & Diekmann, A. (2023). Changing the culture of peer review for a more inclusive and equitable psychological science. *Journal of Experimental Psychology: General*.
2. Huang, H.-C., Yang, Z., **Kung, F. Y. H.** (2023). Employees’ mindset matters: Leveraging cultural mindset to harness the benefits of organizational polyculturalism. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
3. Li, S., & **Kung, F. Y. H.** (2023). Supporting refugee employees’ psychological needs at work: The role of HRM practices. *The International Journal of Human Resource Management*. <https://doi.org/10.1080/09585192.2023.2226797>
4. Buchanan, E.M., Lewis, S.C., Paris, B.... **Kung F. Y. H.**, ... & Primbs, M. A. (2023). The Psychological Science Accelerator’s COVID-19 rapid-response dataset. *Scientific Data*, 10, 1-15. <https://doi.org/10.1038/s41597-022-01811-7> (authorship for Tier 3 contribution: Investigation and writing – review and editing)
5. **Kung, F. Y. H.\***, Brienza, J. B. \*, Chao, M. M. (2023). Mixed reactions to multicultural (vs. colorblind) diversity management: A lay theories of culture perspective. *Journal of Experimental Psychology: Applied*, 29(1), 162-178. <https://doi.org/10.1037/xap0000409> (\*equal first author)
6. Lapka, S., **Kung, F. Y. H.**, Brienza, J. B., & Scholer, A. S. (2023). Determined yet dehumanized: Negative social implications for perceptions of high self-control. *Social Psychological and Personality Science*, 4(2), 117-129. <https://doi.org/10.1177/19485506221093109>
7. Li, S., & **Kung, F. Y. H.** (2023). Assessing perceptions of immigrant contribution: Scale development and organizational implications. *Academy of Management Discoveries*, 9(2), 132-159. <https://doi.org/10.5465/amd.2020.0150>
8. Psychological Science Accelerator (2022). A global experiment on motivating social distancing during the COVID-19 pandemic. *Proceedings of the National Academy of Sciences of the United States of America*, 119(22). <https://doi.org/10.1073/pnas.2111091119> (authorship for Tier 3 contribution: Investigation and writing – review and editing).
9. Dorison, C. A., Lerner, J. S., Heller, B. H., Rothman, A. J., Kawachi, I. I., Wang, K., ... **Kung, F. Y. H.**, ... & Pantazi, M. (2022). In COVID-19 health messaging, loss framing increases anxiety with little-to-no concomitant benefits: Experimental evidence from 84 countries. *Affective Science*, 3(3), 577-602. <https://doi.org/10.1007/s42761-022-00128-3> (authorship for Tier 3 contribution: Investigation and writing – review and editing).
10. Brienza, J. B.\*, **Kung, F. Y. H.\***, Chao, M. M. (2021). Wise reasoning, intergroup positivity, and attitude polarization across contexts. *Nature Communications*, 12, 1093-1126. <https://doi.org/10.1038/s41467-021-23432-1> (\*equal first author)
11. Wang K., Goldenberg A., Dorison, C.A., Miller, J.K., Uusberg, A., Lerner, J.S., Gross, J.J., Agesin, B.B., Bernardo, M., Campos, O., Eudave, L., Grzech, K., Ozery, D.H., Jackson, E.A., Luis Garcia, E.O., Drexler, S.M., Jurković, A.P., Rana, K., Wilson, J.P., ... **Kung, F. Y. H.**, ... Moshontz, H. (2021) A multi-country test of brief reappraisal interventions on emotions during the COVID-19 pandemic. *Nature Human Behavior*, 5, 1089-1110. <https://doi.org/10.1038/s41562-021-01173-x> (authorship for Tier 3 contribution: Investigation and writing – review and editing).
12. **Kung, F. Y. H.**, & Scholer, A. A. (2021). Moving beyond two goals: An integrative review and framework for the study of multiple goals. *Personality and Social Psychology Review*, 25(2), 130-158. <https://doi.org/10.1177/1088868320985810>
13. Grossmann, I. & **Kung, F. Y. H.** (2020). Wisdom across cultures. *Oxford Research Encyclopedia of Psychology*.
14. **Kung, F. Y. H.**, & Scholer, A. A. (2020). The pursuit of multiple goals. *Social and Personality Psychology Compass*, 14(1), 1-14. <https://doi.org/10.1111/spc3.12509>
15. **Kung, F. Y. H.**, & Chao, M. M. (2019). The impact of mixed emotions on creativity in negotiation: An interpersonal perspective. *Frontiers in Psychology*, 9, 2660 <https://doi.org/10.3389/fpsyg.2018.02660>
16. **Kung, F. Y. H.**, & Scholer, A. A. (2018). Message framing influences perceptions of feedback (in)directness. *Social Cognition*, 36, 626-670. <https://doi.org/10.1521/soco.2018.36.6.626>
17. Brienza, J. P., **Kung, F. Y. H.**, Santos, H. C., Bobocel, D. R., & Grossmann, I. (2018). Wisdom, bias, and balance: Towards a state-level measure of wisdom-related cognition. *Journal of Personality and Social Psychology*, 115, 1093-1126 <https://dx.doi.org/10.1037/pspp0000171>

