

Le (Betty) Zhou

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Education

Ph.D.	University of Florida	2014	Management
M.S.	University of Maryland	2011	Organizational Psychology
B.S.	Peking University, China	2009	Psychology

Professional Experience

07/2023 – present: Mays Business School, Texas A&M University
Associate Professor (with tenure), Department of Management
07/2014 – 05/2023: Carlson School of Management, University of Minnesota
09/2020 – 05/2023, Associate Professor (with tenure), Department of Work and Organizations
07/2014 – 08/2020, Assistant Professor, Department of Work and Organizations
2018 – 2019, Lawrence Fellow, Carlson School of Management
2021 – 2022, Sabbatical, visiting scholar at Peking University, China
07/2014 – 05/2023, Affiliated Faculty, Industrial/Organizational Psychology
05/2013 – 06/2013: Visiting Scholar, University of Jyväskylä, Finland
08/2011 – 06/2014: RA, TA, Instructor, Department of Management, University of Florida
08/2009 – 07/2011: TA, TA, Department of Psychology, University of Maryland

Publications (underline denotes student collaborators when project started)

Peer-Reviewed Journal Articles

26. Lee, S.-H., Liu, Y., Koopmann, J. M., Seo, J. Y., & **Zhou, L.** (online first, 2023). Not always helpful: Exploring the antecedents and outcomes of team autonomous and dependent helping. *Journal of Management*. <https://doi.org/10.1177/01492063221149676>
25. Liu, Y., Song, Y., Trainer, H. M., Carter, D. R., **Zhou, L.**, Wang, Z., & Chiang, J. T. (2023). Feeling negative or positive about fresh blood? Understanding veterans' affective reactions toward newcomer entry in teams from an affective events perspective. *Journal of Applied Psychology*, 108, 728-749. <https://doi.org/10.1037/apl0001044>
24. Verma, N., Fleischmann, K. R., **Zhou, L.**, Xie, B., Lee, M. K., Rich, K., Shiroma, K., Jia, C., & Zimmerman, T. (2022). Trust in COVID-19 public health information. *Journal of the Association for Information Science and Technology*, 73, 1776-1792. <https://doi.org/10.1002/asi.24712>
23. **Zhou, L.**, Park, J., Kammeyer-Mueller, J. D., Shah, P. P., & Campbell, E. M. (2022). Rookies connected: Interpersonal relationships among newcomers, newcomer adjustment processes, and socialization outcomes. *Journal of Applied Psychology*, 107, 370-388. <https://doi.org/10.1037/apl0000894>
22. **Zhou, L.**, Wang, M., & Zhang, Z. (2021). Intensive longitudinal data analyses with dynamic structural equation modeling. *Organizational Research Methods*, 24, 219-250. <https://doi.org/10.1177/1094428119833164>
21. Wanberg, C. R., Csillag, B., Douglass, R. P., **Zhou, L.**, & Pollard, M. S. (2020). Socioeconomic

- status and well-being during COVID-19: A resource-based examination. *Journal of Applied Psychology*, 105, 1382-1396. <http://dx.doi.org/10.1037/apl0000831>
20. Xie, B., **Zhou, L.**, Yoder, L., Johnson, K., Garcia, A., & Kim, M. (2020). Ebola-related health information wanted and obtained by nurses and public health department employees: Effects of formal and informal communication channels. *Disaster Medicine and Public Health Preparedness*, 14, 312-321. <https://doi.org/10.1017/dmp.2019.45>
19. Xu, H., Zhang, N., & **Zhou, L.** (2020). Validity concerns in research using organic data. *Journal of Management*, 46, 1257-1274. <https://doi.org/10.1177/0149206319862027>
18. Zhu, L., Restubog, S. L. D., Leavitt, K., **Zhou, L.**, & Wang, M. (2020). Lead the horse to water, but don't make him drink: The effects of moral identity symbolization on coworker behavior depend on perceptions of proselytization. *Organizational Behavior and Human Decision Processes*, 156, 53-68. <https://doi.org/10.1016/j.obhdp.2019.11.004>
17. Chen, Z., Min, J., Bian, J., Wang, M., **Zhou, L.**, & Prosperi, M. (2019). Risk of health morbidity for the uninsured: 10-year evidence from a large hospital center in Boston, Massachusetts. *International Journal for Quality in Health Care*, 31, 325-330. <https://doi.org/10.1093/intqhc/mzy175>
16. Zhan, Y., Kim, S. K., **Zhou, L.**, Xie, B., Li, Y., Wen, B., & Nie, L. (2019). Patient violence and health professionals' occupational outcomes in China: A time-lagged survey study. *International Journal of Nursing Studies*, 94, 120-130. <https://doi.org/10.1016/j.ijnurstu.2018.11.010>
15. **Zhou, L.**, Wang, M., & Vancouver, J. B. (2019). A formal model of leadership goal striving: Development of core process mechanisms and extensions to action team context. *Journal of Applied Psychology*, 104, 388-410. <http://dx.doi.org/10.1037/apl0000370>
14. von Bonsdorff, M. E., **Zhou, L.**, Wang, M., Vanhala, S., von Bonsdorff, M. B., & Rantanen, T. (2018). Employee age and company performance: An integrated model of aging and human resource management practices. *Journal of Management*, 44, 3124-3150. <https://doi.org/10.1177/0149206316662314>
13. **Zhou, L.**, Wang, M., Chang, D., Liu, S., Zhan, Y., & Shi, J. (2017). Commuting stress process and self-regulation at work: Moderating roles of daily task significance, family interference with work, and commuting means efficacy. *Personnel Psychology*, 70, 891-922. <https://doi.org/10.1111/peps.12219>
12. Cheung, S. Y., Gong, Y., Wang, M., **Zhou, L.**, & Shi, J. (2016). When and how does functional diversity influence team innovation? The mediating role of knowledge sharing and the moderating role of affect-based trust in a team. *Human Relations*, 69, 1507-1531. <https://doi.org/10.1177/0018726715615684>
11. Koopmann, J. M., Lanaj, K., Wang, M., **Zhou, L.**, & Shi, J. (2016). Non-linear effects of team tenure on team psychological safety climate and climate strength: Implications for average team member performance. *Journal of Applied Psychology*, 101, 940-957. <http://dx.doi.org/10.1037/apl0000097>
10. Venkataramani, V., **Zhou, L.**, Wang, M., & Liao, H. (2016). Social networks and employee voice: The influence of team members' and team leaders' social network positions on employee voice. *Organizational Behavior and Human Decision Processes*, 132, 37-48. <https://doi.org/10.1016/j.obhdp.2015.12.001>
9. Wang, M., **Zhou, L.**, & Zhang, Z. (2016). Dynamic Modeling. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 241-266. <https://doi.org/10.1146/annurev-orgpsych-041015-062553>
8. Liu, S., Luksyte, A., **Zhou, L.**, Shi, J., & Wang, M. (2015). Overqualification and counterproductive

