

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
09/2023 – present: B. Marie Oth Professor of Business Administration
07/2023 – present: 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: Instructor, RA, TA, Department of Management, University of Florida
08/2009 – 07/2011: RA, TA, Department of Psychology, University of Maryland

Publications (underline denotes student collaborators when the project started)

Peer-Reviewed Journal Articles

29. Tasselli, S., Gerbasi, A., Liu, S., & **Zhou, L.** (in press). A tale of networks and networking: Integrating structural and behavioral perspectives on social action. *Personnel Psychology*. <https://doi.org/10.1111/peps.12679>
28. Csillag, B. *, Campbell, E. M. *, & **Zhou, L.** * (in press). Is time the great equalizer? How interpersonal time request processes are shaped by and reproduce disparities. *Academy of Management Review*. <https://doi.org/10.5465/amr.2023.0242> *equal contribution.
27. Boulamatsi, A., Liu, S., **Zhou, L.**, Yin, J., Yao, X., & Guo, R. (2024). Newcomers building social capital by proactive networking: A signaling perspective. *Journal of Applied Psychology*, 109(10), 1555-1570. <https://doi.org/10.1037/apl0001187>
26. Lee, S. H., Liu, Y., Koopmann, J., Seo, J. Y., **Zhou, L.**, & Yu, Y. (2024). Not always helpful: Linking intrateam helping types to team effectiveness from a role theory perspective. *Journal of Management*, 50(5), 1536-1568. <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/PR0.105.1.43-56>

Selected Peer-Reviewed Conference Proceedings

2. Zhao, Y., Prosperi, M., Lyu, T., Guo, Y., **Zhou, L.**, & Bian, J. (2020). Integrating crowdsourcing and active learning for classification of work-life events from tweets. In *Trends in Artificial Intelligence Theory and Applications. Artificial Intelligence Practices: 33rd International Conference on Industrial, Engineering and Other Applications of Applied Intelligent Systems, IEA/AIE 2020, Kitakyushu, Japan, September 22-25, 2020, Proceedings 33* (pp. 333-344). Springer International Publishing. https://doi.org/10.1007/978-3-030-55789-8_30
1. 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.** (2023). Models of leadership in teams. In Vancouver, J. B., Wang, M., & Weinhardt, J. M. (eds.), *SIOP Frontiers Series: Computational Modeling for Industrial-Organizational Psychologists* (pp. 120-145). New York: Routledge.
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

Research Grant (SES-2217896) 9/1/2022-8/31/2026
US \$363,397
National Science Foundation
Socioeconomic Mobility of Young Adults Without College Degrees: Understanding Transition Between Jobs
Role: PI

Research Grant 1/1/2021-12/31/2021
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

Research Grant (SES-1734134) 9/1/2017-8/31/2022
US \$392,840
National Science Foundation
A person-centric prediction model of job loss based on social media
Role: Co-PI

Research Grant (SES-1533151) 9/1/2015-8/31/2020
US \$544,230
National Science Foundation
Information and communication technologies, employee engagement in innovation, and team innovation process
Role: PI

RAPID Grant (SES-1522557, SES-1521089) 3/15/2015-2/28/2017
US \$199,999
National Science Foundation
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

2025 Best Overall Conference Paper Award, Academy of Management Careers Division
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

Available upon request

Working Papers (completed draft available upon request)

Available upon request

Selected Work in Progress

Available upon request

Peer-Reviewed Conference Presentations & Workshops (recent 5 years)

Available upon request

Invited Presentations, Panelists, & Workshops

Job Search and Job Quality Changes of Young Adults Without College Degrees. Research presentation at the London School of Economics (UK), 2024; Texas A&M University Department of Psychology, 2024; American University, 2024

Social Class and Job Search Process. Research presentation at Auburn University, 2022; University of Iowa, 2023

Team Processes. Workshop for SIOP Virtual Programming for the Great China Region, 2023

Introduction to Structural Equation Modeling. Short course organized by CARMA, 2020 (co-taught with Larry Williams), 2022, 2023, 2025

Introduction to Longitudinal Data Analysis. Invited workshop presented at the Southern Management Association annual meeting, 2021; CARMA, 2024

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, 2025

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

BUSN 460 Machine Learning, Predictive Modeling, and Business Applications, Fall 2025

MGMT 363 Honors Managing People in Organizations, Fall 2023, Spring 2025

MGMT 630 Behavior in Organizations, Fall 2023, Spring 2025

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):

Methods Committee (2024-2025)

Research Methods Division: representative-at-large (2018-2021), chair of awards committee (2019-2020), member of awards committee (2024), co-chair of Research Methods Division-Wharton Research Data Services Best PDW Award committee (2022-2023), chair of conference scholarship selection committee (2024), chair track (2021-2026)

Organizational Behavior Division: student coordinator of doctoral consortium (2012)

Human Resources Division: member

American Psychological Association (APA)

Association for Psychological Science (APS)

Interdisciplinary Network for Group Research (INGRoup)

Society for Industrial-Organizational Psychology (SIOP): awards committee (2022, 2024)

Grant Review Panel

National Science Foundation

Associate Editor

Organizational Behavior and Human Decision Processes (2024 – present)

Personnel Psychology special issue (2023-2025)

Journal of Organizational Behavior (2022-2024)

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 Academies of Sciences, Engineering, and Medicine consensus study report
National Science Foundation
Organizational Psychology Review
Proceedings of the National Academy of Sciences
Proceedings of the National Academy of Sciences Nexus
Psychology and Aging
Work, Aging, and Retirement

Other Professional Service

Invited panelists: AOM Professional Development Workshop on productivity process (2017), mentor-PhD student relationship (2017), HR division new faculty consortium (2021), OB division doctoral student consortium (2024), OB division research rigor and transparency (2024), OB division junior faculty consortium (2025), social network research (2023, 2024, 2025)

CARMA: CARMA25 advisory board (2021-2022), Methods faculty advisory committee (2024-2025), PhD Prep Group seminar series coordinator (2021-2023), new doctoral student workshop series (2025)

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 and teaching assistants at the University of Minnesota: 20+

Service at Texas A&M University

Flex Online Master in HRM Program admission committee (2023-2024)
Center for Human Resource Management advisory board meeting presentation (2024)
College AI initiative committee (2024)
College new building task force (2024-2025)
University SEC Travel Selection committee (2023-2024)

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 (2012-2024): College Preparation Program for Under-Represented Students, Sponsored by Johns Hopkins University Applied Physics Laboratory

References

Available upon request