18. **Kung, F. Y. H.**, & Scholer, A. A. (2018). A network model of goals boosts performance on convergent creativity. *Frontiers in Psychology*, 9, 1-12. <https://doi.org/10.3389/fpsyg.2018.01910>
19. **Kung, F. Y. H.**, Chao, M. M., Yao, D., Adair, W. L., Tasa, K., & Fu, J. H. (2018). Bridging racial divides: Social constructionist (vs. essentialist) beliefs facilitate interracial trust. *Journal of Experimental Social Psychology*, 74, 121-134. <https://doi.org/10.1016/j.jesp.2017.09.008>
20. **Kung, F. Y. H.**, Kwok, N., & Brown, D. J. (2017). Are attention check questions a threat to scale validity? *Applied Psychology*, 67, 264-283. <https://doi.org/10.1111/apps.12108>
21. Wu, H.-Y., **Kung, F. Y. H.**, Chen, H.-C., & Kim, Y.-H. (2017). Academic success of “tiger cubs”: Self-control (not IQ) predicts academic growth and explains girls’ edge in Taiwan. *Social Psychological and Personality Science*, 8, 698-705. <https://doi.org/10.1177/1948550616675667>
22. **Kung, F. Y. H.**, Eibach, R. P., & Grossmann, I. (2016). Culture, fixed-world beliefs, relationships and perception of identity continuity. *Social Psychological and Personality Science*, 7, 631-639. [10.1177/1948550616652208](https://doi.org/10.1177/1948550616652208)
23. **Kung, F. Y. H.**, Kim, Y.-H., Yang, D. Y.-J., & Cheng, S. Y. Y. (2016). The role of regulatory fit in framing effective negative feedback across cultures. *Journal of Cross-Cultural Psychology*, 47, 696-712. <http://doi.org/10.1177/0022022116638172>
24. Chao, M. M., & **Kung, F. Y. H.** (2015). An essentialism perspective on intercultural processes. *Asian Journal of Social Psychology*, 18, 91-100. <http://doi.org/10.1111/ajsp.12089>
25. Chao, M. M., **Kung, F. Y. H.**, & Yao, D. J. (2015). Understanding the divergent effects of multicultural exposure. *International Journal of Intercultural Relations*, 47, 78–88. <http://doi.org/10.1016/j.ijintrel.2015.03.032>

