

# YIFAN SONG

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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)

16. Burmeister, A., **Song, Y.**, Wang, M., & Hirschi, A. (accepted). Understanding knowledge sharing from an identity-based motivational perspective. *Journal of Management*.
15. Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., **Song, Y.**, & Hoegl, M. (in press). Supportive, resistant, or both? A person-centric view on employee responses to diversity initiatives. *Journal of Applied Psychology*.  
<https://doi.org/10.1037/apl0001190>
14. Deng, Y., Lin, W., **Song, Y.**, Wang, M., Cai, D., & Liu, J. (in press). Socialization as a political arena: A multi-agent interactionist perspective to understand political skill and newcomer socialization rates. *Academy of Management Journal*.  
<https://doi.org/10.5465/amj.2022.0669>
13. Hu, D., Deng, Y., **Song, Y.**, Lian, H., Daniels, S., Yang, M., & Chen, W. (in press). Gossiping the (recipient's) day away: The impact of supervisor-directed gossip on recipients' rumination, sleep quality, vitality, and work outcomes. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001181>
12. **Song, Y.**, Tu, M., Fang, Y., & Krishnan, S. (2024). Looking forward or backward: A temporal lens to disentangle adaptive and maladaptive reactions to daily goal-performance discrepancy. *Journal of Applied Psychology*, *109*(1), 99-114.  
<https://doi.org/10.1037/apl0001137>
11. 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>

10. 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>
9. 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>
8. **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>
7. 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>
6. **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>
5. 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>
4. 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>
3. **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>
2. 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>
1. 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>

#### 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>

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>

#### Conference Proceedings

Chen, J., Bamberger, P. A., Vashdi, D. R., & **Song, Y.** (2016). The effects of Team Reflexivity on Emotional Well-being in Manufacturing Teams. In *Academy of Management Proceedings*. <https://doi.org/10.5465/ambpp.2016.29>

#### Conference Presentations

Greco, L. M. (Co-Chair), **Song, Y.** (Co-Chair), Su, R., Beier, M. E., Tay, L. Goodman, J. (2024, April). Finding and Securing External Funding: A Discussion with the Experts. Panel symposium at 39<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Chicago, IL.

Greco, L. M. (Co-Chair), **Song, Y.** (Co-Chair), Ion, A., Songqi, L. Carter, D. R., Yang, L.-Q. (2024, April). Finding and Securing External Funding: A Grant Proposal Writing Workshop. Panel symposium at 39<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Shao, Y., Huang, C., **Song, Y.**, Wang, M., Song, Y. H., Shao, R., & Williams, E. M. (2024, April). The impacts of employee AI use on performance and wellbeing. Poster presentation at 39<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Chicago, IL.

**Song, Y.**, Li, Y., Yang, J., & Zhang, K. (2023, August). Examining the relationship between daily uniqueness striving and creative idea communication. In R. Jennings (Chair), *Who I really am: Antecedents and consequences of self-expression and self-disclosure at work*, Symposium at the 83<sup>rd</sup> Academy of Management Annual Meeting, Boston, MA.

Pang, X., Liang, J., **Song, Y.**, & Huai, M. (2023, August). A meta-analysis to compare the effectiveness of organizational versus newcomer socialization tactics. Paper session at the 83<sup>rd</sup> Academy of Management Annual Meeting, Boston, MA.

Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., & **Song, Y.** (2023, August). Employee responses to diversity initiatives: A tripartite view and latent profile analysis. Paper session at the 83<sup>rd</sup> Academy of Management Annual Meeting, Boston, MA.

**Song, Y.**, Zhou, L., Ni, D., & Zheng, X. (2023, June). The Dynamics of Idea Sharing Network Ties. Presentation at the 1st Social Networks Society Conference, Exeter, UK.

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 82<sup>nd</sup> Academy of Management Annual Meeting, Seattle, WA.
- Song, Y.** (Co-Chair) & Tu, M. (Co-Chair) (2022, August). Daily goal regulation in various work contexts: Different theoretical perspectives. Symposium at the 82<sup>nd</sup> 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 82<sup>nd</sup> 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 17<sup>th</sup> 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 81<sup>th</sup> 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 36<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology (virtual).
- Song, Y.** (Co-Chair), Tu, M. (Co-Chair), & Koopmann, J. (Co-Chair) (2019, August). Citizenship behavior: Different theoretical perspectives to understand the predictors and outcomes. Symposium at 79<sup>th</sup> 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 79<sup>th</sup> 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 34<sup>th</sup> 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 34<sup>th</sup> 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 78<sup>th</sup> 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 with-in person leader behaviors*. Symposium at the 77<sup>th</sup> 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 12<sup>th</sup> 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 32<sup>nd</sup> 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 76<sup>th</sup> 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 11<sup>th</sup> 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 31<sup>st</sup> 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 75<sup>th</sup> 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 11<sup>th</sup> 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 29<sup>th</sup> Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

### **Invited Research Talk and Guest Seminars**

- Guest speaker at the Advanced Organizational Behavior Seminar at Auburn University, Mar 2024, Oct 2021
- Guest speaker at the Contemporary Organization Research Seminar at Texas A&M University, Apr 2023
- Colloquium talk in I/O Psychology Department at Texas A&M University, Feb 2023
- Brownbag speaker at Nanyang Technological University Singapore, Jan 2022
- Guest speaker at the Motivation and Well-being PhD Seminar at Arizona University, Oct 2021

### **Honors/Awards/Grants**

- 2024 Mays Business School Mini Research Grant (\$2500), Texas A&M University
- 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, Fall 2023*

#### 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

- Undergraduate track coordinator for HRM track of Management Major at Mays Business School (2022-present)
- Editorial Board, *Journal of Applied Psychology* (Jan 2021 – present)
- Editorial Board, *Personnel Psychology* (Jan 2021 – present)
- Editorial Board, *Work, Aging and Retirement* (Jun 2023 – present)
- CARMA PhD Group Series Host (2022-2023)
- NSF Grant Review Panel and NSF ad-hoc reviewer
- Scientific Affairs Committee, SIOP (June 2022 – 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