

DAYEON HER PH.D.

College of Business, Michigan Technological University
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ACADEMIC EMPLOYMENT

Assistant Professor of Management

2025 - Present

College of Business, Michigan Technological University, Houghton, MI

EDUCATION

Ph.D. Florida International University

Aug 2020 – Aug 2025

Major: Business Administration

Dissertation Title: Managers' Attributions about Employees Who Manage Their Bosses: Downsides and Upsides of Managing Your Boss (MYB) for Assessments of Future Potential

Advisory Committee: Dr. Ravi S. Gajendran (Chair), Florida Internal University
Dr. Hock-Peng Sin, Florida Internal University
Dr. Chaitali (Tali) Kapadia, Florida International University
Dr. Chockalingam (Vish) Viswesvaran, Florida International University

B.A. Miami University

Aug 2016 – Aug 2020

Major: Psychology

Minor: Statistical Methods

RESEARCH INTERESTS

Manage Your Boss (MYB), Leadership, Counterproductive Workplace Behavior (CWB), Workplace Climate

REFEREED PUBLICATIONS & BOOK CHAPTER

Her, D. Y., & Sin, H. (2024). Feeling anger yet not speaking up: The role of observers' cultural values in anger and bystanderism in response to supervisor incivility. *Journal of Leadership and Organizational Studies*, 31(1), 76-98. <https://doi.org/10.1177/15480518231205436>

Chang, Y., Kepes, S., Cobb, H. R., **Her, D. Y.**, & Zhou, Y. (2025). Family-friendly work activities (FFWAs): An integrative review and agenda for future research. *Group & Organization Management*, 0(0). <https://doi.org/10.1177/10596011251320421>

Book Chapter

Gajendran, R. S., & **Her, D. Y.** (In press). Is working remotely counterproductive? Forging connections between counterproductive work behavior and remote work. In R. Dalal, S. Lim, & J. Jensen (Eds.), *Handbook of counterproductive work behavior*. Edward Elgar Publishing.

CONFERENCE PRESENTATIONS (Peer Reviewed)

- Her, D. Y.**, Zhou, Y., Viswesvaran, C., Newkirk, E., & Danh, D. (2025, April). Revisiting Big Five predictive validity for CWB post-COVID-19: A meta-analysis. Poster presented *at the 40th Annual Society for Industrial and Organizational Psychology Conference*, Chicago, IL, United States.
- Sanchez, J. I., Gonzalez-Palomino, M., **Her, D. Y.**, & Upadhyay, S. (2025, April). Five rivers lead to one ocean: A unified perspective on SJT validity. Symposium to be presented *at the 40th Annual Society for Industrial and Organizational Psychology Conference*, Chicago, IL, United States.
- Chang, Y., Cobb, H., Kepes, S., **Her, D. Y.**, Zhou, Y., & Matthews, R. (2025, April). Work-family research: Comprehensive reviews on critical topics. Symposium to be presented *at the 40th Annual Society for Industrial and Organizational Psychology Conference*, Chicago, IL, United States.
- Gajendran, R. S., & **Her, D. Y.** (2025, May). Shared mental model convergence between managers and remote workers. Symposium to be presented *at the European Association of Work and Organizational Psychology Congress*, Prague, Czech Republic.
- Gajendran, R. S., & **Her, D. Y.** (2024, August). Staying in Sync with Your Remote Boss: Managing Your Boss (MYB) for Fostering Shared Mental Models. Symposium paper will be presented *at the 84th Annual Meeting of the Academy of Management (AOM)*, Chicago, US
- Sanchez, J. I., Alvarez, M. G. P., **Her, D. Y.**, & Upadhyay, S. K. (2024, April). Can situational judgment Tests (SJTs) be more than Checklists? Introducing Competency-Based SJ. Symposium to be presented *at the 55th Annual Society for Industrial and Organizational Psychology Conference*, Chicago, IL, United States.
- Her, D. Y.**, & Sin, H. (2022, August). Observer perception of supervisor incivility and silence: A moderated mediation model. In of D. Newman (chair), New developments in dark and destructive leadership research. Symposium to be presented *at the 82nd Academy of Management Annual Meeting*, Seattle, WA.
- Her, D. Y.** (2022, April). Observer silence on uncivil supervision: The role of power distance and collectivism. Poster presented *at the 54th Annual Society for Industrial and Organizational Psychology Conference*, Seattle, WA.
- Sanchez, J. I., Upadhyay, S. K., Alvarez, M. G. P., & **Her, D. Y.** (2022, April). On developmental-situational judgment tests, unicorns, and other unlikely creatures. Poster presented *at the 54th Annual Society for Industrial and Organizational Psychology Conference*, Boston, MA, United States.
- Harris, Y. R., Inan, S., Woodbury, G., Almutairi, S., Ferster, K., Brown, R., . . . **Her, D. Y.** (May 2019). Assessing math performance errors in young girls: Considering age, race and self-efficacy when designing math interventions. Poster presented *at the 18th Annual Miami University Stephen Hinkle Memorial Poster Conference*, Oxford, OH.
- Harris, Y. R., Inan, S., Woodbury, G., Almutairi, S., Ferster, K., Brown, R., . . . **Her, D. Y.** (April 2019). The association between parental math beliefs/growth mindset and children's math self-efficacy/math performance among African American and Caucasian girls. Poster presented *at the 91st Annual Conference of Midwestern Psychological Association (MPA)*. Chicago, IL.
- Harris, Y. R., Inan, S., Almutairi, S., Ferster, K., Brown, R., Cook, M., & **Her, D. Y.** (Oct 2018). Improving math opportunities for African American school age girls: A family systems approach. Presentation *at the 48th Annual Conference of National Black Child Development Institute (NBCDI)*. Dallas, TX.