#### Book Chapters

- Chao, M. M., Maitner, A. T., & **Kung, F. Y. H.** (2023). Cultural intelligence from an intergroup perspective. In Thomas D. C. & Liao Y. (Eds.), *Handbook of Cultural Intelligence Research*.
- Lapka S.P. & **Kung, F. Y. H.** (2021). Signaling trustworthiness: A self-regulation account. In M. P. Levine (Eds.), *The psychology of trust*.
- Li, S., & **Kung, F. Y. H.** (2021). Leveraging mindsets to facilitate multiracial collaborations. In Wong, M.S., Weiner, L., Cerniak, J., & Yee, L.T.S. (Eds.), *Incorporating diversity in classroom settings: Real and engaging examples for various psychology courses*. (Vol 1: Ability, age, culture, ethnicity/race, gender, religion, sexual orientation, and socioeconomic status) (pp. 172-177). Society for the Teaching of Psychology.
- Grossmann, I., **Kung, F. Y. H.**, & Santos, H. C. (2019). Wisdom as state vs. trait. In R. Sternberg, & J. Glück (Eds.), *Handbook of Wisdom* (vol. 2). Cambridge, UK: Cambridge University Press.
- Grossmann, I., & **Kung, F. Y. H.** (2019). Wisdom and culture. In S. Kitayama, & D. Cohen (Eds.), *Handbook of Cultural Psychology* (2<sup>nd</sup> ed., pp. 343-364). New York, NY, US: Guilford.

#### CONFERENCE PRESENTATIONS

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##### *Symposia and Professional Development Workshops Organized*

- Kung, F. Y. H.**, Huff, S., & Chopik, W. (2023, February). *Hidden Stories of Marginalized Scholars and Scholarship: Reflections and Ways to Move Forward*. Special panel session at the 24th Annual Convention of the Society for Personality and Social Psychology.
- Freedman, G. & **Kung, F. Y. H.** (2023, February). *Building Professional and Scholarly Communities*. Professional development session at the 24<sup>th</sup> Annual Convention of the Society for Personality and Social Psychology.
- Lapka, S. & **Kung, F. Y. H.** (2023, February). *The Dynamic Effects of Self-Control*. Symposium at the 24<sup>th</sup> Annual Convention of the Society for Personality and Social Psychology.
- Diekman, A., Goldrick, M. A., Gomez, P., & **Kung, F. Y. H.** (2022, April). *Changing the Culture of Peer Review: How to Be the Reviewer You’ve Always Wanted*. Professional development session at the 94th annual meeting of Midwestern Psychological Association.
- Chen, J. & **Kung, F. Y. H.** (2022, February). *Bias isn’t WEIRD: Exploring Intergroup Biases around the World*. Symposium at the 23<sup>rd</sup> Annual Convention of the Society for Personality and Social Psychology.
- Lamarche, V. & **Kung, F. Y. H.** (2022, February). *How to Give Great Talks: Wowing Your Audience in Any Setting*. Professional development session at the 23<sup>rd</sup> Annual Convention of the Society for Personality and Social Psychology.
- Huff, S. & **Kung, F. Y. H.** (2021, February). *Navigating Promotion & Tenure in the Time of COVID-19*. Professional development session conducted (virtually) at the 22<sup>nd</sup> Annual Convention of the Society for Personality and Social Psychology.
- Keith, M. G., & **Kung, F. Y. H.** (2020, April). *Setting New Goals for Goal Research: Questioning Assumptions and New Directions*. Symposium conducted at the 35<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX.

- Mitchell, T., & **Kung, F. Y. H.** (2019, April). *Negotiating Globally: Strategies for Intra- and Intercultural Negotiation*. Symposium at the 34<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Washington, DC.
- Kung, F. Y. H.**, & Shen, W. S. (2017, June). *Diversity Policies on the Stand*. Symposium at the 78th Canadian Psychological Association National Annual Convention, Toronto, Canada.
- Scholer, A. A., & **Kung, F. Y. H.** (2017, January). *A Juggling Act: Dynamics of Successfully Regulating Multiple Goals*. Symposium at the 18th Annual Convention of the Society for Personality and Social Psychology, San Antonio, TX.
- Kung, F. Y. H.**, & Chao M. M. (2016, August). *Managing Diversity: An Emerging Meaning-Making Framework*. Symposium conducted at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Kung, F. Y. H.**, & Adair, W. L. (2016, July). *Promoting Trust and Prosociality in Intergroup Conflicts*. Symposium conducted at the 29th Annual Conference of the International Association for Conflict Management, New York City, NY.
- Oakes, H., & **Kung, F. Y. H.** (2016, May). *Intergroup Conflict in Today's World: New Insights into Intergroup Bias across Cultures and Contexts*. Symposium conducted at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kung, F. Y. H.**, & Chao M. M. (2015, February). *Understanding the Dynamics of Beliefs in Genetic and Racial Essences*. Symposium conducted at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Kung, F. Y. H.** (2014, July). *Difficulties and Opportunities in Cross-Cultural Negotiations*. Symposium conducted at the 27th Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

