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ACADEMIC APPOINTMENTS

2020 – present	Professor and O. Paul Corley Distinguished Chair in Organizational Behavior and Administration Edwin L. Cox School of Business, Southern Methodist University
2018 – 2020	Professor of Management Dean's Council of 100 Distinguished Scholar W. P. Carey School of Business, Arizona State University
2013 – 2018	Associate Professor (with Tenure) Dean's Council of 100 Distinguished Scholar (since 2014) W. P. Carey School of Business, Arizona State University
2008 – 2013	Assistant Professor W. P. Carey School of Business, Arizona State University

EDUCATION

2008	Carlson School of Management, University of Minnesota – Twin Cities Ph.D. in *Human Resources and Industrial Relations* Minor area: *Entrepreneurship*
2002 / 2000	School of Economics and Management, Tsinghua University, China M.S. in *Management* and B.S. in *Accounting*

RESEARCH INTERESTS

Leadership and Teams
Gender and Diversity
Biological Basis of Work Behavior
Advanced Research Methods

AWARDS AND HONORS

2026	SMU Cox School of Business Research Excellence Award
2025	Runner-up of AOM DEI Division Parasuraman Outstanding Publication Award (Kim et al., 2024)
2022	SMU Cox School of Business Research Excellence Award

2022 Runner-up of AOM GDO Division Parasuraman Outstanding Publication Award (Fang et al., 2021)

2020 Schmidt-Hunter Meta-Analysis Award, the Society for Industrial and Organizational Psychology (Wanberg, Kanfer, Hamann, & Zhang, 2016 *Psych Bull*)

2020 Sage Publications/RMD Best Student Conference Paper Award, Research Methods Division, Academy of Management (Vaulont & Zhang)

2020 OB Division's Best Conference Paper Award at the AOM conference (Liu et al., 2020)

2019 Top 10 Most Productive Leadership Authors between 2011 and 2017 (https://www.sciencedirect.com/science/article/pii/S104898431830208X)

2019 Sage Publications / Robert McDonald Advancement of Organizational Research Methodology Award, Research Methods Division, Academy of Management (Preacher, Zhang, & Zyphur, 2016 *Psych Methods*)

2017 Best Reviewer Award of the *Personnel Psychology*

2017 HR Division's Best Convention Paper Award at the AOM conference

2017 Best International Paper Award of the SIOP conference

2016 Best Reviewer Award of the *Academy of Management Journal*

2016 Best Reviewer Award of the *Academy of Management Discoveries*

2016 One of the Favorite Business School MBA Professors by Poets & Quants (https://poetsandquants.com/2016/08/17/favorite-business-school-professors-teaching-mbas/6/)

2015 Best Reviewer Award of the *Journal of Organizational Behavior*

2014 Runner up, Dorothy Harlow Best Paper Award of the Gender and Diversity Division, Academy of Management (Fang & Zhang, 2014)

2013 Best Reviewer Award ("*The Bernie*") for outstanding review quality, *The Leadership Quarterly*

2013 One of the top posters at the SIOP conference (Zammuto, Zyphur, & Zhang, 2013)

2013 Early Career Achievement Award, Research Methods Division, Academy of Management

2013 Faculty Achievement Award for Young Investigator, Arizona State University (one recipient annually for outstanding research across all disciplines university-wide)

2013 SIOP Wiley Award for Excellence in Survey Research (Zhang & Peterson, 2011 *JAP*)

2012 Best Reviewer Award of the *Journal of Organizational Behavior*

2011 Finalist for the International Management Division Best Paper in OB/HRM/OT Award, Academy of Management

2010 Finalist for Best Paper Award of the *Organizational Research Methods,* 2009

2008 Best Student Paper Award, Research Methods Division, Academy of Management

2007 University Doctoral Dissertation Fellowship, University of Minnesota

2006 One of the top posters at the SIOP conference (Zhang, Ilies, & Arvey, 2006)

PEER-REVIEWED JOURNAL PUBLICATIONS

[*] denotes a doctoral student at the start of the project; [†] denotes equal authorship

55. Li, W.-D., Yu*, K., Yang*, W., Zhang, Z., Zhang, X., Dormann, C., Zhang, H. & Zheng*, Y. (In Press). Do money and time change who you are? A continuous time meta-analysis of reciprocal relationships between personality traits and income. *Psychological Bulletin.*

54. Yu*, K., Li, W.-D., Yang*, W., Zheng*, Y., Zhang, Z., Dormann, C., Zhang, H., & Zacher, H. (In Press). Reciprocal relationships between personality traits and job satisfaction? A continuous time approach with two investigations. *Journal of Applied Psychology.*

53. Fang, R., McAllister, D. J., Zhang, Z., Duffy, M. K., & Wang, L. (In Press). Understanding why and when coworkers undermine colleagues who have friends in high places. *Academy of Management Journal.*

52. Zhang, N., Xu, H., Vaulont, M., & Zhang, Z. (2025). Testing of reverse causality using semi-supervised machine learning. *Psychometrika, 90,* 957-981.

51. Peng, H., Wei, F., Zhang, Z., & Laurence, G. A. (2025). Exploring the potential downsides and antecedents of across-boundary task crafting in the workplace. *Journal of Business Research, 200,* 115616.

50. Wu, J., Zhang, Z., Song, J. L., & Zhu, L. (2025). Shared leadership and team creativity: Examining effects of shared leadership level and concentration and the countervailing mechanisms. *Journal of Applied Psychology, 110,* 1001–1014.

49. Trzebiatowski, T., Jiang, K., Zhang, Z., Eckardt, R., & Kim, Y. A. (2025). A diversity signal set perspective: Examining interactive effects of diversity practices on women and racialized non-leader and leader turnover. *Academy of Management Journal, 68,* 191–220.

48. Kim*, J., Vaulont*, M., Zhang, Z., & Byron, K. (2024). Looking inside the black box of gender differences in creativity: A dual-process model and meta-analysis. *Journal of Applied Psychology, 109,* 1861-1900.

- **Runner-up of the 2025 AOM DEI Division Parasuraman Outstanding Publication Award**

47. Jiang, K., Zhang, Z., Hu, J., & Liu, G. (2022). Retirement intention of older workers: The influences of high-involvement work practices, individual characteristics, and economic environment. *Personnel Psychology, 75,* 929-958.

46. Kim*, J. K., LePine, J. A., Zhang, Z., & Baer, M. D. (2022). Sticking out versus fitting in: A social context perspective of ingratiation and its effect on social exchange quality with supervisors and teammates. *Journal of Applied Psychology, 107,* 95-108.

45. Wang*, D., Liu, Y., Hsieh, Y.-C., & Zhang, Z. (2022). Top-down and bottom-up: Examining reciprocal relationships between leader humility and team helping behavior. *Journal of Organizational Behavior, 43,* 1240-1250.

