**Le (Betty) Zhou**

Department of Work and Organizations, Carlson School of Management

University of Minnesota, Minneapolis, MN 55455

Office: 612-625-5050 | E-mail: zhoul@umn.edu

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

July 2014 – present: Assistant Professor, Department of Work and Organizations, Carlson School of Management, University of Minnesota

August 2011 – June 2014: Research Assistant, Teaching Assistant, Instructor, Department of Management, University of Florida

May 2013 – June 2013: Visiting Scholar, Department of Health Sciences, Gerontology Research Center, University of Jyväskylä, Finland

August 2009 – July 2011: Research Assistant, Teaching Assistant, Department of Psychology, University of Maryland

Publications

Peer-Reviewed Journal Articles

**Zhou, L.**, Wang, M., & Vancouver, J. B. (in press). A formal model of leadership goal striving: Development of core process mechanisms and extensions to action team context. *Journal of Applied Psychology.*

Xie, B., **Zhou, L.**, Yoder, L., Johnson, K., Garcia, A., & Kim, M. (in press). Ebola-related health information wanted and obtained by hospital and public health department employees: Effects of formal and informal communication channels. *Disaster Medicine and Public Health Preparedness.*

Zhan, Y., Kim, S. K., **Zhou, L.**, Xie, B., Li, Y., Wen, B., & Nie, L. (in press). Patient violence and healthcare providers’ occupational outcomes in China: A cross-sectional study. *International Journal of Nursing Studies.*

Chen, Z., Min, J., Bian, J., Wang, M., **Zhou, L.**, & Prosperi, M. (in press). 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.*

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*.*

**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*.*

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.

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.

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.

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*.*

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.

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*.*

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*.*

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*.*

**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.

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.

**Zhou, L.**, & Shi, J. (2009). Psychometric properties of the Chinese translation of the proactive personality scale. *Psychological Reports, 105,* 43-56.

Peer-Reviewed Conference Proceeding

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.

Book Chapters (underline denotes student collaborators)

**Zhou, L.**, Song, Y., Alterman, V., Liu, Y., & Wang, M. (in press). Introduction to data collection in multilevel research. In S. E. Humphrey & J. M. LeBreton (Eds.), *Handbook for Multilevel Theory, Measurement, and Analysis.* Washington, DC: American Psychological Association.

Wang, M., **Zhou, L.**, & Zhang, Z. (2016). Dynamic Modeling. In F. Morgeson (eds.), *Annual Review of Organizational Psychology and Organizational Behavior, 3,* 241-266*.* New York: Oxford.

**Zhou, L.**, & Daher, M. (2016). Leadership. In S. K. Whitbourne (Eds.), *The Encyclopedia of Adulthood and Aging.* Hoboken, NJ; John Wiley & Sons.

**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.

Wang, M., **Zhou, L.**, & Liu, S. (2014). Multilevel issues in leadership research. In D. Day (Eds.), *The Oxford Handbook of Leadership and Organizations*. New York: Oxford University Press.

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.

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.

#### Manuscripts under Review (underline denotes student collaborators)

**Zhou, L.**, Wang, M., & Zhang, Z. (under 2nd review). Title removed for blind review. *Organizational Research Methods.*

Cheung, S.-Y., Gong, Y., Wang, M., **Zhou, L.**, & Liao, H. (under 2nd review). Title removed for blind review. *Journal of Management.*

**Zhou, L.**, Park, J., Kammeyer-Mueller, J. D., Shah, P., & Lee, C. (revise & resubmit). Title removed for blind review. *Journal of Applied Psychology.*

Xu, H., Zhang, N., & **Zhou, L.** (revise & resubmit). Title removed for blind review. *Journal of Management.*

Zhu, L., Restubog, S., Leavitt, K., **Zhou, L.**, & Wang, M. (revise & resubmit). Title removed for blind review. *Organizational Behavior and Human Decision Processes.*