#### *Paper and Oral Presentations*

- Kung, F.Y.H.** (2022, October). *Managing Conflicts in a Culturally Diverse Society*. Invited talk at Old Masters Program, Purdue University, IN.
- Kung, F.Y.H.** (2022, August). *Managing cultural diversity constructively: Mindset and reasoning strategies*. Invited address at American Psychological Association Convention. Minneapolis, MN, USA.
- Li, S., Lapka, S. & **Kung, F.Y.H.** (2022, February). *Cross-cultural mindsets in the engineering field*. In LaCosse J., & Wallace L. (Chairs), *New directions in growth mindset research*. Symposium conducted at the Society for Personality and Social Psychology Convention. San Francisco, CA, USA.
- Kung, F. Y. H.** (2021, April). *Goal Models: A Lay Theory Perspective*. Invited talk at the Midwestern Psychological Association Meeting, Chicago, IL (virtual).
- Kung, F. Y. H.**, & Scholer, A. A. (2020, April). *A New Framework of Multiple Goal Pursuit: Lay Theories of Goal System*. Presentation at the 35<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX.
- Yang, Z., & **Kung, F. Y. H.** (2019, November). *Individuals' Preferences in Pursuing Multiple Goals*. Presentation at the Applied Psychology Forum 2019, Beijing, China.
- Kung, F. Y. H.**, Chao, M. M., Fu, J., Adair, W. L., & Tasa, K (2019, April). *The role of malleable culture beliefs in improving intercultural negotiation outcomes*. Paper presented at the 34<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Washington, DC.
- Kung, F. Y. H.**, & Scholer, A. A. (2017, January). *Lay Models of Goal Systems*. In Scholer, A. A., & Kung, F. Y. H. (Chairs), *A Juggling Act: Dynamics of Successfully Regulating Multiple Goals*. Symposium conducted at the 18th Annual Convention of the Society for Personality and Social Psychology, San Antonio, TX.
- Kung, F. Y. H.**, Brienza, J. P., & Chao, M. M., (2016, August). *Diversity Policies Reconsidered: The Effects of Implicit Beliefs on Multicultural and Colorblind Practices*. In F. Y. H. Kung & M. M. Chao (Chairs), *Managing Diversity: An Emerging Meaning-Making Framework*. Symposium conducted at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Chao, M. M., Brienza, J. P., **Kung, F. Y. H.** (2016, August). *When Multiculturalism Backfires: From Cultural Ideologies to Organizational Outcomes*. In K. Savani (Chair), *Challenges Facing Organizations Across National Boundaries: Autonomy, Trust, Bias, and Diversity*. Invited Symposium conducted at the 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Kung, F. Y. H.**, Eibach, R. P., & Grossmann, I. (2016, August). *Culture, Fixed-World Beliefs, and Perceptions of Identity Change*. Rapid Paper presentation at the 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Brienza, J. P., **Kung, F. Y. H.**, & Chao, M. M. (2016, July). *Wise Reasoning Reduces Intergroup Bias*. Paper presentation at the 29th Annual Conference of the International Association for Conflict Management, New York City, NY.
- Kung, F. Y. H.**, Chao, M. M., & Adair, W. L. (2016, July). *To Boost Intercultural Trust and Negotiation Gains, Change Negotiators' Beliefs of Cultural Malleability*. In F. Y. H. Kung & W. L. Adair (Chairs), *Promoting Trust and Prosociality in Intergroup Conflicts*. Symposium conducted at the 29th Annual Conference of the International Association for Conflict Management, New York City, NY.
- Brienza, J. P., **Kung, F. Y. H.**, Chao, M. M. (2016, May). *Loving Your "Enemies": Wise Reasoning and Reduced Outgroup Hate*. In H. Oakes & F. Y. H. Kung (Chairs), *Intergroup Conflict in Today's World: New Insights into Intergroup Bias across Cultures and Contexts*. Symposium conducted at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.