44. Ozkok, O., Vaulont*, M., Zyphur, M. J., Zhang, Z., Preacher, K. J., Koval, P., & Zheng, Y. (2022). Interaction effects in cross-lagged panel models: SEM with latent interactions applied to work-family conflict, job satisfaction, and gender. *Organizational Research Methods, 25,* 673–715.

43. Fang, R., Zhang, Z., & Shaw, J. D. (2021). Gender and social network brokerage: A meta-analysis and field investigation. *Journal of Applied Psychology, 106,* 1630–1654.

- **Runner-up of the 2022 AOM GDO Division Parasuraman Outstanding Publication Award**

42. Zhou, L., Wang, M., & Zhang, Z. (2021). Intensive longitudinal data analyses with Dynamic Structural Equation Modeling. *Organizational Research Methods, 24,* 219-250.

41. Zyphur, M. J., Hamaker, E. L., Tay, L., Voelkle, M., Preacher, K. J., Zhang, Z., Allison, P. D., Pierides, D. C., Koval, P., & Diener, E. (2021). From data to causes III: Bayesian priors for general cross-lagged panel models (GCLM). *Frontiers in Psychology, 12,* 112.

40. Zyphur, M. J., Voelkle, M. C., Tay, L., Allison, P. D., Preacher, K. J., Zhang, Z., Hamaker, E. L., Shamsollahi, A., Pierides, D. C., Koval, P., & Diener, E. (2020). From data to causes II: Comparing approaches to panel data analysis. *Organizational Research Methods, 23,* 688-716.

39. Zyphur, M. J., Allison, P. D., Tay, L., Voelkle, M. C., Preacher, K. J., Zhang, Z., Hamaker, E. L., Shamsollahi, A., Pierides, D. C., Koval, P., & Diener, E. (2020). From data to causes I: Building a general panel data model. *Organizational Research Methods, 23,* 651-687.

38. Hu, J., Zhang, Z., Jiang, K., & Chen, W. (2019). Getting ahead, getting along, and getting prosocial: Examining extraversion facets, peer reactions, and leadership emergence. *Journal of Applied Psychology, 104,* 1369-1386.

37. Byron, K., Peterson, S. J., Zhang, Z., & LePine, J. A. (2018). Realizing challenges and guarding against threats: Interactive effects of regulatory focus and stress on performance. *Journal of Management, 44,* 3011-3037.

36. Reina[*], C. S., Peterson, S. J., & Zhang, Z. (2017). Adverse effects of CEO family- to-work conflict on firm performance. *Organization Science, 28,* 228-243.

35. Gong, Y., Wu[*†], J., Song[†], J., & Zhang[†], Z. (2017). Dual tuning in creative processes: Joint contributions of intrinsic and extrinsic motivational orientations. *Journal of Applied Psychology, 102,* 829-844. *(The last three authors contributed equally to this paper)*

34. Taylor, S. G., Bedeian, A. G., Cole, M. S., & Zhang, Z. (2017). Developing and testing a dynamic model of workplace incivility change. *Journal of Management, 43,* 645-670.

33. Li, W. D., Stanek[*], K. C., Zhang, Z., Ones, D. S., & McGue, M. (2016). Are genetic and environmental influences on job satisfaction stable over time? A three-wave longitudinal twin study. *Journal of Applied Psychology, 101*, 1598-1619.

32. Preacher, K. J., Zhang, Z., & Zyphur, M. J. (2016). Multilevel structural equation models for assessing moderation within and across levels of analysis. *Psychological Methods, 21,* 189-205.

- **Winner of the 2019 Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award of the Research Methods Division of Academy of Management**

31. Li, W. D., Zhang, Z., Song, Z., & Arvey, R. D. (2016). It's also in our nature: Genetic influences on work characteristics and in explaining their relationships with well-being. *Journal of Organizational Behavior, 37,* 868-888.

30. Wanberg, C. R., Kanfer, R., Hamann, D. J., & Zhang, Z. (2016). Age and reemployment success after job loss: An integrative model and meta-analysis. *Psychological Bulletin, 142,* 400-426.

- **Winner of the 2020 SIOP Schmidt-Hunter Meta-Analysis Award**

29. Zyphur, M. J., Zammuto, R. F., & Zhang, Z. (2016). Multilevel latent polynomial regression for modeling (in)congruence across organizational groups: The case of organizational culture research.

Organizational Research Methods, 19, 53-79.

28. Zyphur, M. J., Li, W. D., Zhang, Z., Arvey, R. D., & Barsky, A. P. (2015). Income, personality, and subjective financial well-being: The role of gender in their genetic and environmental relationships. *Frontiers in Psychology, 6,* 1493 (1-16).
27. Fang, R., Landis*, B., Zhang, Z., Anderson, M. H., Shaw, J. D., & Kilduff, M. (2015). Integrating personality and social networks: A meta-analysis of personality, network position, and work outcomes in organizations. *Organization Science, 26,* 1243–1260.
26. Reina*, C. S., Zhang, Z., & Peterson, S. J. (2014). CEO grandiose narcissism and firm performance: The role of organizational identification. *The Leadership Quarterly, 25,* 958-971.
25. Wang*†, D., Waldman†, D. A., & Zhang†, Z. (2014). A meta-analysis on shared leadership and team effectiveness. *Journal of Applied Psychology, 99,* 181-198. *(Three authors contributed equally to this paper)*
24. Cole, M. S., Carter, M. Z., & Zhang, Z. (2013). Leader-team congruence in power distance values and team effectiveness: The mediating role of procedural justice climate. *Journal of Applied Psychology, 98,* 962-973.
23. Zyphur, M. J., Zhang, Z., Barsky, A. P., & Li*, W. D. (2013). An ACE in the hole: Twin family models for applied behavioral genetics research. *The Leadership Quarterly, 24,* 572-594.
22. Nohe*, C., Michaelis, B., Menges, J. I., Zhang, Z., & Sonntag, K. (2013). Charisma and organizational change: A multilevel study of perceived charisma, commitment to change, and team performance. *The Leadership Quarterly, 24*, 378-389.
21. Zhang, Z., Wang, M., & Shi, J. (2012). Leader-follower congruence in proactive personality and work outcomes: The mediating role of leader-member exchange. *Academy of Management Journal*, *55*, 111-130.
20. Zhang, Z., Waldman, D. A., & Wang*, Z. (2012). A multilevel investigation of leader-member exchange, informal leader emergence, and individual and team performance. *Personnel Psychology, 65*, 49-78.
19. Wanberg, C. R., Zhu, J., Kanfer, R., & Zhang, Z. (2012). After the pink slip: Applying dynamic motivation frameworks to the job search experience. *Academy of Management Journal, 55*, 261-284.
18. Li*, W. D., Arvey, R. D., Zhang, Z., & Song, Z. (2012). Do leadership role occupancy and transformational leadership share the same genetic and environmental influences? *The Leadership Quarterly, 23*, 233-243.
17. Judge, T. A., Ilies, R., & Zhang, Z. (2012). Genetic influences on core self-evaluations, job satisfaction, work stress, and health: A mediated model. *Organizational Behavior and Human Decision Processes, 117*, 208-220.
16. Sun, L.-Y., Zhang, Z., Qi*, J., & Chen, Z. X. (2012). Empowerment and creativity: A cross-level investigation. *The Leadership Quarterly, 23*, 55-65.
15. Chaturvedi, S., Arvey, R. D., Zhang, Z., & Christoforou*, P. T. (2011). Genetic underpinnings of transformational leadership: The mediating role of dispositional hope. *Journal of Leadership and*

Organizational Studies, 18, 469-479.