- work behaviors: Examining a moderated mediation model. *Journal of Organizational Behavior*, 36, 250-271. <https://doi.org/10.1002/job.1979>
7. Liu, Y., Wang, M., Chang, D., Shi, J., **Zhou, L.**, & Shao, R. (2015). Work-family conflict, emotional exhaustion, and aggression toward others: The moderating roles of workplace interpersonal conflict and perceived managerial family support. *Journal of Applied Psychology*, 100, 793-808. <http://dx.doi.org/10.1037/a0038387>
 6. Xie, B., Wang, M., Feldman, R., & **Zhou, L.** (2014). Exploring older and younger adults' preferences for health information and participation in decision making using the Health Information Wants Questionnaire (HIWQ). *Health Expectations*, 17, 795-808. <https://doi.org/10.1111/j.1369-7625.2012.00804.x>
 5. Avery, D. R., Wang, M., Volpone, S. D., & **Zhou, L.** (2013). Different strokes for different folks: The impact of sex dissimilarity in the empowerment-performance relationship. *Personnel Psychology*, 66, 757-784. <https://doi.org/10.1111/peps.12032>
 4. Xie, B., Wang, M., Feldman, R., & **Zhou, L.** (2013). Internet use frequency and patient-centered care: Measuring patient preferences for participation using the Health Information Wants Questionnaire. *Journal of Medical Internet Research*, 15, 95-111. doi:[10.2196/jmir.2615](https://doi.org/10.2196/jmir.2615)
 3. **Zhou, L.**, Wang, M., Chen, G., & Shi, J. (2012). Supervisors' upward exchange relationships and subordinate outcomes: Testing the multilevel mediation role of empowerment. *Journal of Applied Psychology*, 97, 668-680. <http://dx.doi.org/10.1037/a0026305>
 2. Shi, J., Chen, Z., & **Zhou, L.** (2011). Testing differential mediation effects of sub-dimensions of political skills in linking proactive personality to employee performance. *Journal of Business and Psychology*, 26, 359-369. <https://doi.org/10.1007/s10869-010-9195-0>
 1. **Zhou, L.**, & Shi, J. (2009). Psychometric properties of the Chinese translation of the proactive personality scale. *Psychological Reports*, 105, 43-56. <https://doi.org/10.2466/PRO.105.1.43-56>

Selected Peer-Reviewed Conference Proceedings

- Xie, B., Wang, M., Feldman, R., & **Zhou, L.** (2010). Health information and decision-making preferences in the Internet age: A pilot study using the Health Information Wants (HIW) Questionnaire. In *Proceedings of the 2010 ACM International Health Informatics Symposium*, pp. 610-619. doi:[10.1145/1882992.1883090](https://doi.org/10.1145/1882992.1883090)

Book Chapters

8. **Zhou, L.** (forthcoming). Models of leadership in teams. In Vancouver, J. B., Wang, M., & Weinhardt, J. M. (eds.), *SIOP Frontiers Series: Computational Modeling for Industrial-Organizational Psychologists*. Washington, DC: American Psychological Association.
7. Zhang, N., Xu, H., & **Zhou, L.** (2022). Organic data and the design of studies. In K. R. Murphy (eds.), *SIOP Frontiers Series: Data, Methods and Theory in the Organizational Sciences* (pp. 124-152). Washington, DC: American Psychological Association. <https://doi-org.ezp3.lib.umn.edu/10.4324/9781003015000>
6. **Zhou, L.**, Song, Y., Alterman, V., Liu, Y., & Wang, M. (2019). Introduction to data collection in multilevel research. In S. E. Humphrey & J. M. LeBreton (Eds.), *The Handbook of Multilevel Theory, Measurement, and Analysis* (pp. 225-252). Washington, DC: American Psychological Association. <http://dx.doi.org/10.1037/0000115-011>
5. **Zhou, L.**, & Daher, M. (2016). Leadership. In S. K. Whitbourne (Eds.), *The Encyclopedia of*

Adulthood and Aging. Hoboken, NJ; John Wiley & Sons.

4. **Zhou, L.**, & Wang, M. (2015). Leader-member exchange and newcomer adjustment. In T. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-member Exchange* (pp. 227-239). New York: Oxford University Press. DOI: 10.1093/oxfordhb/9780199326174.013.0018
3. Wang, M., **Zhou, L.**, & Liu, S. (2014). Multilevel issues in leadership research. In D. Day (Eds.), *The Oxford Handbook of Leadership and Organizations* (pp. 146-166). New York: Oxford University Press.
2. Wang, M., & **Zhou, L.** (2013). Latent class procedures: Recent development and applications. In J. M. Cortina & R. S. Landis (Eds.), *Modern Research Methods for the Study of Behavior in Organizations* (pp. 137-160). New York: Routledge.
1. Wang, M., Sinclair, R. R., **Zhou, L.**, & Sears, L. E. (2012). Person-centered analysis: Methods, applications, and implications for occupational health psychology. In R. R. Sinclair, M. Wang, & L. E. Tetrick (Eds.), *Research Methods in Occupational Health Psychology: Measurement, Design, and Data Analysis* (pp. 349-373). New York: Psychology Press.