- Kung, F. Y. H.**, Chao, M. M., Yao, D., Adair, W. L., Fu, J. H., & Tasa, K. (2015, March). *When Cultures Meet: Cultural Essentialist Beliefs and Intercultural Negotiation Gains*. Presented at the 9<sup>th</sup> Annual Southwestern Ontario I-O & OB Graduate Student Conference, Guelph, Canada.
- Kung, F. Y. H.**, Chao, M. M., Yao, D., Fu, J. H. (2015, February). *The Implications of Cultural Essentialism on Interpersonal Conflicts in Intra- vs. Intercultural Contexts*. In F. Y. H. Kung & Chao M. M (Chairs), *Understanding the Dynamics of Beliefs in Genetic and Racial Essences*. Symposium conducted at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Chao, M. M.\*, **Kung, F. Y. H.\***, Yao, D.\*, Adair, W. L., Tasa, K., & Fu, J. H. (2014, August). *Understanding Cultural Differences in Intercultural Negotiation: The Role of Essentialism*. In J. O. Siy & K. W. Phillips (Chairs), *Construals of "Diversity": Examining Frameworks for Justifying, Defining, and Perceiving Diversity*. Symposium conducted at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Li, M. W., **Kung, F. Y. H.**, & Adair, W. L. (2014, July). *Negotiator Mental Models of Relational and Emotional Concerns across East and West: A Moderated Mediation Model of Relationship Orientation and Need for Closure*. Paper presentation at the 22nd International Congress of International Association for Cross-Cultural Psychology, Reim, France.
- Kung, F. Y. H.**, Adair, W. L., & Tasa, K. (2014, July). *When Cultures Collide and Synergize: The Role of Cultural Essentialism in Intercultural Negotiations*. In F. Y. H. Kung (Chair), *Difficulties and Opportunities in Cross-Cultural Negotiations*. Symposium conducted at the 27th Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.
- Kung, F. Y. H.** (2014, April). *When Cultures Collide and Synergize: The Role of Cultural Essentialism in Intercultural Negotiations*. Paper presentation at the 1st Graduate Discovery Conference, Waterloo, Canada.
- Kung, F. Y. H.**, & Adair, W. L. (2013, July). *When Cultures Collide and Synergize: The Role of Creativity and Mood in Intercultural Negotiations*. Paper presentation at the 26<sup>th</sup> Annual International Association for Conflict Management Conference, Tacoma, WA.
- Kung, F. Y. H.**, Kim, Y-H., Yang, D. Y. -J., & Cheng, S. Y. Y. (2013, June). *Regulatory Fit and Work Motivation: Insights for Managers to Give Negative Feedback that Fits*. Paper presentation at the 74<sup>th</sup> Annual Canadian Psychological Association Convention, Quebec City, Canada.