14. Zhang, Z., & Peterson, S. J. (2011). Advice networks in teams: The effects of transformational leadership and members' core self-evaluations. *Journal of Applied Psychology, 96*, 1004-1017.
    - **Winner of the 2013 Wiley Award for Excellence in Survey Research of the Society for Industrial and Organizational Psychology**
13. Peterson, S. J., Luthans, F., Avolio, B. J., Walumbwa, F., & Zhang, Z. (2011). Psychological capital and employee performance: A latent growth modeling approach. *Personnel Psychology, 64*, 427-450.
12. Thompson, L. F., Zhang, Z., & Arvey, R. D. (2011). Genetic underpinnings of survey response. *Journal of Organizational Behavior, 32*, 395-412.
11. Preacher, K. J., Zhang, Z., & Zyphur, M. J. (2011). Alternative methods for assessing mediation in multilevel data: The advantages of multilevel SEM. *Structural Equation Modeling, 18*, 161-182.
10. Preacher, K. J., Zyphur, M. J., & Zhang, Z. (2010). A general multilevel SEM framework for assessing multilevel mediation. *Psychological Methods, 15*, 209-233.
9. Wanberg, C. R., Zhang, Z., & Diehn, E. W. (2010). Development of the "Getting Ready for Your Next Job" inventory for unemployed individuals. *Personnel Psychology, 63,* 439-478.
8. Zhang, Z., Ilies, R., & Arvey, R. D. (2009). Beyond genetic explanations for leadership: The moderating roles of the social environment. *Organizational Behavior and Human Decision Processes, 110,* 118-128.
7. Zhang, Z., Zyphur, M. J., Narayanan, J., Arvey, R. D., Chaturvedi, S., Avolio, B. J., Lichtenstein, P. & Larsson, G. (2009). The genetic basis of entrepreneurship: Effects of gender and personality. *Organizational Behavior and Human Decision Processes, 110,* 93-107.
6. Zhang, Z., Zyphur, M. J., & Preacher, K. J. (2009). Testing multilevel mediation using hierarchical linear models: Problems and solutions. *Organizational Research Methods, 12,* 695-719.
    - **Finalist for the best paper award in *Organizational Research Methods*, 2009**
5. Zhang, Z., & Arvey, R. D. (2009). Rule breaking in adolescence and entrepreneurial status: An empirical investigation. *Journal of Business Venturing, 24,* 436-447.
4. Zhang, Z., & Arvey, R. D. (2009). Effects of personality on individual earnings: Leadership role occupancy as a mediator. *Journal of Business and Psychology, 24,* 271-280.
3. Arvey, R. D., Zhang, Z., Avolio, B. J., & Krueger, R. F. (2007). Developmental and genetic determinants of leadership role occupancy among females. *Journal of Applied Psychology, 92,* 693-706.
2. Arvey, R. D., Rotundo, M., Johnson, W., Zhang, Z., & McGue, M. (2006). The determinants of leadership role occupancy: Genetic and personality factors. *The Leadership Quarterly, 17,* 1-20.
1. Zhang, D., Zhang, Z., & Yang, B. (2004). Learning organization in mainland China: Empirical research on its application to Chinese state-owned enterprises. *International Journal of Training and Development, 8,* 258-273.

OTHER PUBLICATIONS

Wang, M., Zhou, L., & Zhang, Z. (2016). Dynamic modeling. *Annual Review of Organizational*

Psychology and Organizational Behavior, 3, 241-266.

Arvey, R. D., & Zhang, Z. (2015). Biological factors in Organizational Behavior and I/O Psychology: An introduction to the Special Section. *Applied Psychology: An International Review, 64,* 281-285.

BOOK CHAPTERS

8. Wang, M., Sylvara, A., Zhou, L, & Zhang, Z. (2026). Using dynamic structural equation modelling in intensive longitudinal designs. In V. González-Romá (Ed.) *Handbook of Research Methods in Work and Organisational Psychology.*

7. Zyphur, M. J., Zhang, Z., Preacher, K. J., & Bird, L. J. (2019). Moderated mediation in multilevel structural equation models: Decomposing effects of race on math achievement within versus between high Schools in the United States. In S. E. Humphrey & J. M. LeBreton (Eds.), *The Handbook of Multilevel Theory, Measurement, and Analysis* (pp. 473 – 494). Washington, D. C.: American Psychological Association.

6. Liu, D., Zhang, Z., & Wang, M. (2018). Single-level and multilevel moderated mediation and mediated moderation. In Chen, X. P. & Shen, W. (Eds.), *Empirical methods in organization and management research (3rd ed., in Chinese)* (pp. 663-697). Beijing, China: Peking University Press.

5. Zhang, Z., & Zyphur, M. J. (2015). Physiological functioning and employee health in modern organizations. In S. M. Colarelli & R. D. Arvey (Eds.), *The biological foundation of organizational behavior* (pp. 139-168). Chicago, IL: The University of Chicago Press.

4. Liu, D., Zhang, Z., & Wang, M. (2012). Mono-level and multilevel moderated mediation and mediated moderation: Theorizing and test. In Chen, X. P., Tsui, A. S. & Farh, L. J. (Eds.), *Empirical methods in organization and management research (2nd ed., in Chinese)* (pp. 545-579). Beijing, China: Peking University Press.

3. Zyphur, M. J., Barsky, A. P., & Zhang, Z. (2011). Advances in leadership research methods. In J. Antonakis & D. V. Day (Eds.), *The nature of leadership (2nd ed.)* (pp. 66-107). Thousand Oaks, CA: Sage.

2. Peterson, S. J., & Zhang, Z. (2011). Examining the relationships between top management team psychological characteristics, transformational leadership and business unit performance. In M. A. Carpenter (Ed.), *The handbook of research on top management teams* (pp. 127-149). Northampton, MA: Edward Elgar.