Competitive Research Grant Awards

External

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| Research Grant (SES-2217896)
US \$363,397
National Science Foundation
Socioeconomic Mobility of Young Adults Without College Degrees: Understanding Transition Between Jobs
Role: PI | 9/1/2022-8/31/2025 |
| Research Grant
US \$10,000
SIOP Small Research Grant Award
Job search during the COVID-19 pandemic: Examining socioeconomic status differences in job search experiences and outcomes
Role: Co-I | 1/1/2021-12/31/2021 |
| Research Grant (SES-1734134)
US \$392,840
National Science Foundation
A person-centric prediction model of job loss based on social media
Role: Co-PI | 9/1/2017-8/31/2022 |
| Research Grant (SES-1533151)
US \$544,230
National Science Foundation
Information and communication technologies, employee engagement in innovation, and team innovation process
Role: PI | 9/1/2015-8/31/2020 |
| RAPID Grant (SES-1522557, SES-1521089)
US \$199,999
National Science Foundation | 3/15/2015-2/28/2017 |

Ebola-related information wanted and obtained by healthcare providers
Role: Co-PI

Internal

Research Grant 3/26/2021-12/31/2022
US \$9,850
Dean's Small Research Grant, Carlson School of Management, University of Minnesota
Social Class Differences in Job Search Experiences and Employment Outcomes Among Early-Career
College Graduates
Role: PI

Research Grant 1/23/2019-12/31/2019
US \$5,500
Dean's Small Research Grant, Carlson School of Management, University of Minnesota
Newcomer social networks and newcomer adjustment process
Role: PI

Research Grant 12/8/2016-6/30/2017
US \$2,655
Dean's Small Research Grant, Carlson School of Management, University of Minnesota
Team process, emergent team states, and team performance
Role: Co-I

Research Grant 12/21/2015-6/30/2016
US \$4,500
Dean's Small Research Grant, Carlson School of Management, University of Minnesota
A multifoci model on changes in new managers' organizational commitment
Role: Co-I

Research Grant 12/4/2014-6/30/2015
US \$4,500
Dean's Small Research Grant, Carlson School of Management, University of Minnesota
A formal model of peer-regulatory process in self-managing teams
Role: PI

Honors, Awards, & Fellowships

2022-2023 "Thank a Teacher" note, Center for Educational Innovation, University of Minnesota
2021 *Academy of Management Discoveries* best reviewer award
2020-2021 "Thank a Teacher" note, Center for Educational Innovation, University of Minnesota
2020 Faculty Research Award, Carlson School of Management, University of Minnesota
2019-2020 Faculty of the Year Finalist, Undergraduate Program, Carlson School of Management,
University of Minnesota
2019-2020 "Thank a Teacher" note, Center for Educational Innovation, University of Minnesota
2019-2020 "Rising Star" recognition by the Association for Psychological Science
2018-2019 Faculty of the Year Finalist, Undergraduate Program, Carlson School of Management,

- University of Minnesota
- 2018-2019 Lawrence Fellowship, Carlson School of Management, University of Minnesota
- 2019 *Journal of Organizational Behavior* best reviewer award
- 2016-2017 Faculty of the Year Finalist, Undergraduate Program, Carlson School of Management, University of Minnesota
- 2016-2017 “Thank a Teacher” note, Center for Educational Innovation, University of Minnesota
- 2014-2015 “Thank a Teacher” note, Center for Educational Innovation, University of Minnesota
- 2015 Hackman dissertation award runner-up, INGRoup
- 2014 Mary L. Tenopyr graduate student scholarship, SIOP
- 2013 Meredith P. Crawford Fellowship, Human Resources Research Organization (HumRRO)
- 2011 Best Student Research Award, 9th International Conference on Work, Stress, and Health, co-sponsored by APA, National Institute for Occupational Safety and Health (NIOSH), and Society for Occupational Health Psychology (SOHP)
- 2007-2008 Chun-Tsung Endowment Fund for Undergraduate Research, Peking University
- 2008 Yucai (New York City Endowment) Scholarship, Peking University
- 2007 Baosteel Scholarship, Peking University
- 2006 Starlight International Media Scholarship, Peking University

Manuscripts under Review

- Boulamatsi, A., Liu, S., **Zhou, L.**, Yin, J., Yao, X., & Guo, R. (2nd revise-and-resubmit). [title removed for blind review]. *Journal of Applied Psychology*.
- Csillag, B.*, Campbell, E. M. *, & **Zhou, L.*** (under review). [title removed for blind review]. *Academy of Management Review*. *equal contribution
- Hu, J., **Zhou, L.**, Zhang, Z., & Chen, Y. (under review). [title removed for blind review]. *Academy of Management Journal*.
- Liu, X., **Zhou, L.**, Ali, A. A., Liu, S., & Mo, S. (under review). [title removed for blind review]. *Journal of Applied Psychology*.

Working Papers (completed draft available upon request)

- Seo, J. Y., Kammeyer-Mueller, J. D., **Zhou, L.**, Liu, Y., & Fang, Y. (working paper). Interviewee affective states, interview strategies, and interviewer evaluation. Target journal: *Journal of Management*.
- Rubenstein, A. L., Feng, Z., **Zhou, L.**, Jun, I., Bian, J., & Prospero, M. (working paper). Mining public discussion on employee turnover. Target journal: *Journal of Applied Psychology*.
- Shao, R., **Zhou, L.**, Alterman, V., Wang, M., Mo, S., & Shi, J. (working paper). Corporate social responsibility and layoff survivors’ reactions. Target journal: *Personnel Psychology*.
- Shum, C., **Zhou, L.**, Carter, D. R., & Mo, S. (working paper). The role of network centrality in the abusive supervision-performance relationship. Target journal: *Academy of Management Journal*.