#### Poster Presentations

- Shea, M. A., McAbee, S. T., **Kung, F. Y. H.**, & Lapka, S. P. (2023, April). *Individual Difference and Social Factors Related to International Student Adjustment*. [Poster Presentation]. The Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.
- Yang, Z., Chao, M. M., & **Kung, F. Y. H.** (2023, February). *Wise Reasoning and Subjective Value in Negotiation*. [Poster Presentation] The 25th Annual Convention of the Society for Personality and Social Psychology, Atlanta, GA, United States.
- Yao, Z., O'Neal, H., Yang, Z., & **Kung, F. Y. H.** (2022, November). *A Comprehensive Literature Review on the Relationship between Multitasking and Intrinsic Motivation*. Poster Presentation at the 2022 Fall Undergraduate Research Expo at Purdue University, West Lafayette, IN, United States. (\*equal contribution)
- Yang, Z. & **Kung, F. Y. H.** (2022, May). *A Dual-Concern Framework and Measurement of Goal Conflict Management Strategies*. Poster Presentation at the 14th Annual Meeting of Society for the Science of Motivation, Chicago, IL, United States.
- Bauer, K., Yang, Z., & **Kung, F. Y. H.** (2022, May). *Increasing Your Own Happiness Through Motivating Others*. Poster Presentation at the 14th Annual Meeting of Society for the Science of Motivation, Chicago, IL, United States.
- Bauer, K., Yang, Z., & **Kung, F. Y. H.** (2022, April). *The Hidden Benefit of Motivating Others on Personal Well-being*. Poster Presentation at 20th Annual Psychology Undergraduate Research Conference, Purdue University, IN, United States.
- Denny, A., Showalter, E., Yang, Z., & **Kung, F. Y. H.** (2022, April). *Lay Theories of Multitasking Impact*. Poster Presentation at 20th Annual Psychology Undergraduate Research Conference, Purdue University, IN, United States.
- Bauer, K., Yang, Z., & **Kung, F. Y. H.** (2022, April). *The Hidden Benefit of Motivating Others on Personal Well-being*. Poster Presentation at College of Health and Human Sciences (HHS) Spring Research Event, Purdue University, IN, United States.
- Yang, Z., Chao, M. M., & **Kung, F. Y. H.** (2022, April). *Wise Reasoning and Interpersonal Negotiation Outcomes*. Poster presentation at the Society for Industrial and Organizational Psychology Convention, Seattle, WA, United States.
- Lapka, S., Li, S., Reisinger, N. & **Kung, F. Y. H.** (2022, February). *Political orientation and climate change perceptions: How fixed natural world mindset mediates the relationship*. Poster Presentation at the Society for Personality and Social Psychology Convention. San Francisco, CA, USA.
- Yang, Z. & **Kung, F. Y. H.** (2022, February). *Lay Theories of Multitasking and Implications for Multiple Goal Pursuit*. Poster Presentation at the Society for Personality and Social Psychology Convention. San Francisco, CA, USA.