1. Youngcourt, S. S., Zhang, Z., & Arvey, R. D. (2005). The determinants of LMX exchange: Potential genetic influences? In G. B. Graen & J. A. Graen (Eds.), *Global organizing designs: Vol. 3 LMX Leadership* (pp. 217-233). Greenwich, CT: Information Age Publishing.

REFEREED BEST PAPERS PROCEEDINGS

7. Zhang, Z., Ren, R., Zheng, X., Ma, L., & Yu, Y. (2017). How does a creative leader facilitate or hinder employee creativity? A six-week longitudinal study. In G. Atinc (Ed.), *Proceedings of the 2017 Annual Meeting of the Academy of Management*.

6. Li, P., Chadwick, C., & Zhang, Z. (2017). Not seeing eye to eye: Variability between managers' and employees' perceptions of HR practices. In G. Atinc (Ed.), *Proceedings of the 2017 Annual Meeting of the Academy of Management*.

5. Fang, R., & Zhang, Z. (2014). A meta-analysis on women's social network positions: Does education help? In L. A. Toombs (Ed.), *Proceedings of the 2014 Annual Meeting of the Academy of Management*.

4. Zhang, Z., Wang, M., Christensen, A., & Fleenor, J. W. (2012). Differentiated transformational leadership and leader performance: Examine curvilinear relationships. In L. A. Toombs (Ed.), *Proceedings of the 2012 Annual Meeting of the Academy of Management*.

3. Zhang, Z., Wang, M., & Fleenor, J. W. (2011). Effects of participative leadership: The cross-level moderating role of cultural values. In L. A. Toombs (Ed.), *Proceedings of the 2011 Annual Meeting of the Academy of Management*.

2. Zhang, Z., Wang, Z., Waldman, D. A., & Shi, K. (2009). When is LMX instrumental to leader emergence? A cross-level moderation analysis. In G. T. Solomon (Ed.), *Proceedings of the 2009 Annual Meeting of the Academy of Management*.

1. Zhang, Z., Zyphur, M. J., & Preacher, K. J. (2008). Testing multilevel mediation using hierarchical linear models: Problems and solutions. In G. T. Solomon (Ed.), *Proceedings of the 2008 Annual Meeting of the Academy of Management*.

CHAIR OR ORGANIZER IN CONFERENCE SESSIONS

Zhang, Z., & Chaturvedi, S. (2010, August). *Biological basis of behavior in organizations: Prospects, benefits and challenges.* Caucus co-organizer at the annual conference of the Academy of Management, Montréal, Canada.

Zhang, Z., & Song, Z. (2010, June). *Leadership research and applications in China: When Chinese traditions meet modern theories.* Symposium co-chairperson at the biannual conference of the International Association for Chinese Management Research, Shanghai, China.

Chaturvedi, S., & Zhang, Z. (2008, August). *Biological basis of human behavior in organizations: Conceptual and methodological advances.* Symposium co-chairperson at the annual conference of the Academy of Management, Anaheim, CA.

CONFERENCE PRESENTATIONS

88. Ouyang, C., Zhang, Z., & Chen, J. (2026, July-August). Changing lines, changing minds: Dynamic effects of faultline strength changes. Symposium paper presentation at the annual conference of the Academy of Management, Philadelphia, PA.

87. Vaulont, M. J., Zhang, Z., Chen, J. (2026, May). *Antecedents and consequences of informal leadership emergence.* Paper presentation at the 9th Interdisciplinary Perspectives on Leadership Symposium, Chania, Greece.

86. Li, W.-D., Yu, K., Zhang, Z., Yang, W., Zhang, H., Zheng, Y., & Dormann, C. (2026, April-May). *The Fate of Our Work Selves: Employment-related Personality Change and Dynamics.* Symposium paper presentation at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

85. Hu, J., Qu, Q., Yin, Z., Qu, Y, & Zhang, Z. (2025, July). *From gratitude to growth: How team members' appreciation shapes new leaders' transition.* Symposium presentation at the annual conference of

the Academy of Management, Copenhagen, Denmark.

84. Yu, K., Li, W.-D., Yang, W., Zheng, Y., Zhang, Z., Dormann, C., Zacher, H., & Zhang, H. (2025, July). *Personality development and job satisfaction: A continuous time meta-analysis.* Paper presentation at the annual conference of the Academy of Management, Copenhagen, Denmark.

83. Ye, Z., Shao, R., Zhang, Z., & Mo, S. (2025, July). *Looking in, looking out: CSR image incongruence and employees' conflicting reactions.* Paper presentation at the annual conference of the Academy of Management, Copenhagen, Denmark.

82. Zhang, N., Xu, H., Vaulont, M., & Zhang, Z. (2025, May). *A machine learning approach to testing reverse causality in leadership research.* Paper presentation at the 8th Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.

81. Yu, K., Li, W.-D., Zhang, Z., Yang, W., Zhang, X., Dormann, C., Zhang, H., & Zhang, Y. (2024, August). *A continuous time meta-analyses of reciprocal relationships between personality traits and income.* Paper presentation at the annual conference of the Academy of Management, Chicago, IL.

80. Vaulont, M., & Zhang, Z. (2023, August). *Cross-generational effects of parents' overqualification on children's human capital and work income.* Paper presentation at the annual conference of the Academy of Management, Boston, MA.

79. Vaulont, M., Zhang, Z., & Nahrgang, J. (2023, May). *Configurations of leadership identity claiming and granting: Examining downstream consequences of informal leadership (non)emergence.* Paper presentation at the 6th Interdisciplinary Perspectives on Leadership Symposium, Rhodes, Greece.

78. Fang, R., Zhang, Z., McAllister, D. J. (2022, August). *How and when envious newcomers form their developmental networks in new organizations.* Paper presentation at the annual conference of the Academy of Management, Seattle, WA.

77. Wu, J., Zhang, Z., Song, L.J., & Zhu, L. (2022, July). *Shared leadership and team creativity: Examining the effects of informal leadership density and centralization.* Paper presentation at the annual conference of INGRoup, Hamburg, Germany.

76. Jiang, K., Zhang, Z., Hu, J., & Liu, G. (2021, August). *The influences of high-involvement work practices on older workers' retirement intention.* Paper presentation at the annual conference of the Academy of Management (Virtual due to COVID-19).

75. Vaulont, M., & Zhang, Z. (2020, August). *Comparing two approaches to testing within-level interactions using panel data.* Paper presentation at the annual conference of the Academy of Management, Vancouver, Canada (Virtual due to COVID-19).

- **2020 Sage Publications / RMD Best Student Conference Paper Award of the AOM conference**

74. Liu, Z., Chen, C., Zhang, Z., & Chen, M. (2020, August). *Newcomers' slippery slope of unethical pro-organizational behavior: The normalization perspective.* Paper presentation at the annual conference of the Academy of Management, Vancouver, Canada (Virtual due to COVID-19).