Harris, Y. R., Almutairi, S., Inan, S., Ferster, K., Brown, R., Cook, M., & **Her, D. Y.** (May 2018). I'm a girl, of course I am not good at math: Parents' growth mindset attitudes towards math and their daughters' math performance. Poster presented at *the 18th Annual Miami University Stephen Hinkle Memorial Poster Conference*, Oxford, OH.

RESEARCH EXPERIENCES

Graduate: Florida International University

- Research Assistant (Dr. Kisha Jones) Sep 2022 – present
- Research Assistant (Dr. Chaitali Kapadia) Jan 2021– Dec 2021

Undergraduate: Miami University

- Independent Studies & Research Assistant (Dr. Yvette Harris) Jan 2018 – May 2020
- Independent Study (Dr. Deborah Wiese) Aug 2017 – Dec 2017

TEACHING EXPERIENCES

Independent Instructor

Florida International University

- MAN 4301: Introduction to Management (Summer 2025)
43 students, Online (Overall Rating: **4.74/5.00**)
- MAN 4301: Human Resource Management (Spring 2024)
50 students, Online (Overall Rating: **4.69/5.00**)
- MAN 4164: Leadership (Spring 2023)
59 students, In person (Overall Rating: **4.72/5.00**)

Teaching Assistant

Florida International University

- MAN 6316: Human Resource Analytics (Summer 2022/ 2023/ 2024)
Professor: Ravi S. Gajendran
- MAN 6385: Human Resource Strategy (Spring 2024)
Professor: Ravi S. Gajendran
- MAN 7275: Seminar in Organizational Behavior (DBA; Fall 2023)
Professor: Ravi S. Gajendran
- MAN 7206: Organizational Analysis (DBA; Spring 2023)
Professor: Ravi S. Gajendran
- MAN 4102: Managing Diversity (Fall 2022)
Professor: Kisha Jones

ACADEMIC SERVICE

Business Doctoral Student Association (FIU)

- Leadership board (Position: Secretary) Aug 2022 – Aug 2023
 - Organized and executed early-stage conference (2022)
 - Organized and executed a late-stage conference (2023)

Conference Reviewer

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| • Southern Management Association | July 2023 – present |
| • Academy of Management | July 2022 – present |
| • Society for Industrial and Organizational Psychology | July 2021 – present |

HONORS, AWARDS, AND GRANTS

Awards

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| • Dissertation Year Fellowship, Florida International University | Aug 2024 – May 2025 |
| • Graduate Student Assistantship, Florida International University | Aug 2020 – present |

Grants

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| • Business Doctoral Student Association Student Aid, FIU | July 2024 |
| • Graduate & Professional Student Committee Travel Grant, FIU | July 2024 |
| • Southern Management Association Late-Stage Doctoral Consortium | September 2023 |
| • Graduate & Professional Student Committee Travel Grant, FIU | April 2023 |
| • CIBER Doctoral Research Grant, FIU (\$2,000) | June 2021 – OCT 2021 |
| • CIBER Professor Research Grant, FIU (\$2,000) | June 2021 – OCT 2021 |
| *Grant writing assistant (Head writer: Dr. Chaitali Kapadia) | |

Scholarship

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| • International Education Scholarship, Miami University
\$24,000 for four years (\$6,000 per year, merit-based) | Aug 2016 – May 2020 |
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PROFESSIONAL AFFILIATION

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| • Southern Management Association | July 2023 – present |
| • Academy of Management | July 2022 – present |
| • Society for Industrial and Organizational Psychology (SIOP) | July 2018 – present |

REFERENCES

Ravi S. Gajendran

Professor of Global Leadership and Management
Chair, Department of Global Leadership and Management
College of Business Administration, Florida International University
Email: rgajendr@fiu.edu

Hock-Peng Sin

Associate Professor of Global Leadership and Management
Doctoral Director, Department of Global Leadership & Management
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Chaitali (Tali) Kapadia

Assistant Professor of Global Leadership and Management
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Chockalingam (Vish) Viswesvaran

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