

## *Curriculum Vitae*

### WINNY SHEN

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### EDUCATION

**Ph.D. Industrial/Organizational Psychology**      Expected May 2011  
University of Minnesota, Twin Cities  
Advisor: Joyce Bono, Ph.D.

**B.A. Psychology, Minor: Management**      June 2006  
*Magna Cum Laude*  
California State University, Los Angeles  
GPA 3.95

### PUBLICATIONS

Groves, K.S., McEnrue, M.P., & **Shen, W.** (in press). Developing and measuring the emotional intelligence of leaders. *Journal of Management Development*.

Regan, P.C., **Shen, W.**, De La Pena, E., & Gosset, E. (in press). "Fireworks exploded in my mouth:" Affective responses before, during, and after the very first kiss. *International Journal of Sexual Health*.

### PRESENTATIONS

Groves, K., Mcenrue, M., & **Shen, W.** (April 2007). *Managerial Emotional Intelligence, Affective Organizational Commitment, and Emotional Labor*. Poster presented at the Society of Industrial and Organizational Psychology 2007, New York City, New City.

Groves, K., Mcenrue, M., & **Shen, W.** (May 2006). *Preliminary Validation of an Emotional Intelligence Measure for Employee Development*. Poster presented at the Society of Industrial and Organizational Psychology 2006, Dallas, Texas. **Recognized as a Top 20 conference poster.**

Uchishiba, H., Durvasula, R.S., Myers, H.F., Johnson, S., Torres, M.L., & **Shen, W.** (April 2006). *Maladaptive Coping and Psychopathology in HIV+ Men and Women*. Paper presented at the Western Psychological Association 2006, Palm Springs, California.

Gosset, E., **Shen, W.**, De La Pena, E., Rainey, C., & Regan, P. (April 2006). *Sex Differences in Affective Reactions to the Very First Kiss*. Poster presented at the Western Psychological Association 2006, Palm Springs, California.

**Shen, W.,** Gosset, E., Cachelin, F., & Regan, P. (April 2006). *Binge Eating and Purging Behaviors in a Multi-Ethnic Community Sample*. Poster presented at the Western Psychological Association 2006, Palm Springs, California.

**Shen, W.,** Gosset, E., Ureno, O., Howell, L. (February 2006). *Frequency of Cervical and Breast Cancer Screening Uptake in a Multi-Ethnic Female College Sample*. Poster presented at the CSULA 14<sup>th</sup> Annual Symposium on Research, Scholarship and Creative Activity.

**Shen, W.** & Gosset, E. (November 2005). *The Prevalence of Eating Disorder-Related Behaviors in a Multi-Ethnic Community Sample*. Poster presented at the Career Opportunities in Research (COR) Colloquium, Atlanta, Georgia.

### **RESEARCH INTERESTS**

- Leadership
- Gender and Leadership
- Diversity in Organizations and Teams
- Relationships in Organizations

### **CURRENT RESEARCH PROJECTS**

**Researcher** August 2006- Present

Leadership Lab

University of Minnesota, Twin Cities; Department of Psychology

Principal Investigator: Dr. Joyce Bono

- Critical incident study on the ineffective behavior of managers and supervisors and the resulting outcomes on employees.
  - Research design, participant recruiting, data collection, and analyses.
- Research on gender and leadership with emphasis on women in top management positions.

**Researcher** November 2006-Present

Stereotype Threat

University of Minnesota, Twin Cities; Department of Psychology

Principal Investigator: Paul Sackett

- Research studying the stereotype threat phenomenon in a high fidelity testing situation.
  - Literature review, study design, and data collection.

### **RESEARCH EXPERIENCE**

**Research Associate** November 2004-August 2006

PepsiCo Frito-Lay Leadership Center

Principal Investigator: Dr. Kevin Groves (Director)

- Review research literature, assist faculty with data collection, data entry, database maintenance and analysis, article preparation, board summaries and presentations. Scale development and validation.
- Research dealing with emotional intelligence (EI) training, ethical managerial behavior, intuitive vs. rational thinking styles.

**Research Assistant and COR Scholar** June 2005- June 2006

CSULA Department of Psychology  
NIMH-Career Opportunities in Research (COR) Undergraduate Fellowship  
Principal Investigator/Mentor: Dr. Pamela Regan

- Attended weekly research seminars and discussions.
- Duties included data entry and analysis and manuscript preparation.
- Research involving interpersonal relationships, eating disorders and other health behaviors, and minority issues.

**Research Assistant** March 2005- June 2006

CSULA Department of Psychology  
Principal Investigator: Dr. Ramani Durvasula

- Data entry of multi-measure protocols, data verification, measurement scoring (MCMI-III, MBMD, NEO-PR-I).
- Research dealing with health psychology (medication adherence in HIV+ men and women with Axis I and/or Axis II disorders).

**TEACHING EXPERIENCE**

**Section Leader** January 2007-May 2007 (Spring Semester)

PSY 3902: Major Project  
University of Minnesota, Twin Cities

- Lab instructor for senior capstone project. Helped students to develop original research ideas that address gaps in the literature and formulate research proposals to address these questions.

**Teaching Assistant** August 2006- December 2006 (Fall Semester)

PSY 3001W: Research Methods  
University of Minnesota, Twin Cities

- Managed student inquiries, help to facilitate laboratory experiments and assignments, held office hours, helped students to develop research ideas, and grading

**Instructor**

ACI Institute June 2006-August 2006  
Chino Hills, California

- Taught classes of five to fifteen students on General Math (3<sup>rd</sup> to 5<sup>th</sup> grade level), Advanced Math (5<sup>th</sup>-6<sup>th</sup> grade level), and English (5-6<sup>th</sup> grade) in vocabulary, grammar, and writing
- Created, administered, and graded tests and quizzes
- A long-term substitute for the PSAT I class (8-9<sup>th</sup> grade level).

## **HONORS & AWARDS**

- National Science Foundation Graduate Research Fellowship Program (GRFP) Honorable Mention (2007)
- Ford Diversity Fellowship Doctoral Program Honorable Mention (2007)
- Graduate Fellowship from the Graduate School Block Grant of the University of Minnesota (2006-2007)
- National Institute of Mental Health (NIMH) Career Opportunities in Research (COR) Fellowship Grant (grant T34 MH065184) (2005-2006)
- Early Entrance Program Student of the Year (2006)
- Psi Chi Outstanding Undergraduate Student of the Year (2006)
- CSULA Alumni Scholarship (2006)
- CSULA Alumni Certificate of Honor (2005)
- Who's Who Among Students in American Universities and Colleges (2005)
- National Dean's List (2004)
- Phi Kappa Phi Honor Society (2004)
- Psi Chi (2004)
- General Education Honors Program Scholarship, CSULA (2004)
- PepsiCo Frito-Lay Leadership Scholarship (2004)
- Dean's List, CSULA (2002-2006)

## **COMPLETED COURSEWORK**

- Personnel Psychology and Training
- Psychometrics
- Analysis of Psychological Data I
- Analysis of Psychological Data II
- Organizational Psychology
- Methods in Industrial-Organizational Psychology