- **2020 AOM OB Division Best Conference Paper Award**

73. Zhou, L., Zhang, Z., Liu, Y., & Liu, X. (2020, April). *Recent Developments in the Analysis of Intensive Longitudinal Data..* Symposium presentation at the annual conference of the Society for Industrial

and Organizational Psychology, Austin, TX (Virtual due to COVID-19).

72. Vaulont, M., & Zhang, Z. (2019, August). *Employee overqualification: Advancing supervisor, career, and research design perspectives.* Symposium presentation at the annual conference of the Academy of Management, Boston, MA.

71. Kim, J. K., LePine, J., Zhang, Z., & Baer, M. (2019, August). *The role of team context in how ingratiation affects exchange quality with targets and observers.* Paper presentation at the annual conference of the Academy of Management, Boston, MA.

70. Zhang, Z., Vaulont, M. J., Yang, Y., & Jia, L. (2019, April). *CEO leadership and gender predict error aversion culture and firm performance.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

69. Wang, L., Zhang, Z., Shi, L., & Vaulont, M. J. (2019, April). *Are we on the same side? Effects of leader-follower congruence in overqualification.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

68. Zhang, Z., Vaulont, M., Yang, Y., & Jia, L. (2018, November). *Firm-level outcomes of CEO transactional leadership: The role of error aversion culture and CEO gender.* Paper presentation at the INFORMS College of Organization Science meeting, Tempe, AZ.

67. Wu, J., Liden, R. C., Song, J., & Zhang, Z. (2018, August). *Leading by serving: A two-level latent growth model of servant leadership.* Symposium presentation at the annual conference of the Academy of Management, Chicago, IL.

66. Wu, J., Zhang, Z., Song, L.J., Zhu, L., & Wei, X. (August, 2018). *Shared leadership and team creative performance: Examining formal leaders' centrality and team creative efficacy.* Symposium presentation at the annual conference of the Academy of Management, Chicago, IL.

65. Ma, L., Zhang, Z., & Kim, J. (2018, August). *Effects of conflict asymmetry on team conflict – performance relationships: A meta-analysis.* Paper presentation at the annual conference of the Academy of Management, Chicago, IL.

64. Zhang, Z., Ren, R., Zheng, X., Ma, L., & Yu, Y. (2017, August). *How does a creative leader facilitate or hinder employee creativity? A six-week longitudinal study.* Paper presentation at the annual conference of the Academy of Management, Atlanta, GA.

63. Li, P., Chadwick, C., & Zhang, Z. (2017, August). *Not seeing eye to eye: Variability between managers' and employees' perceptions of HR practices.* Paper presentation at the annual conference of the Academy of Management, Atlanta, GA.

- **HR Division's Best Convention Paper Award of the AOM conference**

62. Wang, J. H., Kim, J. K., Liu, S., Zhang, Z., & Vaulont, M. (2017, August). *A meta-analytic investigation of overqualification and its consequences.* Symposium presentation at the annual conference of the Academy of Management, Atlanta, GA.

61. Hu, J., Jiang, K., Zhang, Z., & Chen, W. (2017, July). *Being a giver matters: When warmth and assertiveness become a lever for leadership emergence.* Paper presentation at the annual conference of INGRoup, Saint Louis, MO.

60. Li, P., Jiang, K., Zhang, Z., & Chen, S. (2017, March-April). *Alignment effect between management*

reported and employee experienced HPWS on team performance: Investigating R&D teams. Presentation at the Strategic Management Society Special Conference on Strategic Human Capital, Management Practices and Performance, Milan, Italy.

59. Zhang, Z., Kim, J. K., Wang, M., & Fleenor, J. W. (2017, April). *Expatriate managers' participative leadership: Examining antecedents and outcomes.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
    - **Best International Paper Award of the 2017 SIOP conference**
58. Waldman, D. A., Wang, Z., & Zhang, Z. (2016, August). *Shared leadership and team performance: The moderating effects of demographic faultlines.* Paper presentation at the annual conference of the Academy of Management, Anaheim, CA.
57. Li, W. D., Zhang, Z., Zheng, X. M., & Liu, X. (2016, August). *Narcissism, abusive supervision climate, and team effectiveness: Testing a mediation model.* Paper presentation at the annual conference of the Academy of Management, Anaheim, CA.
56. Li, W. D., Frese, M., & Zhang, Z. (2016, July). *Yes, proactive, but are they happy? Influences of proactive personality on daily well-being and job satisfaction change.* Paper presentation at the Conference on Proactive Behaviors organized by the Hong Kong Polytechnic University, Hong Kong.
55. Preacher, K. J., Zhang, Z., & Zyphur, M. J. (2015, October). *Decomposing interaction effects in multilevel structural equation models*. Paper presentation at the annual meeting of the Society of Multivariate Experimental Psychology, Redondo Beach, CA.
54. Li, W.-D., Stanek, K., Ones, D. S., & Zhang, Z. (2015, August). *Genetic and environmental influence on job satisfaction change: A three-wave longitudinal twin study.* Paper presentation at the annual conference of the Academy of Management, Vancouver, Canada.
53. Christensen, A. L., Kinicki, A. J., Zhang, Z., & Walumbwa, F. O. (2015, August). *The role of affect and creative behavior in the feedback–performance relationship.* Paper presentation at the annual conference of the Academy of Management, Vancouver, Canada.
52. Waldman, D. A., Wang, D., Zhang, Z., & Balthazard, P. (2015, August). *Understanding and measuring leader accountability in organizations.* Symposium presentation at the annual conference of the Academy of Management, Vancouver, Canada.
51. Zhang, Z., Cole, M. S., Barnes, C. M., & Taylor, S. G. (2015, April). *A dynamic multilevel study of insomnia and leader emergence.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
50. Zhang, Z. (2015, April). Panelist, *What's trending at work: Longitudinal workforce analytics.* Panel discussion conducted at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
49. Fang, R., & Zhang, Z. (2014, August). *A meta-analysis on women's social network positions: Does education help?* Paper presentation at the annual conference of the Academy of Management, Philadelphia, PA.
    - **Runner up, Dorothy Harlow Best Paper Award for the Gender and Diversity Division**

48. Wu, J., Gong, Y., Song, J., & Zhang, Z. (2014, June). *When and how does intrinsic motivation enhance creativity? The mediating role of creative goals and moderating role of extrinsic motivation.* Paper presentation at the biannual conference of the International Association of Chinese Management Research, Beijing, China.

47. Wang, N., Yang, B. Y., & Zhang, Z. (2014, June). *Leading by myself or by ourselves? An exploratory analysis of the theoretical foundations of collectivistic leadership.* Paper presentation (in Chinese) at the biannual conference of the International Association of Chinese Management Research, Beijing, China.

