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

August 2025 – present Associate Professor with tenure, 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

14. Yang, J., **Song, Y.,** Koopmann, J., Wang, M., Mo, S., & Tang, G. (in press). Personal self-disclosure as a mixed blessing in teams: Effects through relational and cognitive mechanisms. *Journal of Applied Psychology.* http://doi.org/10.1037/apl0001370

13. Pang, X., **Song, Y.,** Liang, J., & Wang, M. (in press). Capitalizing on proactive personality over organizational socialization tactics in newcomer learning: A meta-analysis investigation. *Journal of Applied Psychology*. https://doi.org/10.1037/apl0001351

12. 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

11. 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

10. Shao, Y., Huang, C., **Song, Y.,** Wang, M., Song, Y. H., & Shao, R. (2025). Using augmentation-based AI tool at work: A daily investigation of learning-based benefit and challenge. *Journal of Management, 51,* 3352-2290. https://doi.org/10.1177/01492063241266503

9. Burmeister, A., **Song, Y.,** Wang, M., & Hirschi, A. (2025). 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

Yang, J., **Song, Y.,** Wang, M., Pang, X., & Xia, Y. (2025). Lay theories of occupational stigma: Where stigma is from and whether it is malleable. In *Academy of Management Proceedings*. https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.128bp

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

Conference Presentations

Kang, Y., Zhou, L., **Song, Y.,** Nguyen, N., Van Der Vegt, G., & Rink, F. (2025, July). How does interpersonal influence shape team performance after a team membership change? In Y. Yang (chair). *Dynamic team composition: bridging theory and practice.* Symposium at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Yang, J., **Song, Y.,** Wang, M., Pang, X., & Xia, Y. (2025, July). Lay theories of occupational stigma: Where stigma is from and whether it is malleable. Paper session at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark. ***Best paper award in the Organizational Behavior Division***

Song, Y., Zhang, C., Wang, M., Wang, L., & Jiang, T. (2025, July). Daily triggers and buffers of workplace impostor thoughts. In Z. Zhang and S. Doyle (chairs). *Caught between real and ideal: Impostor thoughts and challenges of authenticity in modern workplace.* Symposium at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Zhang, C., Zhou, L., Liu, Y., Wang, Z., **Song, Y.,** & Chiang, J. (2024, August). Asked but not always received: Differences in veteran reactions to newcomer resource seeking. In S. Liu and Y. Wu (chairs). *Revitalizing interactions: Unraveling the social dynamics of newcomer socialization in the workplace.* Symposium at the 84th Academy of Management Annual Meeting, Chicago, IL.

Wang, K., Huang, Z., **Song, Y.,** & Shi, J. (2024, August). The dual effects of AI-enhanced task automation on team members' psychological ownership. Paper session at the 84th Academy of Management Annual Meeting, Chicago, IL.

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 the 39th 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 the 39th 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 the 39th 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 83rd 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 83rd 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 83rd 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 82nd 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 82nd Academy of Management Annual Meeting, Seattle, WA.

Song, Y., Ni, D., Zhou, L., & Zheng, X. (2022, August). Formation and retention of idea sharing ties: Formal work relationships and creative role identity. In S. Liu (Chair), *Time for change: A dynamic perspective of employee social networks.* Symposium at the 82nd Academy of Management Annual Meeting, Seattle, WA.

Liu, Y., Zhou, L., **Song, Y.,** Chiang, J., Wang, Z., & Restubog, S. (2022, July). Where is the influence from? Team newcomer and old-timer attributes, team old-timer influence, and team viability. Paper session at the 17th Annual Conference of Interdisciplinary Network for Group Research, Hamburg, Germany.

Mo, S., & **Song, Y.** (2021, August). Performance goal orientation and unethical pro-organizational behavior. In L. Belkin, D. Kong, and E. Umphress (Chairs), *Crisis, culture, leader and interaction history: Contextual effects on unethical prosocial behavior.* Symposium at the 81th Academy of Management Annual Meeting (virtual).

Song, Y., Fang, Y., Wang, M., Kammeyer-Mueller, J., Shi, J., & Guan, H. (2021, April). Employee migrant status and work adjustment: A social cohesion perspective. Poster presented at the 36th Annual Conference of Society for Industrial-Organizational Psychology (virtual).

Song, Y. (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 79th Academy of Management Annual Meeting, Boston, MA.

