

YIFAN SONG

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 Mays Business School | Texas A&M University
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Education

Ph.D. University of Florida, May 2019
 Major: Management

B.S. Peking University (China), July 2014
 Major: Psychology

Professional Experience

July 2022 – present Assistant Professor, Department of Management, Mays Business School, Texas A&M University

July 2019 – June 2022 Assistant Professor, Department of Management, Fox School of Business, Temple University

Publications

Peer-Reviewed Journal Articles (underlie denotes student collaborators when project started)

Song, Y., Tu, M., Fang, Y., & Krishnan, S. (in press). Looking Forward or Backward: A Temporal Lens to Disentangle Adaptive and Maladaptive Reactions to Daily Goal-Performance Discrepancy. *Journal of Applied Psychology*.
<https://doi.org/10.1037/apl0001137>

Liu, Y., **Song, Y.**, Trainer, H., Carter, D., Zhou, L., Wang, Z., & Chiang, J. T.-J. (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*(5), 728-749. <https://doi.org/10.1037/apl0001044>

Mo, S., **Song, Y.**, Fang, Y., & Shi, J. (2022). Performance goal orientation and unethical pro-organizational behavior: A moderated mediation model. *International Journal of Human Resource Management*. <https://doi.org/10.1080/09585192.2022.2125819>

Chen, L., Gong, Y., **Song, Y.**, & Wang, M. (2021). From creative environment to administrative innovation: Creation and implementation in top management teams. *The Journal of Creative Behavior*, *55*, 604-621. <https://doi.org/10.1002/jocb.475>

Song, Y., Fang, Y., Wang, M., & Shi, J. (2020). A multiplex view of management team leadership structure. *Personnel Psychology*, *73*, 625-640.
<https://doi.org/10.1111/peps.12388>

Li, G., Fang, Y., **Song, Y.**, Chen, J., & Wang, M. (2019). Effects of family encouragement on migrant workers' return-to-hometown intention and turnover: The moderating role of career-related concerns. *Career Development International*, *2*, 165-185.
<https://doi.org/10.1108/CDI-01-2019-0023>

- Song, Y.,** Liu, Y., Wang, M., Lanaj, K., Johnson, R., & Shi, J. (2018). A social mindfulness approach to understanding experienced customer mistreatment: A within-person field experiment. *Academy of Management Journal*, *61*, 994-1020.
<https://doi.org/10.5465/amj.2016.0448>
- Chen, J., Bamberger, P., **Song, Y.,** & Vashdi, D. (2018). The effects of team reflexivity on psychological well-being in manufacturing teams. *Journal of Applied Psychology*, *103*, 443-462. <https://doi.org/10.1037/apl0000279>
- Liu, Y., **Song, Y.,** Koopmann, J. M., Wang, M., Chang, C.-H. & Shi, J. (2017). Eating your feelings? Testing a model of employees' work-related stressors, sleep quality, and unhealthy eating. *Journal of Applied Psychology*, *102*, 1237-1258.
<https://doi.org/10.1037/apl0000209>
- Song, Y.,** Liu, Y., Shi, J., & Wang, M. (2017). Use of proactive socialization tactics and socialization outcomes: A latent growth modeling approach to understanding newcomer socialization process. *Academy of Management Discoveries*, *3*, 42-63.
<https://doi.org/10.5465/amd.2014.0142>
- Von Bonsdorff, M., Zhan, Y., **Song, Y.,** & Wang, M. (2017). Examining bridge employment from a self-employment perspective – Evidence from the health and retirement study. *Work, Aging and Retirement*, *3*, 298-312. <https://doi.org/10.1093/workar/wax012>
- Liu, Y., Mo, S., **Song, Y.,** & Wang, M. (2016). Longitudinal analysis in occupational health psychology: A review and tutorial of three longitudinal modeling techniques. *Applied Psychology: An International Review*, *65*, 379-411.
<https://doi.org/10.1111/apps.12055>
- Koopmann, J., Wang, M., Liu, Y., & **Song, Y.** (2015). Customer mistreatment: A review of conceptualizations and a multilevel theoretical model. In P. L. Perrewe, J. R. Halbesleben, & C. C. Rosen (Eds.), *Mistreatment in organizations* (pp. 33-79): Emerald Group Publishing Limited. <https://doi.org/10.1108/S1479-355520150000013002>

Book Chapters

- 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.), *Handbook for Multilevel Theory, Measurement, and Analysis* (pp. 225-252). Washington, DC: APA. <https://doi.org/10.1037/0000115-011>

Conference Presentations

- Yang, J., **Song, Y.,** Koopmann, J., & Mo, S. (2023, April). Self-disclosure in teams: Multilevel effects on performance. Poster presented at the 38th Annual Conference of Society for Industrial-Organizational Psychology, Boston, MA.
- Li, Y., **Song, Y.,** Wang, M., Wu, Y., Zhu, X. S., & Alonso, A. (2023, April). Inclusion management as a pathway to enhance organizational agility and robustness in response to a crisis. In X. S. Zhu and E. D. Campion (Chairs), *Evidence on the Effective Enactment and Benefits of Workforce Agility*, Symposium at the 38th Annual Conference of Society for Industrial-Organizational Psychology, Boston, MA.