46. Zhang, Z., Gong, Y., Song, J., & Wu, J. (2014, May). *Differentiated leadership and individual and team creativity: The multi-level moderating effect of team social integration.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

45. Humborstad, S. I. W., & Zhang, Z. (2014, May). *Leader-subordinate empowerment role identity alignment, perceived autonomy, and job satisfaction.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

44. Zhang, Z., Peterson, S. J., & Reina, C. S. (2013, August). *CEO narcissism, TMT behavioral integration and firm performance: A moderated mediation model.* Poster presentation at the annual conference of the Academy of Management, Orlando, FL.

43. Wang, D., Waldman, D. A., & Zhang, Z. (2013, August). *A meta-analysis of shared leadership and team effectiveness.* Poster presentation at the annual conference of the Academy of Management, Orlando, FL.

42. Reina, C. S., Peterson, S. J., & Zhang, Z. (2013, August). *CEO family-work conflict, decision making comprehensiveness, and firm performance.* Poster presentation at the annual conference of the Academy of Management, Orlando, FL.

41. Zhang, Z., Song, L. J., Zhou, J., Wu, J., & Lu, L. (2013, April). *When and why dissatisfied employees become creative: Examining moderated mediation.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

40. Zammuto, R. F., Zyphur, M. J., & Zhang, Z. (2013, April). *Who you ask matters: Cultural congruence, hierarchy, and management innovation.* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

    - **Recognized as one of the top posters at the 2013 SIOP conference**

39. Paulson, D. F., Wanberg, C. R., Kanfer, R., & Zhang, Z. (2013, April). *Reemployment after job loss: Does age matter?* Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

38. Liu, D., Zhang, Z., & Wang, M. (2012, October/November). *Mono-level and multilevel mediated moderation and moderated mediation: Theorization and test.* Paper presentation at the annual conference of the Southern Management Association, Fort Lauderdale, FL.

37. Keim, G., Peterson, S. J., Zhang, Z., & Reber, G. (2012, October). *Micro-foundations of continuous improvement within organizations.* Paper presentation at the annual conference of the Strategic Management Society, Prague, Czech Republic.

36. Zhang, Z., Wang, M., Christensen, A., & Fleenor, J. W. (2012, August). *Differentiated*

transformational leadership and leader performance: Examine curvilinear relationships. Poster presentation at the annual conference of the Academy of Management, Boston, MA.

35. Zhang, Z., Wang, D., Yang, B. Y., & Zhang, C. (2012, June). *Perspective taking, creativity, and task performance: The role of voice and regulatory focus.* Paper presentation at the biannual conference of the International Association for Chinese Management Research, Hong Kong, China.
34. Waldman, D. A., Wang, Z., & Zhang, Z. (2012, June). *Team faultlines and hierarchical leadership processes in relation to shared leadership and its effects.* Paper presentation at the biannual conference of the International Association for Chinese Management Research, Hong Kong, China.
33. Nohe, C., Michel, A., Zhang, Z., & Sonntag, K. (2012, April). *Challenge emotions, work engagement, and job performance: A day-level study.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, San Diego, CA.
32. Zhang, Z., Peterson, S. J., & Reina, C. S. (2012, April). *Curvilinear effect of CEO narcissism on firm performance.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, San Diego, CA.
31. Walumbwa, F. O., Han, Y., Hartell, C. A., & Zhang, Z. (2012, April). *Authentic leadership and creativity: A multilevel investigation.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, San Diego, CA.
30. Zhang, Z., Wang, M., & Fleenor, J. W. (2011, August). *Effects of participative leadership: The cross-level moderating role of cultural values.* Poster presentation at the annual conference of the Academy of Management, San Antonio, TX.
    - **Finalist for the International Management Division's Best Paper in OB/HRM/OT Award**
29. Carter, M., Cole, M. S., & Zhang, Z. (2011, August). *Leader-team value congruence, procedural justice, and team performance: Examining power distance orientation.* Poster presentation at the annual conference of the Academy of Management, San Antonio, TX.
28. Zyphur, M. J., Li, W. D., Zhang, Z., & Arvey, R. D. (2011, April). *Income, personality, and subjective economic well-being: Genetic and environmental influences.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
27. Zhang, Z., & Ilies, R. (2010, August). *Moderating effects of earlier family environment on genetic influences on entrepreneurship.* Symposium presentation at the annual conference of the Academy of Management, Montréal, Canada.
26. Zhang, Z., Wang, M., & Shi, J. (2010, August). *"Why (not) change?" Leader-follower congruence in proactive personality, LMX, and work outcomes.* Poster presentation at the annual conference of the Academy of Management, Montréal, Canada.
25. Zhang, Z., & Peterson, S. J. (2010, August). *Advice network in management teams: The role of transformational leadership and deep-level heterogeneity.* Poster presentation at the annual conference of the Academy of Management, Montréal, Canada.
24. Zhang, Z., Fan, J., & Meng, H. (2010, June). *Leader-follower congruence in proactive personality: Findings from China and the U.S.* Symposium presentation at the biannual conference of the International Association for Chinese Management Research, Shanghai, China.

23. Peterson, S. J., Byron, K. L., & Zhang, Z. (2010, April). *Interactive effects of regulatory fit and challenge-hindrance stressors on performance.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, Atlanta, GA.

22. Zhang, Z., Wang, Z., Waldman, D. A., & Shi, K. (2009, August). *When is LMX instrumental to leader emergence? A cross-level moderation analysis.* Poster presentation at the annual conference of the Academy of Management, Chicago, IL.

21. Zhang, Z., & Arvey, R. D. (2009, August). *Cognitive and affective antecedents of followers' transformational leadership perceptions.* Poster presentation at the annual conference of the Academy of Management, Chicago, IL.

20. Zhang, Z., Zyphur, M. J., & Preacher, K. J. (2009, April). *Hypothesizing and testing multilevel moderation: Issues and recommendations.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, New Orleans, LA.

19. Wanberg, C. R., Zhang, Z., & Diehn, E. W. (2009, April). *Helping unemployed individuals get back to work: Development of the "Getting Ready for Your Next Job" inventory.* Symposium presentation at the annual conference of the Society for Industrial Organizational Psychology, New Orleans, LA.

18. Zhang, Z., Zyphur, M. J., & Preacher, K. J. (2008, August). *Testing multilevel mediation using hierarchical linear models: Problems and solutions.* Poster presentation at the annual conference of the Academy of Management, Anaheim, CA.
    - **Best student paper award for the Research Methods Division, AOM 2008**

17. Zahra, S. A., & Zhang, Z. (2008, August). *Top management team learning and new ventures' identity and strategic variety.* Symposium presentation at the annual conference of the Academy of Management, Anaheim, CA.