- Lapka, S., Kung, F.Y.H. & Acheson-Clair, K. (2021, November 11-12). *Malleable mindset and cross-cultural interactions in multicultural engineering teams*. Poster presentation at the 24th Annual Colloquium on International Engineering Education. West Lafayette, IN, USA.
- Lapka, S., Foreman, B., & Kung, F. Y. H. (2021, August). *Essentialism and support for diversity policies*. Poster presentation at the 2021 American Psychological Association Virtual Convention.
- Lapka, S., Bauer, K., & Kung, F. Y. H. (2021, August). *Too much of a good trait: Perceived self-control and robotic dehumanization*. Poster to be presented at the 2021 American Psychological Association Virtual Convention.
- Lapka, S., Chan, E., & Kung, F. Y. H. (2021, May). *Political orientation, natural world mindset, and climate change attitudes and behavior*. Poster presentation at the 33<sup>rd</sup> Association for Psychological Science Virtual Convention.
- Bruno, D., Mitchell, M., & Kung, F. Y. H. (2021, April). *Productivity tool usage, goal models, and quality of goal pursuit experiences*. Poster presentation at the 33<sup>rd</sup> Association for Psychological Science Virtual Convention.
- Sauter, R., Bauer, K., Lapka, S. & Kung, F. Y. H. (2021, August). *Too much of a good trait: Perceived self-control and robotic dehumanization*. Poster presentation at the 2021 Psychology Undergraduate Research Conference, Purdue University. \*Honorable mention for best student poster.
- Bruno, D., Mitchell, M., & Kung, F. Y. H. (2021, May). *Productivity tool use, performance, and productivity*. Poster presentation at the 2021 Psychology Undergraduate Research Conference, Purdue University.
- Zhang, A., Bruno, D., Lapka, S. & Kung, F. Y. H. (2021, May). *Essentialism and support for diversity policies*. Poster presentation at the 2021 Psychology Undergraduate Research Conference, Purdue University.
- Mitchell, M., Bruno, D., & Kung, F. Y. H. (2021, May). *Productivity tool use, performance, and productivity*. Poster presentation at the 2021 Purdue Undergraduate Research Conference.
- Yang, Z., & Kung, F. Y. H. (2021, April). *Development and validation of the goal conflict management strategies (GCMS) scale*. Poster presentation at the 36<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology. New Orleans, LA (virtually).
- Li, S., & Kung, F. Y. H. (2021, April). *Perceived immigrant contribution: Scale development and organizational implications*. Poster presentation at the 36<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, New Orleans, LA (virtually).
- Yang, Z., & Kung, F. Y. H. (2021, February). *Goal Conflict Management Strategies: Conceptualization, measurement, and implications*. Poster presentation at the Motivation Science preconference at the 22<sup>nd</sup> Annual Convention of the Society for Personality and Social Psychology, New Orleans, LA (virtually).
- Goldsmid, K., Swan, A., Xiao, L., Kung, F. Y. H., & Chen, J. (2020, May). *Understanding the positive effects of social class essentialism*. Poster presentation at the 32<sup>nd</sup> Association for Psychological Science Convention, Chicago, IL (virtually). Honorable Mention for the 2020 *RISE Research Award*.
- Li, S., & Kung, F. Y. H. (2020, April). *A psychological needs framework for refugee integration in the workplace*. Poster presentation at the 35<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX (virtually).
- Goldsmid, K., Swan, A., Xiao, L., Chen, J. M., & Kung, F. Y. H. (2020, April). *Understanding the positive effects of social class essentialism*. Poster presentation at the 32<sup>nd</sup> Annual Convention of the Association for Psychological Science, Chicago, IL. [Virtual Presentation].
- Kung, F. Y. H., & Scholer A. A.** (2018, February). *Structuring goals in a network boosts creative thinking*. Poster presented at the 19th Annual Convention of the Society for Personality and Social Psychology, Atlanta, GA.
- Kung, F. Y. H., & Scholer A. A.** (2016, October). *Lay theories of goal systems*. Poster presented at the 11<sup>th</sup> Annual Southwestern Ontario I-O & OB Graduate Student Conference, Waterloo, Canada.
- Kung, F. Y. H., & Grossmann, I.** (2016, August). *Lay theories of wisdom across cultures*. Poster presented at the 23<sup>rd</sup> Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Brienza, J. P., **Kung, F. Y. H., & Adair, W. L.** (2016, August). *Interdisciplinary quotient: Individuals' capability of adjusting to diverse expertise promotes knowledge sharing and reduces occupational bias*. Poster presented at the 23<sup>rd</sup> Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- Kung, F. Y. H., Brienza, J. P., Hallman, S., Edwards, J., & Scholer, A. S.** (2016, May). *The self-benefit of motivating others*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kung, F. Y. H., & Scholer, A. S.** (2016, May). *How lay models of goal systems affect self-regulation*. Poster presented at the 9th Annual Meeting of the Society for the Study of Motivation, Chicago, IL.
- Chao, M. M., Brienza, J. P., **Kung, F. Y. H., & Balan, D.** (2016, January). *The case against multiculturalism: essentialist beliefs at work*. Poster presented at the 17th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA.
- Kung, F. Y. H., Brienza, J. P., & Chao, M. M.** (2016, January). *Ego-decentered reasoning reduces outgroup bias in intergroup conflicts*. Poster presented at the 17th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA. \*Poster award first runner-up
- Brienza, J. P., **Kung, F. Y. H., & Chao, M. M.** (2015, August). *How wise reasoning can mitigate intergroup conflicts across the globe*. Poster presented at the International Council of Psychologists 73<sup>rd</sup> Annual Convention, Toronto, Canada.