Avery, D. R., **Zhou, L.**, Wang, M., Shi, J., & Mo, S. (under review). Title removed for blind review. *Journal of Management.*

Working Paper (draft available upon request; underlie denotes student collaborators)

Shao, R., **Zhou, L.**, Mo, S., Wang, M., & Alterman, V. (working paper). Layoff survivors’ perceptions of and reactions to layoff decisions and treatment: The moderating role of corporate social responsibility. *Target journal: Journal of Applied Psychology.*

Shum, C., **Zhou, L.**, Carter, D., & Mo, S. (working paper). Healing the victim or empowering the avenger? A multilevel model of the moderating role of network centrality in the abusive supervision-performance relationship. *Target journal: Academy of Management Journal.*

**Zhou, L.\***, Liu, Y.\*, Kammeyer-Mueller, J. D.\*, Seo, J. Y. & Wang, M. (working paper). Interviewee affective states, interview strategies, and interviewer evaluation. *Target journal: Journal of Applied Psychology.* (\*equal contribution)

**Zhou, L.**, Wang, M., & Zhan, Y. (working paper). A multiple-goal pursuit dual-actor model of retirement. *Target journal: Academy of Management Review.*

**Zhou, L.**, Wang, M., & Zhan, Y. (working paper). Work-family interface and retirement decision-making among dual-earner couples: A dynamic theoretical model. *Target journal: Journal of Applied Psychology.*

Selected Work in Progress (underlie denotes student collaborators)

**Zhou, L.** (writing stage). Models of leadership and individuals in teams.

**Zhou, L.** (writing stage). Effects of team composition and team design on leader behaviors in team process.

**Zhou, L.**, & Liu, Y. (writing stage). Ethical leadership and group moral identity diversity.

**Zhou, L.**, Liu, Y., Kammeyer-Mueller, J. D., & Zhan, Y. (writing stage). Employee technology use in the workplace and organizational innovation: A dynamic model.

Lauricella, T. K., Chang, C.-H., & **Zhou, L.** (writing stage). The relationship between emotional labor, diet, and alcohol behaviors.

Li, X., Seo, J. Y., **Zhou, L.**, & Liao, C. (writing stage). A review of information/communication technologies and learning in teams: Motivational and interpersonal mechanisms.

Csillag, B., **Zhou, L.**, & Campbell, E. M. (data collection stage). Gender and middle-level managers’ time use.

**Zhou, L.**, & Liu, Y. (data collection stage). Resources bestowed by supervisors to subordinate: Measurement development and theoretical integration.

**Zhou, L.**, & Li, X. (data simulation stage). Information/communication technologies and team innovation: Modeling motivational and interpersonal processes.

Honors/Awards/Grants

2018-2019, Lawrence Fellow, Carlson School of Management, University of Minnesota

2017-2020, *A person-centric prediction model of job loss based on social media*, National Science Foundation, #1734134, subcontract, with University of Florida

2015-2018, *Information and communication technologies, employee engagement in innovation, and team innovation process*, National Science Foundation, #1533151, Co-PI (with John Kammeyer-Mueller, University of Minnesota, $544,230)

2015-2016, *Ebola-related information wanted and obtained by healthcare providers*, National Science Foundation, #1522557, rapid, collaborative project, with University of Texas at Austin

2016 Faculty of the Year Finalist, Carlson School of Management, University of Minnesota

2016 Fall semester Dean’s small research grant (with Elizabeth Campbell & Pri Shah), Carlson School of Management, University of Minnesota

2016 Spring semester Dean’s small research grant (with John Kammeyer-Mueller), Carlson School of Management, University of Minnesota

2015 Spring semester Dean’s small research grant, Carlson School of Management, University of Minnesota

2015 Hackman dissertation award (runner-up), Interdisciplinary Network for Group Research (INGRoup)

2014 Mary L. Tenopyr graduate student scholarship, Society for Industrial-Organizational Psychology (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 American Psychology Association (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

Conference Presentations (underlie denotes student collaborators)

Li, X., Seo, J. Y., **Zhou, L.**, & Liao, C. (2019). *Unpack impact of information and communication technologies: Advancing a dynamic view.* Poster to be presented at the Annual Conference of Society for Industrial-Organizational Psychology, Washington D.C.