Selected Work in Progress

- Liu, X., Csillag, B., **Zhou, L.**, & Ali, A. A. (manuscript development stage). Social class and employee job search.
- Liu, X., Kim, S., **Zhou, L.**, & Ali, A. A. (manuscript development stage). Family social class and adjustment to college.
- Ni, D., **Zhou, L.**, Shao, R., & Zheng, X. (manuscript development stage). Corporate social responsibility and employee pro-environmental behavior.
- Seo, J. Y., **Zhou, L.**, Restubog, S. L. D., Liu, Y., & Kammeyer-Mueller, J. D. (manuscript development stage). Complaining and interpersonal evaluations in dyads.
- Csillag, B., Douglass, R. P., Wanberg, C. R., & **Zhou, L.** (data analysis stage). Resource loss, acquisition, and allocation following job insecurity.
- Csillag, B., **Zhou, L.**, & Campbell, E. M. (data analysis stage). Profiles of managerial time use.
- Song, Y., Ni, D., **Zhou, L.**, & Zheng, X. (data analysis stage). Evolution of idea sharing ties.
- Zhou, L.**, & Campbell, E. M. (data analysis stage). Newcomer network development and adjustment experiences.
- Zhou, L.**, Wanberg, C. R., Csillag, B., Ali, A. A., & Liu, X. (data collection stage). Job transitions among young adults without college degrees.

Peer-Reviewed Conference Presentations & Workshops

- Dittman, A., Lee, M., Oh, J., & Quan, S. (Organized), Fang, R., Kish-Gephart, J., Martin, S., Meuris, J., Phillips, L. T., Rivera, L., Sheares, A., Townsend, S., Useem, M., Yu, S., & **Zhou, L.** (Panelist). (2023). *Social Class in Organizations: Bridging Macro and Micro Perspectives*. Academy of Management Annual Conference, Boston, MA, United States.
- Emery, C., Halgin, D., Parker, A., & Tasselli, S. (Organized), Gerbasi, A., Labianca, G., Liu, S., Mehra, A., Quintane, E., White, L., & **Zhou, L.** (Panelist). *At the Frontiers of Social Network Research in Organizations: Developing Ideas and Papers*. Academy of Management Annual Conference, Boston, MA, United States.
- Che, X. X. (Co-Chair), Liu, Y. (Co-Chair), Decker, R., Muhammad, R., O'Neal, J., Prospero, M., Wang, M., & **Zhou, L.** (2023). *Advancing Science and Practice in Career Mobility: An Organization Perspective* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Elfeki, Y. (Chair) and **Zhou, L.** (Discussant). (2023). *Studying Leadership Through Big Data Methods* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Liu, X., Csillag, B., **Zhou, L.**, & Ali, A. A. (2022). *When jobs no longer fit well: How job dissatisfaction and social class jointly influence employee job search*. In C. R. Wanberg & S. Ren (chaired), Person-environment fit: New conceptualizations and the role in recruiting and job search. Symposium presented at the Academy of Management Annual Meeting, Seattle, Washington.
- Liu, X., **Zhou, L.**, Ali, A. A., Liu, S., & Mo, S. (2022). *Social class differences in job search process and employment success*. Paper presented at the Academy of Management Annual Meeting, Seattle, Washington.
- Song, Y., Ni, D., **Zhou, L.**, & Zheng, X. (2022). *Formation and retention of idea sharing ties: Formal*

- work relationships and creative role identity*. In J. Methot & Liu, S. (chaired), Time for change: A dynamic perspective of employee social networks. Symposium presented at the Academy of Management Annual Meeting, Seattle, Washington.
- Liu, Y., Koopmann, J. M., Alterman, V., Wang, M., Liu, S., & **Zhou, L.** (2022). *Customer service in teams: A daily diary study linking team service workload, team service climate, team processes, and team member depletion to team effectiveness*. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research, Hamburg, Germany.
- Zhou, L.**, Liu, Y., Song, Y., Liu, X., Wang, Z., Chiang, J. T., & Restubog, S. L. D. (2022). *Where is the influence from? Team newcomer and oldtimer attributes, team oldtimer influence, and team viability*. Extended abstract presented at the Annual Conference of the Interdisciplinary Network for Group Research, Hamburg, Germany.
- Liu, X., & **Zhou, L.** (2022). *Childhood social class and leader emergence in adulthood: Mediating role of volunteering*. In Zhou, Z. E. & Busse, K. A. (chaired), Leadership across domains: Nonwork predictors and outcomes of leader role occupancy. Symposium presented at the Society for Industrial-Organizational Psychology Annual Conference, Seattle, Washington.
- Rubenstein, A. L., Feng, Z., **Zhou, L.**, Jun, I., Bian, J., & Prospero, M. (2022). *Using "big data" and text mining to understand employee turnover*. Poster presented at the Society for Industrial-Organizational Psychology Annual Conference, Seattle, Washington.
- Liu, X., **Zhou, L.**, Qu, Y., & Mo, S. (2021). *Family socioeconomic status and adjustment to college: A social capital perspective*. Poster presented at the Society for Industrial-Organizational Psychology Annual Meeting, Virtual.
- Zhou, L.**, Park, J., Kammeyer-Mueller, J. D., Shah, P. P., & Campbell, E. M. (2020). *Interpersonal relationships among peer newcomers and newcomer adjustment process*. In Liu, Y., & Wang, Z. (chaired), Socialization from socializing: Interpersonal influences on newcomer socialization. Symposium presented at the Academy of Management Annual Meeting.
- Zhou, L.**, Prospero, M., Bian, J., Zhao, Y., Sajjadi, S., Woo, S. E., & Tay, L. (2020). *Classifying work-related life events from Tweets: A hands-on tutorial and an interactive discussion*. Professional Development Workshop presented at the Academy of Management Annual Meeting.
- Zhao, Y., Prospero, M., Lyu, T., Guo, Y., **Zhou, L.**, & Bian, J. (2020). *Integrating crowdsourcing and active learning for classification of work-life events from tweets* [Proceedings]. The 33th International Conference on Industrial, Engineering & Other Applications of Applied Intelligent Systems. doi: 10.1007/978-3-030-55789-8_30
- Zhou, L.**, Zhang, Z., Liu, Y., & Liu, X. (2020). *Recent developments in the analysis of intensive longitudinal data*. In Foley, K. (chaired), *Assessing within-person variability: Tools for your toolbox*. Symposium accepted for the Society for Industrial-Organizational Psychology Annual Conference, Austin, TX.
- Lee, S., Liu, Y., Seo, J. Y., **Zhou, L.**, & Koopmann, J. M. (2019). *Not always helpful: Exploring the antecedents and outcomes of team autonomous and dependent helping*. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
- Liu, Y., Seo, J. Y., Kammeyer-Mueller, J. D., & **Zhou, L.** (2019). *Amped up or tuned down: Interviewee affective states and interview strategies*. In Ali A. A., Seo, J. Y., & Song, J. (chaired) *Examining the role of affective states and expectation in job search processes and socialization*. Symposium presented at the Academy of Management Annual Meeting, Boston, MA.
- Zhou, L.**, Zhang, Z., Diefendorff, J. M., & Liu, Y. (2019). *Intensive longitudinal data analyses with dynamic structural equation modeling: A hands-on tutorial*. Professional Development Workshop

conducted at the Academy of Management Annual Meeting, Boston, MA.