16. Zhang, Z., & Thompson, L. F. (2008, August). *The role of negative affectivity in the genetic explanations of survey nonresponse.* Symposium presentation at the annual conference of the Academy of Management, Anaheim, CA.

15. Zhang, Z. (2008, April). *Testing cross-level moderations using small groups: Power and sample biases.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, San Francisco, CA.

14. Zhang, Z., & Kramer, A. (2008, April). *Self-esteem, job complexity and job satisfaction: Latent growth models.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, San Francisco, CA.

13. Zhang, Z., Bhave, D., & Arvey, R. D. (2008, April). *Employee participation and workplace safety: A multilevel analysis.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, San Francisco, CA.

12. Zhang, Z. (2007, August). *Entrepreneurial team demography and new venture performance: A meta-analysis.* Poster presentation at the annual conference of the Academy of Management, Philadelphia, PA.

11. Zhang, Z., & Arvey, R.D. (2007, April). *Transformational leadership and employee commitment to entrepreneurial organizations: A multilevel mediation and moderation analysis.* Symposium presentation at the annual conference of the Society for Industrial Organizational Psychology, New

York, NY.

10. Thompson, L. F., Zhang, Z., & Arvey, R.D. (2007, April). *Genetic influences on survey response propensity.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, New York, NY.
9. Zhang, Z., & Kramer, A. (2006, August). *Situational and dispositional antecedents of global job satisfaction.* Paper presentation at the annual conference of the Academy of Management, Atlanta, GA.
8. Zhang, Z., & Arvey, R. D. (2006, August). *Quality management and safety performance in small and medium-sized enterprises.* Paper presentation at the annual conference of the Academy of Management, Atlanta, GA.
7. Wang, Y., Arvey, R. D., Zhang, Z., & Wang, Q. (2006, August). *When do firms invest in training? It depends on industry environment and firm size.* Paper presentation at the annual conference of the Academy of Management, Atlanta, GA.
6. Zhang, Z., Ilies, R., & Arvey, D. (2006, May). *Gene-environmental effects on leadership role occupancy: Examining interactions.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, Dallas, TX.
    - **Recognized as one of the top 15 posters at the 2006 SIOP conference**
5. Zhang, Z., & Arvey, D. (2006, May). *Effects of personality on individual earnings.* Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, Dallas, TX.
4. Zhang, Z., & Arvey, R. D. (2006, April). *Rule breaking behavior and entrepreneurial status: An empirical investigation.* Paper presented at the Conference on Ethics and Entrepreneurship, Minneapolis, MN.
3. Zhang, Z., Ilies, R., & Arvey, R. A. (2004, June). *Born to be made: The impact of gene-environment interactions on leadership emergence.* Paper presentation at the first biannual Gallup Leadership Institute Summit, Omaha, NE.
2. Zhang, Z. (2003, April). *An empirical study on the employee-perceived organizational climate in Mainland China.* Symposium presentation at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
1. Zhang, D., Zhang Z., & Yang, B. (2003, February/March). *Can Chinese state-owned enterprises (SOEs) become learning organizations?* Symposium presentation at the annual conference of the Academy of Human Resource Development, Minneapolis, MN.

SELECTED MEDIA COVERAGE OF RESEARCH AND TEACHING

February 3, 2025	Gender and creativity: New study challenges traditional views, *PsyPost.org*
August 26, 2024	Women come up with creative ideas that actually solve problems, *Fortune*
July 25, 2022	Shifting our aging society from a burden to an asset, *Forbes*
August 17, 2016	Favorite business school professors teaching MBAs, *Poetsandquants.com*
September 27, 2015	To get a job in your 50s, maintain friendships in your 40s, *New York Times*
August 5, 2015	The 3 strikes against older job hunters, *Forbes*

November 4, 2014 Are these rules worth breaking? *Psychology Today*
August 7, 2013 Startup must-reads, *The Wall Street Journal*
April 13, 2012 Job-hunt success hinges on positive attitude, *The Globe and Mail*
September 23, 2010 The biology of business, *The Economist*
September 17, 2010 Survey says: Genetics affect whether we're willing to take surveys, *Science*

TEACHING EXPERIENCE

MBA and Graduate Program Teaching

Organizational Behavior (MNO 6201), full-time MBA core course, Southern Methodist U.
Global Leadership in a Complex World (MNO 6218), MBA elective, Southern Methodist U.
Mindful Leadership (MGT 513), Evening and full-time MBA elective, Arizona State U.
Organization Behavior (MGT 502), Full-time MBA core course, Arizona State U.
Leading People, Teams and Organizations (MGT 502), Master in Management (MIM) core course, Arizona State U.
Management of Groups (MGMT 6084), Full-time MBA elective, U. of Minnesota

Doctoral Program Teaching

Mediation and Moderation (MGT 791), Arizona State U.

Undergraduate Program Teaching

Cross-Cultural Management (MGT 400), Arizona State U.
International Organizational Behavior (MGT 494), Arizona State U.
Relationship Management (GLB 303), Arizona State U.
Managerial Psychology (MGMT 4002), U. of Minnesota
Organizational Behavior (HRIR 3041 & 3042), U. of Minnesota

SERVICES

Southern Methodist University (SMU) Services

Member, Cox School of Business Promotion and Tenure Committee (2025 – 2027)
Panelist, International Graduate Student Orientation (2024-2025)
Member, Department Faculty Search Committee (2025-2026)
Participant, Provost Leadership Seminar Series (2024)
Member, University Promotion and Tenure Committee (2021 – 2024)

External Doctoral Dissertation Committee (university, role, year, and initial placement)

Hwayoung Kim (U. of Texas at Dallas, member, 2026)
Zhaopeng Liu (Shanghai Jiaotong U., member, 2020, Shandong University)

Arizona State University (ASU) Services

W. P. Carey School Graduate Academic Standards Committee, 2018 - 2020
Department of Management and Entrepreneurship Personnel Committee, 2018 - 2020
Department coordinator for faculty teaching peer reviews, 2016 - 2018

Doctoral students recruiting and admission, 2012, 2016, 2017
"Micro Meets Macro Conference" organizing committee member, 2016, 2017, 2018
Coordinator for a core undergraduate course MGT 400, 2009 – 2016
ASU Barrett Honors College Advisory Faculty, 2011, 2012, 2017

ASU Doctoral Dissertation Committee (role, year, and initial placement)

Amanda L. Christensen (Member, 2014, University of Cincinnati)
Brooke R. Buckman (Member, 2014, Florida International University)
Christopher S. Reina (Member, 2015, Virginia Commonwealth University)
Danni Wang (Co-Chair, 2016, Rutgers Business School)
Melissa Chamberlin (Member, 2017, Iowa State University)
Ji Koung Kim (Member, 2019, Texas A&M University)
Manuel Vaulont (Member, 2021, Hong Kong University of Science and Technology)

ASU China DBA Program Services

Faculty member, DBA Thesis Proposal Defenses, 2014, 2019-2021
Dissertation committee member for Zubin Li and Guiji Yin (2018 - 2020); Tingting Jin, Jianli Lu and Liqun Ma (2019 - 2020)

EDITORIAL, REVIEWING AND OTHER SERVICE

Editor-in-Chief

Personnel Psychology, January 2023 – December 2025

Associate Editor

Personnel Psychology, January 2018 – December 2022

Guest Editor

Served as a guest editor (with co-guest editor Richard Arvey) on a special issue for *Applied Psychology: An International Review* on "Biological Factors in Organizational Behavior and I/O Psychology," published in April 2015.