Wu, H., Koopmann, J., & **Song, Y.** (2019, August). Customer mistreatment and team performance: Examining both functional and dysfunctional perspectives. In R. Amarnani and R. Shao (Chairs), *Aggression in service interactions: New directions in customer mistreatment*. Symposium at the 79th Academy of Management Annual Meeting, Boston, MA. ***Best submission with practical implications award in Managerial and Organizational Cognition Division***

Shao, Y., **Song, Y.,** Wang, M., Gilbert, E., Lam, C. F., & Shi, J. (2019, April). The team-level antecedents of leaders' voice evaluation and its impact on teams. In H. Johnson, C. F. Lam, and Y. Shao (Chairs), *Leaders' and coworkers' reactions to voice and why they matter*. Symposium at the 34th Annual Conference of Society for Industrial-Organizational Psychology, National Harbor, MD.

Sitzmann, T., **Song, Y.,** & Wang, M. (2019, April). Confounded effect? The relationship between learning and course satisfaction. In M. Domingo and J. Mathieu (Chairs), *Maximizing training investments: The effects of contextual influences on training.* Symposium at the 34th Annual Conference of Society for Industrial-Organizational Psychology, National Harbor, MD.

Chen, L., Gong, Y., **Song, Y.,** & Wang, M. (2018, August). Linking creative environment, creativity, and innovation: The role of external contingencies. In M. Wang (Chair), *Creating disruption: Innovation and creativity*. Paper session at the 78th Academy of Management Annual Meeting, Chicago, IL.

Song, Y., Wang, M., Liu, Y., & Shi, J. (2017, August). Differential effects of daily leadership behaviors on team prosocial outcomes. In T. Foulk and K. Lanaj (Chairs), *Daily leadership: Understanding predictors and outcomes of with-in person leader behaviors.* Symposium at the 77th Academy of Management Annual Meeting, Atlanta, GA.

Alterman, V., Liu, Y., Li, Y., **Song, Y.,** Wang, M., & Shi, J. (2017, June). All stressed out: Investigating the formation and consequences of daily team stress. Paper presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.

Von Bonsdorff, M., Zhan, Y., **Song, Y.**, & Wang, M. (2017, April). Examining bridge employment from a self-employment perspective. Paper presented at 32nd Annual Conference of Society for Industrial-Organizational Psychology, Orlando, FL.

Chen, J., Bamberger, P., Vashdi, D., & **Song, Y.** (2016, August). Team reflexivity and emotional wellbeing in manufacturing teams: The mediating effects of team demands control and support, and the moderating effects of team membership stability. Paper presented at 76th Academy of Management Annual Meeting, Anaheim, CA.

Zhou, L., Wang, M., Liu, Y., & **Song, Y.** (2016, July). Team structural features, differentiated leadership behaviors, and team performance. Poster presented at the 11th Annual Conference of Interdisciplinary Network for Group Research, Helsinki, Finland.

Song, Y., Liu, Y., Lanaj, K., Alterman, V., & Shi, J. (2016, April). Daily intervention to mitigate perceived customer mistreatment's negative effects. In Y. Liu and Y. Zhan (Chairs), *Exploring strategies to buffer the detrimental impacts of customer mistreatment.* Symposium at the 31st Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.

Koopmann, J. M., Liu, Y., **Song, Y.,** & Mo, S. (2015, August). Customer mistreatment: A review of conceptualizations and a multilevel theoretical model. In S. Restubog (Chair), *New developments in customer mistreatment research.* Symposium at the 75th Academy of Management Annual Meeting, Vancouver, BC.

Song, Y., Liu, Y., Koopmann, J. M., Wang, M., Chang, C.-H. & Shi, J. (2015, May). Eating your feelings? Linking employees' daily stressors to daily dieting behaviors. Paper presented at the 11th International Conference on Occupational Stress and Health, Atlanta, GA. Featured in https://www.apa.org/monitor/2015/09/workplace

Song, Y., Liu, Y., Shi, J., Alterman, V., Zhou, L., & Mo, S. (2014, May). How and when does psychological collectivism influence employee outcomes? Poster presented at the 29th Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

Invited Research Talks, Panels, and Guest Seminars

- Panelist at The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty at AOM, July 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, July 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 (total), with Yiduo Shao, 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 363H Managing People In Organizations (*Undergraduate Honors*)
  Spring 2026
- 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

- Qinglin Zhao, 2027 (expected), Texas A&M University
- Connor Idso, 2027 (expected), Texas A&M University
- Hailey Park, 2021, Temple University

Ph.D. Qualification Exam Committee

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

Professional Activities

Professional Services

- Doctoral Program Committee (December 2025 – present)
- 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