- Seo, J. Y., Zhou, L., Liu, Y., & Kammeyer-Mueller, J. D. (2019). *Antecedents and outcomes of complaining at individual, dyad, and team levels: Trait and state negative affect, and interpersonal dynamics*. In Grand, J. A. (chaired) *Exploring teams as complex systems: Mechanisms of emergent affective/motivational team properties*. Symposium presented at the Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal.
- Trainer, H. M., Liu, Y., Carter, D. R., Zhou, L., & Che, X. (2019). *Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective*. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal.
- Li, X., Seo, J. Y., Zhou, L., & Liao, C. (2019). *Unpack impact of information and communication technologies: Advancing a dynamic view*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Washington D.C.
- Prosperi, M., Bian, J., & **Zhou, L.** (2019). *A crowdsourced deep learning pipeline for classifying life events from Tweets*. In **Zhou, L.** (chaired) *Methodological developments in research using organic data: An interdisciplinary view*. Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Washington D.C.
- Trainer, H. M., Liu, Y., Carter, D. R., Pendergraft, J. G., & Zhou, L. (2018). *Newcomer socialization in teams: Mutual influences between newcomers and veterans*. In Trainer, H. M., & Liu, Y. (chaired) *Leveraging an interactionist perspective to understand newcomer socialization*. Symposium presented at the Academy of Management Annual Meeting, Chicago, Illinois.
- Csillag, B., Zhou, L., & Campbell, E. M. (2017). *Gender matters in interpersonal interactions in the workplace: Job and career implications*. Symposium chaired and presented at the Academy of Management Annual Meeting, Atlanta, GA. *Showcase symposium
- Liu, Y., **Zhou, L.**, Fang, Y., Wei, W., & Shi, J. (2017). *When the ball is in the veteran's court: Newcomer learning and agent incentive interdependence*. In T. Barnes, & Y. Liu (chaired) *Newcomer socialization: Revisiting the social context*. Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Zhan, Y., Kim, S. K., Zhou, L., Xie, B., Wen, B., Li, Y., & Nie, L. (2017). *Mistreatment from patients and healthcare providers' occupational outcomes*. In R. K. Amarnani & S. L. D. Restubog (chaired) *Mistreatment at the interface: New developments in customer mistreatment research*. Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Jin, Y., Park, J., Zhou, L., & Kammeyer-Mueller, J. D. (2016). *A multifoci model on changes in new leaders' organizational commitment*. In C. Maupin & L. Zhou (chaired) *The intersection of leadership development and social contexts*. Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Jin, Y., Zhou, L., & Park, J. (2016). *The dark side of team boundary spanning*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Liu, Y., Wang, M., Alterman, V., Zhou, L., & Shi, J. (2016). *Examining the differentiating effects of team processes on team states: A daily diary study*. Paper presented at the Annual Conference of Interdisciplinary Network for Group Research, Helsinki, Finland.
- Park, J., Zhou, L., Kammyer-Mueller, J. D., & Shah, P. (2016). *Social network centrality and newcomer socialization*. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
- Xie, B., **Zhou, L.**, Yoder, L., Johnson, K., Garcia, A., Kim, M., & Gao, J. (2016). *Ebola-related information obtained by older versus younger health professionals*. Poster presented at the Gerontological Society of America's 69th Annual Scientific Meeting, New Orleans,

LA, November 16-20, 2016.

- Zhou, L.**, & Kammeyer-Mueller, J. D. (2016). *Information/communication technologies and team innovation: modeling motivational and interpersonal processes*. Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Zhou, L.**, Wang, M., Liu, Y., & Song, Y. (2016). *Team structural features, differentiated leadership behaviors, and team performance*. Poster presented at the Annual Conference of Interdisciplinary Network for Group Research, Helsinki, Finland.
- Avery, D. R., Wang, M., Franklin, D. A., **Zhou, L.**, & Shi, J. (2015). *When misbehavior matters most: How antisocial behavior affects team performance*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, PA.
- Leavitt, K., Aquino, K., Zhu, L., Restubog, S. L. D., & **Zhou, L.** (2015). *Social consequences of moral identity symbolization*. Paper presented at the Academy of Management Annual Meeting, Vancouver, CA.
- Liu, Y., **Zhou, L.**, Kammeyer-Mueller, J. D., & Wang, M. (2015). *Moods, self-efficacy, and interview strategies: Carry-over effects in interviews*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, PA.
- Xie, B., **Zhou, L.**, Yoder, L., Johnson, K., Kim, M., & Garcia, A. (2015). *Ebola-related information wanted and obtained by healthcare providers*. Symposium Presented at the Annual Meeting of the Society for Risk Analysis, Arlington, VA.
- Zhou, L.**, & Wang, M. (2015). *A formal model of team leader regulatory processes*. Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, PA.
- Koopmann, J. M., Lanaj, K., & **Zhou, L.** (2014). *Examining the non-linear relationship between team tenure and member performance: The role of psychological safety climate and climate strength*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Shao, R., **Zhou, L.**, Wang, M., & Alterman, V. (2014). *Survivors' reactions to layoff: The role of corporate social responsibility*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
- Shum, C., **Zhou, L.**, Carter, D. R., Mo, S., & Chen, H. (2014). *Influence of subordinates' and supervisors' network positions on the effect of abusive supervision*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Song, Y., Liu, Y., Shi, J., Alterman, V., **Zhou, L.**, & Mo, S. (2014). *How and when psychological collectivism influence employee outcomes*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
- Zhou, L.**, Gelfand, M. J., Li, Y., Wang, M., Aktas, M., & Frick, S. E. (2014). *Interaction between leader network ties and subordinate cultural values*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
- Zhou, L.**, Venkataramani, V., Wang, M., & Liao, H. (2014). *Liked or avoided by others? The influence of employees' and team leaders' informal social network positions on work-central employees' voice*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Zhou, L.**, Wang, M., Liu Y., Shi, J., & Liu, S. (2014). *Follower- and leader-rated ethical leadership and follower outcomes*. Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.
- Liu, Y., Wang, M., Chang, C., **Zhou, L.**, & Shi, J. (2013). *Daily work-family conflict and aggression*

