

MAHL GEUM C. CHOI
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EDUCATION

Michigan State University – School of Human Resources and Labor Relations, East Lansing, Michigan

Ph.D., Human Resources & Labor Relations (expected Summer 2023)

Dissertation title: *Conceptualization and empirical examination of diversity training backlash: The role of moral credentialing process*

Advisor Committee: Dr. Mark Roehling (Chair)

Dr. James Dulebohn

Dr. Chenwei Liao

Dr. Jason Huang

Dr. Frederick Morgeson

Yonsei University – Yonsei School of Business, Seoul, Republic of Korea

Master of Science., Management (2015)

Thesis: *Goal orientation and helping behaviors: Multi-level & multi-source analyses*

University of Minnesota at Twin Cities – College of Liberal Arts, Minneapolis, Minnesota

Bachelor of Arts, Psychology (2010)

REFEREED PUBLICATIONS

Roehling, M. V., Wu, D., **Choi, M. G.**, & Dulebohn, J. (2021). The effect of sexual harassment training on proximal and intermediate training outcomes: A meta-analytic investigation. *Personnel Psychology*, 75, 3-31.

BOOK CHAPTERS

Roehling, M.V., **Choi, M. G.**, & Roehling, P.V. (2019). Weight discrimination in the workplace: Current knowledge and future research needs. *Research in Human Resource Management*, Information Age.

CURRENT RESEARCH PROJECTS

Wu, D., **Choi, M. G.**, & Roehling, M. V. (Under review at *Journal of Management*). The effects of body mass index on turnover: A survival analysis.

Morgeson, F. & **Choi, M. G.** (in progress). Event system theory and the taxonomy of events: A 30-year review of the literature.

Choi, M. G. & Liao, C. (in progress). *Condescending motives of prosocial behavior: Scale development and validation.* Data collection phase, target: *Journal of Applied Psychology*.

Choi, M. G. & Liao, C. (in progress). *Show me your pride: An experimental examinations of performance and LMX development.* Data collection phase, target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

Roehling, M. V., Wu, D., Dulebohn, J., & **Choi, M. G.** (2019). The effect of sexual harassment training on knowledge, skill, and attitudes: A meta-analysis. Paper presented at the Academy of Management Annual Conference. Boston.

Wu, D., **Choi, M. G.**, & Roehling, M. V. (2022). The relationship between employee excess weight and turnover: A longitudinal field study. Paper presented at the Academy of Management Annual Conference. Seattle.

RESEARCH INTERESTS

Training related to sexual harassment and diversity, workplace discrimination, leader-member exchange (LMX)

TEACHING

INSTRUCTOR RATING

Instructor

Introduction to Organizational Leadership
HRLR 211 Spring 2020 – 47 of students

N/A

Applied Organizational Leadership
HRLR 311

Summer 2020 – 132 of students

4.00/5.00

Fall 2020 – 43 of students

3.88/5.00

Spring 2021 – 52 of students

3.95/5.00

Summer 2021 – 95 of students

4.09/5.00

Teaching Assistant

Introduction to Organizational Leadership

HRLR 211 – Summer 2018, Summer 2019 (Dr. Chenwei Liao)

Career Management

HRLR 212 – Summer 2019 (Dr. James Dulebohn)

Applied Organizational Leadership

HRLR 311 – Fall 2019 (Dr. Michelle Kaminski)

SERVICE

Dean's Student Advisory Council (2022 – present)
School of HRLR Speaker Series Committee (2019 – 2020)

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Ad-hoc Reviewer
Africa Journal of Management (2020 – present)

AWARDS

The Charles P. and Linda A. Thompson Endowment for Social Science Research & Kenneth E. Corey Research Enrichment Fund (\$5000), Michigan State University (2018)

WORK EXPERIENCE

Korea Research Institute of Vocational Education and Training (KRIVET) – Researcher, Sejong, Republic of Korea (2015)

The Republic of Korea Army – Translator, Seoul, Republic of Korea (2006 – 2008)

VISA STATUS

U.S. Citizen

LETTERS OF RECOMMENDATION

Dr. Mark V. Roehling
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