

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

Sept 2025 – present Associate Professor, Department of Management, Mays Business School, Texas A&M University

July 2022 – August 2025 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 (underlie denotes student collaborators when project started)

Key Peer-Reviewed Journal Articles

12. Shao, Y., Huang, C., **Song, Y.**, Wang, M., Song, Y. H., & Shao, R. (in press). Using Augmentation-Based AI Tool at Work: A Daily Investigation of Learning-Based Benefit and Challenge. *Journal of Management*.
<https://doi.org/10.1177/01492063241266503>
11. Li, Y., **Song, Y.**, Wang, M., Wu, Y., Zhu, X. S., & Alonso, A. (2025). Inclusion management practices as a pathway to enhance organizational resilience in response to a crisis: An empirical test in the context of the COVID-19 pandemic. *Personnel Psychology*, 78, 177-203. <http://doi.org/10.1111/peps.12669>
10. Deng, Y., Lin, W., **Song, Y.**, Wang, M., Cai, D., & Liu, J. (2025). Socialization as a political arena: A multi-agent interactionist perspective to understand political skill and newcomer socialization rates. *Academy of Management Journal*, 68, 108-137. <https://doi.org/10.5465/amj.2022.0669>
9. Burmeister, A., **Song, Y.**, Wang, M., & Hirschi, A. (2024). Understanding knowledge sharing from an identity-based motivational perspective. *Journal of Management*, 51, 2946-2979. <https://doi.org/10.1177/01492063241248106>
8. Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., **Song, Y.**, & Hoegl, M. (2024). Supportive, resistant, or both? A person-centric view on employee responses to diversity initiatives. *Journal of Applied Psychology*, 109, 1635-1658. <https://doi.org/10.1037/apl0001190>

7. **Hu, D., Deng, Y., Song, Y.,** Lian, H., Daniels, S., Yang, M., & Chen, W. (2024). 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, 109*, 1311-1326. <https://doi.org/10.1037/apl0001181> (Note. Hu and Deng contributed equally, Song and Lian contributed equally)
6. **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*, 99-114. <https://doi.org/10.1037/apl0001137>
5. 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*, 728-749. <https://doi.org/10.1037/apl0001044>
4. **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>
3. **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>
2. 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>
1. 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>

Other Peer-Reviewed Journal Articles

6. Mo, S., **Song, Y.,** Fang, Y., Wang, M., Shi, J., Jin, W., & Zhao, X. (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>
5. 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>
4. 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>

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>

Peer-Reviewed 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>

Selected Non-Academic Publication

- Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., **Song, Y.,** & Hoegl, M. Research: 4 ways employees respond to DEI initiatives. *Harvard Business Review*. <https://hbr.org/2024/07/research-4-ways-employees-respond-to-dei-initiatives>

Invited Research Talks, Panels, and Guest Seminars

- Panelist at The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty at AOM, Aug 2025
- Presenter at College of Engineering EASC (Engineering Staff Advisory Council) Staff Workshop at Texas A&M University, May 2025
- Panelist at Ask the Quantitative Experts, workshop hosted by the Research Methods Division of AOM, Aug 2024
- Panelist on Onboarding & Socialization at HR Division Research Roundtable Networking Forum at AOM, Aug 2023, Aug 2024, Aug 2025
- 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 Seminar at Arizona University, Oct 2021

Honors/Awards/Grants

- *Research Grant (SES-2419550)*, funded by National Science Foundation (NSF), US \$431,498, with Yiduo Shao (University of Iowa), 9/2024 – 9/2027
- *Mays Research Excellence Grant*, funded by Mays Business School, Texas A&M University, US\$10,000, 2024
- *Mays Business School Mini Research Grant*, funded by Mays Business School, Texas A&M University, US\$2,500, 2024
- *Behavioral Data Collection Support Funds*, Warrington College of Business, University of Florida, US\$1,200, 2018
- *Finalist, Best Student Research Award*, 11th International Conference on Work, Stress, and Health, 2015

Teaching Experience

Texas A&M University

- MGMT 687 Seminar on Research Methods I (*Ph.D.*)
Fall 2024, Fall 2025
- MGMT 373 Human Resource Management (*Undergraduate*)
Fall 2022, Fall 2023, Fall 2024

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 and Alexis Jeffers, Texas A&M University
- Mustafa Akben, Dishu Hu, and Anastasiia Agolli, Temple University

Professional Activities

Professional Services

- Undergraduate Scholarship Committee (2025-present)
- Undergraduate track coordinator for HRM track of Management Major at Mays Business

School (2022-present)

- Editorial Board, *Academy of Management Journal* (July 2025-present)
- Editorial Board, *Organizational Behavior and Human Decision Process* (Jan 2025-present)
- Editorial Board, *Journal of Applied Psychology* (Jan 2021-present)
- Editorial Board, *Personnel Psychology* (Jan 2021-present)
- Editorial Board, *Journal of Management* (Jan 2025-present)
- Editorial Board, *Work, Aging and Retirement* (Jun 2023-present)
- Representative-at-large (elected), *Academy of Management Research Methods Division* (2024- 2027)
- Scientific Affairs Committee, *Society for Industrial/Organizational Psychology* (June 2022-2025)
- NSF Grant Review Panel and NSF ad-hoc reviewer
- Ad Hoc Reviewer, *Journal of Applied Psychology*; *Personnel Psychology*; *Academy of Management Journal*; *Organizational Behavior and Human Decision Processes*; *Journal of Management*; *Academy of Management Discoveries*; *Journal of Business Research*; *Journal of Vocational Behavior*; *Proceeding of the National Academy of Science*
- CARMA PhD Group Series Host (2022-2023)
- Student Representative, *Academy of Management Research Methods Division* (2017-2019)

Professional Affiliations

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