- toward family and friends: A moderated mediated model.* Poster presented at the International Conference on Occupational Stress and Health, Los Angeles, CA.
- Santoro, J. M., Zhou, L.,** Wang, M., Kammeyer-Mueller, J. D., Halvorsen-Ganepola, M. D., & **Sequeira Grass, S.** (2013). *Mood moderates the indirect relationship between interviewing self-efficacy and performance.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Houston, TX.
- Zhou, L., Penn, L. T.,** Wang, M., Shi, J., **Santoro, J. M.,** & Liu, Y. (2013). *Ethical leadership buffers negative effects of group moral identity diversity.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Houston, TX.
- Zhou, L.,** Wang, M., Liu, Y., **Penn, L. T.,** & Shi, J. (2013). *Resources from supervisors to subordinates: Measurement development and theoretical integration.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Houston, TX.
- Avery, D. R., Wang, M., Volpone, S. D., & **Zhou, L.** (2012). *The impact of sex dissimilarity in the empowerment-performance relationship.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.
- Cheung, S. Y., Gong, Y., Wang, M., **Zhou, L.,** & Shi, J. (2012). *Cognitive and affective crossfire: Joint effects of functional diversity and affect-based trust on knowledge sharing and innovation in teams.* Paper presented at the Asia Academy of Management Conference, Seoul, South Korea.
- Liu, S. Shi, J., Zhan, Y., **Zhou, L.,** & Zhu, W. (2012). *Self-regulation during job search: Different roles of employment and behavior self-efficacy.* Paper presented at the Academy of Management Annual Meeting, Boston, MA.
- Shi, J., Liu, Y., **Zhou, L.,** & Wang, M. (2012). *Subordinate's political skill and supervisor's dependence on subordinate.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.
- Wang, M., **Zhou, L.,** Liu, S., & Yao, X. (2012). *Team employee development climate and team effectiveness: Examining the team-level mediating roles of knowledge sharing, learning behavior, and social capital seeking.* In S. D. Pugh, M. Ehrhart, & B. Schneider (chaired), *Focused organizational climates: New directions and new possibilities.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.
- Zhou, L.,** Wang, M., Belanger, J., Zhan, Y., & Liu, S. (2012). *Mood influence on training motivation and training transfer.* In M. Wang & L. Zhou (chaired), *New developments in training motivation and training transfer research.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.
- Liu, S., Wang, M., Zhan, Y., **Zhou, L.,** Wolkoff, L., & Shi, J. (2011). *A study of the antecedents of perceived overqualification.* In A. Meade & E. Lobene (chaired), *Perceived overqualification: New developments in research.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Chicago, IL.
- Xie, B., Wang, M., Feldman, R., & **Zhou, L.** (2011). *Measuring the relationship between age and preferences for health information and decision-making.* Paper presented at the Annual Scientific Meeting of the Gerontological Society of America (GSA), Boston, MA.
- Zhou, L.,** Wang, M., Chen, G., & Shi, J. (2011). *The role of empowerment in the effects of leaders' upward exchange relationships on subordinates.* Paper presented at the Academy of Management Annual Meeting, San Antonio, TX.
- Zhou, L.,** Wolkoff, L., Liu, S., Zhan, Y., Wang, M., & Shi, J. (2011). *Commuting stress and self-regulation at work: Moderating roles of commuting means efficacy and task significance.* Poster

- presented at the 9th International Conference on Occupational Stress and Health, Orlando, FL.
- Zhu, L., Thau, S., Aquino, K., Leavitt, K., Duffy, M., Wang, M., & **Zhou, L.** (2011). *Social consequences of moral identity symbolizations*. Paper presented at 2011 Southern Management Association Meeting, Savannah, GA.
- Liu, S., Wang, M., Zhan, Y., & **Zhou, L.** (2010). *Multilevel mediation analyses: A new procedure using bootstrap method*. In H. K., Sin & C. Nye (chaired), *Toward better structural modeling: Effect size, residuals, and multilevel mediation*. Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Atlanta, GA.
- Liu, S., Wang, M., Zhan, Y., **Zhou, L.**, Liao, F., & Shi, J. (2010). *Counterproductive work behaviors as a result of overqualification*. In A. Schroeder & P. Rosopa (chaired) *An examination of the sources and targets of workplace deviance*. Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Atlanta, GA.
- Zhan, Y., Liu, S., Murphy, L., Wang, M., Bodner, T., & **Zhou, L.** (2010). *Retirement decision: A meta-analytic review of its predictors*. In A. Loignon, G. Yun, & Mitchell, T. (chaired), *An aging workforce: Processes, outcomes, and solutions*. Symposium presented at the Annual Society for Industrial-Organizational Psychology Conference, Atlanta, GA.
- Zhan, Y., Wang, M., McCune, E., Truxillo, D., **Zhou, L.**, & Liu, S. (2010). *Adaptability and newcomer outcomes: The mediating role of P-O fit*. Poster presented at the Annual Society for Industrial-Organizational Psychology Conference, Atlanta, GA.
- Zhou, L.**, Shi, J., Xu, C. & Wang, M. (2009). *Measurement and moderator of political skill in Chinese*. Poster presented at the Annual Society for Industrial-Organizational Psychology Conference, New Orleans, LA.
- Cham, H., Jin, J., Gan, Y., **Zhou, L.**, & Li, Y. (2008). *What happens when students' majors mismatch with career interests? Mediating effects of life satisfaction towards academic burnout and engagement in China*. Poster presented at the 19th International Congress of Psychology, Berlin, Germany.