- Burmeister, A., **Song, Y.**, & Hirschi, A. (2022, August). Facilitating knowledge sharing: The role of knowledge sharing identity. Paper session at the 82nd Academy of Management Annual Meeting, Seattle, WA.
- Song, Y.**, & Tu, M. (2022, August). Daily goal regulation in various work contexts: Different theoretical perspectives. Chaired symposium at the 82nd Academy of Management Annual Meeting, Seattle, WA.
- Song, Y.**, Ni, D., Zhou, L., & Zheng, X. (2022, August). Formation and retention of idea sharing ties: Formal work relationships and creative role identity. In S. Liu (Chair), *Time for change: A dynamic perspective of employee social networks*. Symposium at the 82nd Academy of Management Annual Meeting, Seattle, WA.
- Liu, Y., Zhou, L., **Song, Y.**, Chiang, J., Wang, Z., & Restubog, S. (2022, July). Where is the influence from? Team newcomer and oldtimer attributes, team oldtimer influence, and team viability. Paper session at the 17th Annual Conference of Interdisciplinary Network for Group Research, Hamburg, Germany.
- Mo, S., & **Song, Y.** (2021, August). Performance goal orientation and unethical pro-organizational behavior. In L. Belkin, D. Kong, and E. Umphress (Chairs), *Crisis, culture, leader and interaction history: Contextual effects on unethical prosocial behavior*. Symposium at the 81th Academy of Management Annual Meeting (virtual).
- Song, Y.**, Fang, Y., Wang, M., Kammeyer-Mueller, J., Shi, J., & Guan, H. (2021, April). Employee migrant status and work adjustment: A social cohesion perspective. Poster presented at the 36th Annual Conference of Society for Industrial-Organizational Psychology (virtual).
- Song, Y.**, Tu, M., & Koopmann, J. (2019, August). Citizenship behavior: Different theoretical perspectives to understand the predictors and outcomes. Chaired symposium at 79th Academy of Management Annual Meeting, Boston, MA.
- Wu, H., Koopmann, J., & **Song, Y.** (2019, August). Customer mistreatment and team performance: Examining both functional and dysfunctional perspectives. In R. Amarnani and R. Shao (Chairs), *Aggression in service interactions: New directions in customer mistreatment*. Symposium at the 79th Academy of Management Annual Meeting, Boston, MA. *Best submission with practical implications award in Managerial and Organizational Cognition Division
- Shao, Y., **Song, Y.**, Wang, M., Gilbert, E., Lam, C. F., & Shi, J. (2019, April). The team-level antecedents of leaders' voice evaluation and its impact on teams. In H. Johnson, C. F. Lam, and Y. Shao (Chairs), *Leaders' and coworkers' reactions to voice and why they matter*. Symposium at the 34th Annual Conference of Society for Industrial-Organizational Psychology, National Harbor, MD.
- Sitzmann, T., **Song, Y.**, & Wang, M. (2019, April). Confounded effect? The relationship between learning and course satisfaction. In M. Domingo and J. Mathieu (Chairs), *Maximizing training investments: The effects of contextual influences on training*. Symposium at the 34th Annual Conference of Society for Industrial-Organizational Psychology, National Harbor, MD.