Editorial Boards

Academy of Management Journal, 2013 – present
Academy of Management Discoveries, 2016 – 2020
Journal of Applied Psychology, 2012 – present
Personnel Psychology, 2014 – 2017, 2026 – present
Organizational Behavior and Human Decision Processes, 2016–2017, 2020, 2022–2023
The Leadership Quarterly, 2011 – 2022
Journal of Organizational Behavior, 2011 – 2017
Organizational Research Methods, 2013 – 2021
Journal of Business and Psychology, 2018 – 2022
Journal of Leadership and Organizational Studies, 2011 – 2017, 2019 – 2020

Ad Hoc Reviewer

Academy of Management Review
Organization Science
Management Science

Journal of Management
Journal of Business Venturing
Entrepreneurship Theory and Practice
Management and Organization Review
Journal of Managerial Psychology
Applied Psychology: An International Review
International Journal of Training and Development
Journal of Business Research
Strategic Entrepreneurship Journal
Psychological Reports

Service to the Society for Industrial and Organizational Psychology (SIOP)

SIOP Awards Committee Chair Track (chair-in-training, chair, past chair, 2022 – 2025)
Member, SIOP Distinguished Scientific Contribution Award Subcommittee, 2021 – 2022
Panelist, SIOP Virtual Programming for Great China Region (2023)

Service to the Consortium for the Advancement of Research Methods and Analysis (CARMA)

Panelist for PhD Prep Panel "Connecting Research Ideas to Methodological Choices" (2026)
Panelist for PhD Prep Group Session on Open Science (March 2023)

Service to the Academy of Management

OB Division *ad hoc* Committee on Career Awards Guidelines, 2023-2024
Elected into the 5-year leadership cycle of the Research Methods Division, 2017 – 2022
Representative-at-large for the Research Methods Division, 2013 – 2016
Member, Awards Selection Committee for the Research Methods Division, 2014 – 2016
Member, Best Publication Committee for the Organizational Behavior Division, 2016, 2018
Panelist of the 2026 PDW "*A Window into Relational Thinking: Cross-Boundary Collaboration in Social Network Research*" by the OB and HR Divisions.
Panelist of the 2025 PDWs "*Late-Stage Doctoral Student Consortium*" by the HR Division and "*Meet the Editors*" by the Careers Division
Panelist of the 2024 PDW "*Doctoral Consortium Editors' Panel*" by the OB Division; Round table discussion leader for "*The Elephant in the Room: A Workshop Embracing Scientific Rigor in Organizational Behavior*" by the OB Division
Panelist of the 2023 PDWs "*HR Division Late-Stage Doctoral Student Consortium*" and "*Becoming an Impactful Reviewer*" by the HR Division; *"Leveling the Playing Field: Reducing Between-Person Variation on Within-Person Research"* by the RM Division
Panelist of the 2022 AOM New Doctoral Student Consortium "*The 'Ins and Outs' of Publishing*"
Panelist of the 2019 and 2020 PDWs "*Publishing in Top-Tier US Journals for Non-US Scholars*" by the HR Division
Panelist of the 2019 PDW "*Intensive Longitudinal Data Analyses with Dynamic Structural Equation Modeling: A Hands-on Tutorial*" by the RM Division
Organizer of the 2018 Professional Development Workshop "*Ask the Experts: Quantitative Research"* by the RM Division

One of the OB Experts at the 2017-2019 "*OB Division annual networking social*"
Panelist of the 2015-17 Professional Development Workshops "*OB Research Incubator*"
Panelist of the 2017 Professional Development Workshop *"Bridging the Gap: International Student Consortium"* by the HR Division
Panelist of the 2017 Professional Development Workshop "*Ask the Experts: Quantitative Research"* by the RM Division
Panelist of the 2015 Professional Development Workshop "*Advice from the experts: Common issues and best practices in multilevel theory & analysis"*
Panelist of the 2013 Professional Development Workshop "*Empirical Investigation of Multilevel Research Questions in Strategy*"
Member, OB Division Teaching and International Sub-Committees, 2008 – 2009
One of the OB Division's Adopt-a-Member program mentors at the 2016 conference

Service to INGRoup

Panelist for the 2022 INGRoup Doctoral Consortium: "*Ask the Editors*"

Service to the Mid-South Management Research Consortium

Facilitator for Roundtable session, 2023

Service to the International Association for Chinese Management Research (IACMR)

Mentor of IACMR Research Methods Workshops, 2015 (Tianjin) & 2024 (Jinan)
English Program Committee Member of the 2018 Biannual Conference, Wuhan, China
Micro Track Co-Chair (English Program) of the 2016 Biannual Conference, Hangzhou, China
Representative-at-large for Americas, 2014 – 2016
Distinguished Speaker for IACMR Research Seminar Series (No. 22), 2022

Conference Reviewer

Academy of Management conference, 2006 – present
Society for Industrial and Organizational Psychology (SIOP) conference, 2005 – present
Strategic Management Society (SMS) Special Conference, Las Vegas, 2019
Southern Management Association conference, 2007 – 2010
Academy of International Business conference, 2007
International Association for Chinese Management Research conference, 2010 – 2018
European Association of Work and Organizational Psychology Annual Congress, 2023
Interdisciplinary Network for Group Research (INGRoup) Conference, 2022 – 2023

Reviewer for the United States National Science Foundation (NSF)

The Methodology, Measurement, and Statistics (MMS) Program
The Science, Technology, and Society Program
The Science of Organizations (SoO) Program

Reviewer for INFORMS Organization Science Dissertation Proposal Competition, 2013

Grant proposal reviewer for the Research Grants Council (RGC) of Hong Kong, 2011-2013

ACADEMIC AFFILIATIONS

Academy of Management (AOM)
Society for Industrial and Organizational Psychology (SIOP), elected Fellow in 2021

American Psychological Association (APA), elected Fellow in 2023
Interdisciplinary Network for Group Research (INGRoup)
European Association of Work and Organizational Psychology (EAWOP)
International Association for Chinese Management Research (IACMR)
Society for Organizational Behavior (SOB)
Personnel/Human Resource Research Group (PHRRG)