Invited Presentations, Panelists, & Workshops

- Social Class and Job Search Process*. Research presentation at Auburn University, 2022; University of Iowa, 2023
- Team Processes*. Workshop for SIOP Virtual Programming for Great China Region, 2023
- Introduction to Structural Equation Modeling*. Short course organized by CARMA, 2020 (co-taught with Larry Williams), 2022, 2023
- Introduction to Longitudinal Data Analysis*. Invited workshop presented at the Southern Management Association annual meeting, 2021
- Program Design and Operations*. Presentation and panel discussion at the AACSB Hybrid and Online Learning Conference: Best Practices in Design and Delivery, 2021
- Centering in longitudinal data analysis*. Presentation at AOM Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium, 2021
- Multilevel methods (MLM) in IB research*. Panelist for Academy of International Business Research Methods Shared Interest Group (RM-SIG) Webinar, 2021
- An unforgettable but unspoken force: A program of studies on social class differences in career development and well-being*. Research presentation at University of Minnesota Department of

- Psychology, 2021; University of Central Florida, 2021
- Understanding what, when, why, and how to begin using computational models.* Panel discussion at the Society for Industrial-Organizational Psychology Annual Conference, 2021
- Launch pad: How to Write Research Methods Papers.* Panelist at Women In Research Methods-CARMA workshop, 2021
- Launch pad: How to make research methods part of your career.* Panelist at Women In Research Methods-CARMA workshop, 2021, 2022
- Structural Equation Modeling.* Panelist for Topic-Interest-Group discussion at CARMA, 2020, 2022
- Popular Tools for OB/Micro-Oriented Longitudinal Analysis.* Presentation at the AOM Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium, 2020
- Longitudinal SEM.* Webcast lecture at CARMA, 2020
- Ask the Quantitative Experts.* Panelist of workshop hosted by the Research Methods Division of AOM, 2019, 2020
- Rookies connected: Social networks among newcomers, newcomer adjustment process, and socialization outcomes.* Research presentation at CUNY Baruch, 2019; Michigan State University, 2019; Zhejiang University (China), 2019
- A formal model of leadership goal striving.* Research presentation at Zhejiang Gongshang University (China), 2018
- The when & how of replication studies: Questions & reflections from the ground.* Presentation at NSF workshop on promoting robust and reliable research practice in the science of organizations, University of Florida, 2018
- Overview of statistical methods for OB/IO research.* Presentation at CARMA new student orientation, 2018
- Computational modeling in management research.* Workshop at Sun Yat-Sen University (China), 2015
- Commuting stress and self-regulation at work.* Research presentation at Sun Yat-Sen University (China), 2014; University of Jyväskylä (Finland), 2013
- The ebb and flow of team leadership behaviors: Toward a dynamic model of leadership in task-oriented teams.* Research presentation at Cornell University, 2013; George Mason University, 2013; Georgia State University, 2013; Iowa State University, 2013; University at Buffalo, 2013

Selected Non-Academic Writings & Media Mention

- Zhou, L., & Campbell, E. M. (2022). How much should new hires focus on building peer relationships? [*Harvard Business Review*](#).
- Zhou, L., & Campbell, E. M. (2021). How to better adjust to a new job. [*Psychology Today*](#).
- Davis, A., Davis, S., & Quast, C. (2021). The cost of a bad boss. [*Minnesota Public Radio News with Angela Davis*](#).
- Meyer, Z. (2021). Going back to the office means giving up lucrative WFH side hustles for many employees. [*Fast Company*](#).
- Marcus, J. (2021). First-generation college grads face more hurdles in the job market. [*WIRED*](#).
- Marcus, J. (2021). College degree doesn't pay off as well for first-generation grads. [*The Hechinger*](#)

[Report.](#)

Travers, M. (2020). The pandemic is affecting the mental health of the rich more than the poor. [Forbes.](#)

Travers, M. (2020). 4 tips to manage your mindset through the pandemic. [Psychology Today.](#)

Teaching Experience

Texas A&M University

MGMT 363H Managing People in Organizations, Fall 2023

MGMT 630 Behavior in Organizations, Fall 2023

University of Minnesota

MGMT1001 Introduction to Contemporary Management: Course coordinator (first-year required course, 10+ sections), 2019-2020, 2020-2021; instructor, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Spring 2019, Fall 2019, Fall 2020

BA1011 Leading Self and Teams: Course design committee; course co-coordinator, 2022-2023; instructor, Fall 2022

HRIR8802 Core Seminar: Fundamentals of OB Research, Fall 2022

HRIR8803 Core Seminar: Fundamentals of HR Research, Spring 2016, Fall 2017, Fall 2019

HRIR8820 Special Topics: Data Analysis in OB Research, Spring 2020, Spring 2023

University of Florida

MAN3240 Organizational Behavior, Spring 2013, Spring 2014 (Instructor)

MAN4301 Human Resource Management, Fall 2011 (Instructor)

MAN5246 Organizational Behavior, Fall 2011 – Spring 2012 (Teaching Assistant)

MAN7108 Research Methods, Spring 2013 (Teaching Assistant)

University of Maryland

PSYC602 Advanced Statistics in Psychological Research, Spring 2011 (Teaching Assistant)

Professional Service

Professional Affiliations & Roles

Academy of Management (AOM): Research Methods Division: representative-at-large (2018-2021), chair of awards committee (2019-2020), co-chair of Research Methods Division-Wharton Research Data Services Best PDW Award committee (2022), chair track (2021-2026); Organizational Behavior Division: student coordinator of doctoral consortium (2012); Human Resources Division

American Psychological Association (APA)

Association for Psychological Science (APS)

Interdisciplinary Network for Group Research (INGRoup)

Society for Industrial-Organizational Psychology (SIOP): Award Committee (2022)

Grant Review Panel

National Science Foundation

Associate Editor

Journal of Organizational Behavior (2022-2023)
Personnel Psychology special issue (2023-2024)

