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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 project started)

#### ***Peer-Reviewed Journal Articles***

28. Csillag, B.\*, Campbell, E. M.\*, & **Zhou, L.\*** (accepted). Is time the great equalizer? How interpersonal time request processes are shaped by and reproduced disparities. *Academy of Management Review*. \*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/PRO.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](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)   | 9/1/2022-8/31/2025  |
| 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**

2022-2023	“Thank a Teacher” note, Center for Educational Innovation, University of Minnesota
2021	<i>Academy of Management Discoveries</i> 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	<i>Journal of Organizational Behavior</i> 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	Yucui (New York City Endowment) Scholarship, Peking University
2007	Baosteel Scholarship, Peking University
2006	Starlight International Media Scholarship, Peking University

### **Manuscripts under Review**

- Avery, D. R., Garcia, L. R., Wang, M., **Zhou, L.**, Shi, J., & Mo, S. (under 2<sup>nd</sup> review). [supervisor moral identity and performance appraisals]. *Journal of Applied Psychology*.
- Gerbası, A., Liu, S., Tasselli, S., & **Zhou, L.** (1<sup>st</sup> revise-and-resubmit). [networks and networking]. *Personnel Psychology*.
- Liu, X., **Zhou, L.**, Ali, A. A., Liu, S., & Mo, S. (2<sup>nd</sup> revise and resubmit). [social class and job search]. *Journal of Applied Psychology*.
- Zhou, L.**, Wanberg, C. R., Csillag, B., Ali, A. A., & Liu, X. (1<sup>st</sup> revised and resubmit). [job search of young adults without college degrees]. *Journal of Applied Psychology*.

**Working Papers** (completed draft available upon request)

Hu, J., **Zhou, L.**, Zhang, Z., & Chen, Y. (working paper). [leader perspective taking]. Target journal: *Personnel Psychology*.

Ni, D., Shao, R., **Zhou, L.**, & Zheng, X. (working paper). [employee pro-environmental behavior]. Target journal: *Personnel Psychology*.

Rubenstein, A. L., Feng, Z., **Zhou, L.**, Jun, I., Bian, J., & Prosperi, M. (working paper). [employee turnover]. Target journal: *Journal of Applied Psychology*.

Seo, J. Y., Kammeyer-Mueller, J. D., **Zhou, L.**, Liu, Y., & Fang, Y. (working paper). [interviewee affective states]. Target journal: *Journal of Management*.

Zhang, C., **Zhou, L.**, Liu, Y., Wang, Z., Song, Y., & Chiang, J. T. (working paper). [incumbent reactions to newcomer resource seeking]. Target journal: *Journal of Applied Psychology*.

**Selected Work in Progress**

Liu, X., Csillag, B., **Zhou, L.**, & Ali, A. A. (manuscript development stage). Social class and employee job search.

Liu, X., Moergen, K. J., Kim, S., **Zhou, L.**, & Ali, A. A. (manuscript development stage). Family social class and adjustment to college.

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** (recent 5 years)

Zhang, C., **Zhou, L.**, Liu, Y., Wang, Z., Song, Y., & Chiang, J. T. (2024). *Asked but not always received: Differences in veteran reactions to newcomer resource seeking*. In Wu, Y., & Liu, S. (chaired), Revitalizing interactions: Unraveling the social dynamics of newcomer socialization in the workplace. Symposium presented at the Academy of Management Annual Meeting, Chicago, Illinois.

Schurer Lambert, L. (Co-Organizer), Pickering, J. R. (Co-Organizer), Creed, V. (Co-Organizer), Dawson, J. (Presenter), DeSimone, J. (Presenter), Krasikova, D. (Presenter), Tay, L. (Presenter), Williams, L. (Presenter), **Zhou, L.** (Presenter). (2024). *Breaking the Fourth Wall: Disentangling the Developmental Process of Methodological Contributions* [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Vancouver, J. B., Braun, M., Grand, J., Hardy, J. H., III, Kennedy, D., Neal, A., Tang, C., Wang, M., Weinhardt, J. M., & **Zhou, L.** (2024). *SIOP Frontiers Book on Computational Modeling for I-O Psychologists: Meet the Authors*. [Symposium]. Society for Industrial and Organizational



Psychology 40th Annual Convention, Chicago, IL, United States.

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., Prosperi, 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., & Prosperi, 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., Prosperi, 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., Prosperi, 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.

### **Invited Presentations, Panelists, & Workshops**

- Job Search and Job Quality Changes of Young Adults Without College Degrees.* Research presentation at London School of Economics (UK), 2024; Texas A&M University Department of Psychology, 2024; American University, 2024
- Gender Differences in High-Status Ties.* Research presentation at Tsinghua University (China), 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 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; 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

*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, 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 Subcommittee (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 (2023-2024)  
*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), social network research (2024)  
CARMA: CARMA25 advisory board (2021-2022), Methods faculty advisory committee (2024), PhD Prep Group seminar series coordinator (2021-2023)

### ***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