- Chen, L., Gong, Y., **Song, Y.**, & Wang, M. (2018, August). Linking creative environment, creativity, and innovation: The role of external contingencies. In M. Wang (Chair), *Creating disruption: Innovation and creativity*. Paper session at the 78th Academy of Management Annual Meeting, Chicago, IL.
- Song, Y.**, Wang, M., Liu, Y., & Shi, J. (2017, August). *Differential effects of daily leadership behaviors on team prosocial outcomes*. In T. Foulk and K. Lanaj (Chairs), *Daily leadership: Understanding predictors and outcomes of within person leader behaviors*. Symposium at the 77th Academy of Management Annual Meeting, Atlanta, GA.
- Alterman, V., Liu, Y., Li, Y., **Song, Y.**, Wang, M., & Shi, J. (2017, June). *All stressed out: Investigating the formation and consequences of daily team stress*. Paper presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Von Bonsdorff, M., Zhan, Y., **Song, Y.**, & Wang, M. (2017, April). *Examining bridge employment from a self-employment perspective*. Paper presented at 32nd Annual Conference of Society for Industrial-Organizational Psychology, Orlando, FL.
- Chen, J., Bamberger, P., Vashdi, D., & **Song, Y.** (2016, August). *Team reflexivity and emotional wellbeing in manufacturing teams: The mediating effects of team demands control and support, and the moderating effects of team membership stability*. Paper presented at 76th Academy of Management Annual Meeting, Anaheim, CA.
- Zhou, L., Wang, M., Liu, Y., & **Song, Y.** (2016, July). *Team structural features, differentiated leadership behaviors, and team performance*. Poster presented at the 11th Annual Conference of Interdisciplinary Network for Group Research, Helsinki, Finland.
- Song, Y.**, Liu, Y., Lanaj, K., Alterman, V., & Shi, J. (2016, April). *Daily intervention to mitigate perceived customer mistreatment's negative effects*. In Y. Liu and Y. Zhan (Chairs), *Exploring strategies to buffer the detrimental impacts of customer mistreatment*. Symposium at the 31st Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Koopmann, J. M., Liu, Y., **Song, Y.**, & Mo, S. (2015, August). *Customer mistreatment: A review of conceptualizations and a multilevel theoretical model*. In S. Restubog (Chair), *New developments in customer mistreatment research*. Symposium at the 75th Academy of Management Annual Meeting, Vancouver, BC.
- Song, Y.**, Liu, Y., Koopmann, J. M., Wang, M., Chang, C.-H. & Shi, J. (2015, May). *Eating your feelings? Linking employees' daily stressors to daily dieting behaviors*. Paper presented at the 11th International Conference on Occupational Stress and Health, Atlanta, GA. Featured in <https://www.apa.org/monitor/2015/09/workplace>
- Song, Y.**, Liu, Y., Shi, J., Alterman, V., Zhou, L., & Mo, S. (2014, May). *How and when does psychological collectivism influence employee outcomes*. Poster presented at the 29th Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

Invited Research Talk

- Colloquium talk in I/O Psychology Department at Texas A&M University, Feb 2023
- Brownbag speaker at Nanyang Technological University Singapore, Jan 2022

Honors/Awards

- 2018 Behavioral Data Collection Support Funds (\$1,200), Warrington College of Business, University of Florida
- Finalist of 2015 Best Student Research Award, 11th International Conference on Work, Stress, and Health

Teaching Experience

Texas A&M University

- MGMT 373 Human Resource Management (*Undergraduate*)
Fall 2022

Temple University

- HRM 1101 Leadership and Organizational Management (*Undergraduate*)
Spring 2022, Fall 2021, Spring 2021 (online), Fall 2020 (online), Spring 2020

University of Florida

- MAN 3240 Organizational Structure and Behavior (*Undergraduate*)
Spring 2019, Spring 2018, and Spring 2017 (Instructor)
- MAN 6447 Art and Science of Negotiation (*Master*)
Fall 2017 and Spring 2018 (Teaching Assistant)
- MAN 6616 Creativity in Entrepreneurship (*Master*)
Fall 2017 and Spring 2018 (Teaching Assistant)
- MAN 7108 Seminar on Research Methods (*Ph.D.*)
Spring 2017 (Teaching Assistant)

Graduate Student Advising

Doctoral Dissertation Committee

- Hailey Park, 2021, Temple University

Ph.D. Qualification Exam Committee

- Qinglin Zhao, Texas A&M University
- Mustafa Akben, Dishu Hu, Anastasiia Agolli, Temple University

Professional Activities

Professional Services

- CARMA PhD Group Series Host (2022-2023)
- NSF Grant Review Panel and NSF ad-hoc reviewer
- Scientific Affairs Committee, SIOP (June 2022 – present)
- Editorial Board, *Journal of Applied Psychology* (Jan 2021 – present)
- Editorial Board, *Personnel Psychology* (Jan 2021 – present)
- Ad Hoc Reviewer, *Journal of Applied Psychology*; *Personnel Psychology*; *Academy of Management Journal*; *Organizational Behavior and Human Decision Processes*; *Academy of Management Discoveries*; *Work, Aging and Retirement*; *Journal of Business Research*; *Journal of Vocational Behavior*; *Proceeding of the National Academy of Science*

- Student Representative, *Academy of Management Research Methods Division* (2017 – 2019)

Professional Affiliations

- Academy of Management (Organizational Behavior, Human Resource Management, and Research Method Divisions)
- Society for Industrial/Organizational Psychology