Editorial Board

Academy of Management Discoveries (July 2020 – present)
Journal of Applied Psychology (January 2017 – present)
Journal of Business and Psychology (February 2020 – present)
Journal of Management (July 2020 – present)
Journal of Organizational Behavior (July 2017 – December 2021)
Best Paper Award Committed (2020)
Organizational Research Methods (March 2022 – present)
Personnel Psychology (January 2020 – present)

Ad Hoc Reviewer

Academy of Management Journal
Academy of Management Review
Human Resource Management Journal
Human Resource Management Review
Journal of International Business Studies
Journal of Occupational Health Psychology
Journal of Occupational and Organizational Psychology
Journal of Research in Personality
Journal of Vocational Behavior
MIS Quarterly
National Science Foundation
Organizational Behavior and Human Decision Processes
Organizational Psychology Review
Proceedings of the National Academy of Sciences
Psychology and Aging

Student Advising

Ph.D. student dissertation

Xuan Liu (advisor, University of Minnesota)
Bori Cscillag (committee member, University of Minnesota)
Douglas Giddings (committee member, University of Minnesota)
Fangtingyu Hu (committee member, University of Minnesota)
Jin Park (committee member, University of Minnesota)
Jee Young Seo (committee member, University of Minnesota)
Junseok Song (committee member, University of Minnesota)
Huh Jung Hahn (external member, University of Minnesota)
Lisa Nie (external member, University of Texas, Austin)

Ph.D. student third-year paper/preliminary exam

Xuan Liu (advisor, University of Minnesota)
Jee Young Seo (chair, University of Minnesota)
Bori Cscillag (committee member, University of Minnesota)
Douglas Giddings (committee member, University of Minnesota)
Junseok Song (committee member, University of Minnesota)
Sebastian Marin (external committee member, University of Minnesota)

Undergraduate thesis

Brittany Linman (advisor, University of Minnesota)
Haley Dahl (reader, University of Minnesota)
Zofsha Merchant (reader, University of Minnesota)
Maria Moy (reader, University of Minnesota)
Holly Williams (reader, University of Minnesota)

Undergraduate research grant

Brittany Linman, UROP grant (advisor, University of Minnesota)
Hannah Qu, UROP grant (advisor, University of Minnesota)
Kaitlyn Wall, URS (advisor, University of Minnesota)

Undergraduate research assistants at University of Minnesota

Xinyi Wang (Spring 2015-Spring 2016, psychology, statistics)
Molly Hou (Summer 2017, accounting, psychology)
Nicholas Statler (Fall 2017-Spring 2018, MIS, computer science, Honors Program experience)
Valentin Noel (Fall 2017-Spring 2019, psychology, HR development)
Donghwa Seo (Fall 2017-Spring 2020, psychology, political science)
Maeve Finnegan (Fall 2018-Spring 2021, psychology)
Maria Moy (Spring 2019-Fall 2020, MIS, accounting, Carlson Honors program)
Zofsha Merchant (Spring 2019-Fall 2020, finance, Carlson Honors program)
Shulang Yue (Spring 2019-Spring 2020, MIS, marketing)
Abby Person (Spring 2019-Spring 2021, psychology)
Olivia Gore (Fall 2019-Spring 2021, psychology)
Parth Raikar (Fall 2019, MIS, computer science)
YiFan Li (Fall 2019, MIS, exchange student from Tsinghua University)
Megan Lewis (Fall 2019-Spring 2020, psychology)
Hee Kyung Seo (Fall 2019-Summer 2021, statistics, computer science)
Jessalyn Dvora (Fall 2020-Spring 2021, psychology, social justice)
Zachary Michal (Fall 2020-Spring 2021, psychology, neuroscience)
Hannah Qu (Spring 2019-present, psychology, University Honors program)

Undergraduate teaching assistants at University of Minnesota

Charles Stybicki (Fall 2015-Spring 2018, finance, mathematics)
Shaker Ali (Fall 2016-Spring 2018, MIS, computer science)
Samuel Theisen (Fall 2015, Fall 2016, marketing)
Sarah Vater (Fall 2017-Fall 2019, supply chain)
Nils Rykken (Spring 2019-Fall 2020, finance)
Megan Cichy (Spring 2019-Fall 2019, accounting, finance)
Rachel Standal (Spring 2019-Fall 2019, marketing)
Ella Halverson (Fall 2019, MIS, computer science)
Elizabeth McCormick (Fall 2020, finance)
Peyton Duncan (Fall 2020, finance)
Jack Boub (Fall 2020, finance)
Elias Kruse (Fall 2020, Fall 2022, international business)
Kaitlyn Wall (Fall 2020, Fall 2022, supply chain)

Other Professional Service

Invited panelists: AOM Professional Development Workshop on productivity process (2017), mentor-PhD student relationship (2017), HR division new faculty consortium (2021)
CARMA: CARMA25 advisory board (2021-2022), PhD Prep Group seminar series coordinator (2021-2023)

Other Service at the University of Minnesota

Department undergraduate program committee (2014-2015)
Department Ph.D. student practicum presentation (2014-2020)
Department speaker series (2018-2020)
Department Ph.D. program committee (2015-2021)
Department Ph.D. student prelim grader (2016-2021)
Center for Human Resources and Labor Studies advisory council meeting presentation (2017)

College faculty focus group discussion about undergraduate student mental health (2017)
College Undergraduate Business Career Center student interview rating analyses (2017)
College Ph.D. student annual research conference faculty panelist (2019)
College hiring committee for Director of Undergraduate Student Engagement (2020)
College Undergraduate Program Core Course Faculty Council Co-Chair (2020-2021)
College Undergraduate Program Curriculum Review Committee (2020-2021)

Department of Psychology Industrial-Organizational Ph.D. program faculty recruitment/interview activities and alumni receptions (2014-2020)
Center for Transportation Studies, FlexPass Project Advisory Group (2019-2020)

Community Service

Volunteer (2012-present): College Preparation Program for Under-Represented Students, Sponsored by Johns Hopkins University Applied Physics Laboratory

References

Available upon request