- Brienza, J. P., **Kung, F. Y. H.**, & Chao, M. M. (2015, June). *Wise reasoning moderates the biasing effect of psychological essentialism on prejudice and emotion toward outgroups*. Poster presented at the Canadian Psychological Association 76th Annual Convention, Ottawa, Canada.
- Hanig, S., & **Kung, F. Y. H.** (2015, June). *The interactive effects of workload and goal orientation on proactive career behaviour*. Poster presented at the Canadian Psychological Association 76th Annual Convention, Ottawa, Canada.
- Kung, F. Y. H.**, & Scholer, A. A. (2015, May). *How do people structure their goals differently: Evidence for hierarchical, network, and sequential goal models*. Poster presented at the 2015 Southern Ontario Behavioral Decision Research Conference, Toronto, Canada.
- Scholer, A. A., & **Kung, F. Y. H.** (2015, February). *Communicating success and failure (in)directly and effectively: Feedback gain/loss frame X valence*. Poster presented at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Huynh, A., **Kung, F. Y. H.**, & Grossmann, I. (2015, February). *When class matters: Inter-class interactions and prosocial behavior in a competitive situation*. Poster presented at the 16th Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.
- Cheng, S. Y. Y., Chao, M. M., **Kung, F. Y. H.**, Kwong, J. Y. Y. (2013, October). *Exploring the psychological mechanism behind exclusionary reactions to foreign companies: The question of who and why*. Poster presented at the 2013 Association for Consumer Research Conference, Chicago, IL.
- Kung, F. Y. H.**, Chao, M. M., & Cheng, S. Y. Y. (2012, May). *Essentialism and intergroup tension: The question of when*. Poster presented at the 24th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Kung, F. Y. H.**, & Hamamura, T., & Li, L. M. W. (2011, July). *A cross-cultural multilevel analysis of the interplay between income and national wealth in predicting life satisfaction*. Poster presented at the 9th Biennial Conference of Asian Association of Social Psychology, Kunming, China.

## TEACHING AND MENTHORSHIP EXPERIENCES

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<b>Course Taught</b>	2016 –
Culture and Diversity at Work (Graduate seminar)	
Intro to Industrial-Organizational Psychology	
Cross-Cultural Psychology	
Social Psychology	
Self-Regulation, Goals and Motivation	
Organizational Psychology	
<b>Research Supervisor</b>	2012 –
Graduate students: 3	
Volunteer research assistants: 102	
Full-time interns/lab manager: 6	
Directed studies and honor thesis students: 4	
Student scholars via scholarship programs serving underrepresented minority students: 3	
- Louis Stokes Alliance for Minority Participation (LSAMP)	
- Summer Research Opportunity Program (SROP)	
Student scholars via research scholarship programs: 3	
- Office of Undergraduate Research (OUR) Scholar	
- Summer Stay Scholar	

## PROFESSIONAL AND EDITORIAL SERVICES

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### Editorial Board

*Academy of Management Discoveries*  
*Journal of Experimental Social Psychology*  
*Journal of Personality and Social Psychology*

### Ad Hoc Reviewer

*Academy of Management Discoveries, Advances in Methods and Practices in Psychological Science, Asian Journal of Social Psychology, Cultural Diversity and Ethnic Minority Psychology, Emotion, Frontiers in Psychology, Human Performance, International Journal of Intercultural Relations, Journal of Cross-Cultural Psychology, Journal of Experimental Psychology: Applied, Journal of Experimental Psychology: General, Journal of Health Psychology, Journal of Personality and Social Psychology, Journal of Research in Personality, Motivation and Emotion, Motivation Science, Negotiation and Conflict Management Research, Organizational Behavior and Human Decision Processes, Organizational Psychology Review, Personality and Social Psychology Bulletin, Psychological Review, Review of General Psychology, Sage Open, Social Psychological and Personality Science*

### Grant and Award Review Panel

Israel Science Foundation  
National Science Foundation

Social Sciences and Humanities Research Council of Canada  
Society for Personality and Social Psychology (Poster and Travel Awards)

**Conference Program Reviewer**

Academy of Management  
American Psychological Association  
Association for Psychological Science  
International Association for Chinese Management Research  
International Association for Conflict Management  
Society for Industrial-Organizational Psychology  
Society for Personality and Social Psychology