Prosperi, M., Bian, J., & **Zhou, L.** (2019). *A crowdsourced deep learning pipeline for classifying life events from Tweets.* In **Zhou, L.** (chaired) *Methodological developments in research using organic data: An interdisciplinary view*. Symposium to be presented at the Annual Conference of Society for Industrial-Organizational Psychology, Washington D.C.

Trainer, H. M., Liu, Y., Carter, D. R., Pendergraft, J. G., & **Zhou, L.** (2018). *Newcomer socialization in teams: Mutual influences between newcomers and veterans.* In Trainer, H. M., & Liu, Y. (chaired) *Leveraging an interactionist perspective to understand newcomer socialization.* Symposium presented at the Academy of Management Annual Meeting, Chicago, Illinois.

Csillag, B., **Zhou, L.**, & Campbell, E. M. (2017). *Gender matters in interpersonal interactions in the workplace: Job and career implications.* Showcase symposium chaired and presented at the Academy of Management Annual Meeting, Atlanta, GA.

Liu, Y., **Zhou, L.**, Fang, Y., Wei, W., & Shi, J. (2017). *When the ball is in the veteran’s court: Newcomer learning and agent incentive interdependence.* In T. Barnes, & Y. Liu (chaired) *Newcomer socialization: Revisiting the social context.* Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.

Zhan, Y., Kim, S. K., **Zhou, L.**, Xie, B., Wen, B., Li, Y., & Nie, L. (2017). *Mistreatment from patients and healthcare providers’ occupational outcomes.* In R. K. Amarnani & S. L. D. Restubog (chaired) *Mistreatment at the interface: New developments in customer mistreatment research.* Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.

Jin, Y., Park, J., **Zhou, L.**, & Kammeyer-Mueller, J. D. (2016). *A multifoci model on changes in new leaders' organizational commitment.* In C. Maupin & **L. Zhou** (chaired) *The intersection of leadership development and social contexts.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.

Jin, Y., **Zhou, L.**, & Park, J. (2016).*The dark side of team boundary spanning.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.

Liu, Y., Wang, M., Alterman, V., **Zhou, L.**, & Shi, J. (2016). *Examining the differentiating effects of team processes on team states: A daily diary study.* Paper presented at the Annual Conference of Interdisciplinary Network for Group Research, Helsinki, Finland.

Park, J., **Zhou, L.**, Kammyer-Mueller, J. D., & Shah, P. (2016). *Social network centrality and newcomer socialization.* Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Xie, B., **Zhou, L.**, Yoder, L., Johnson, K., Garcia, A., Kim, M., & Gao, J. (2016). *Ebola-related information obtained by older versus younger health professionals.* Poster presented at the Gerontological Society of America's 69th Annual Scientific Meeting, New Orleans, LA, November 16-20, 2016.

**Zhou, L.**, & Kammeyer-Mueller, J. D. (2016). *Information/communication technologies and team innovation: modeling motivational and interpersonal processes.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.

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

Avery, D. R., Wang, M., Franklin, D. A., **Zhou, L.**, & Shi, J. (2015). *When misbehavior matters most: How antisocial behavior affects team performance.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, PA.

Leavitt, K., Aquino, K., Zhu, L., Restubog, S. L. D., & **Zhou, L.** (2015). *Social consequences of moral identity symbolization.* Paper presented at the Academy of Management Annual Meeting, Vancouver, CA.

Liu, Y., **Zhou, L.**, Kammeyer-Mueller, J. D., & Wang, M. (2015). *Moods, self-efficacy, and interview strategies: Carry-over effects in interviews.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, PA.

Xie, B., **Zhou, L.**, Yoder, L., Johnson, K., Kim, M., & Garcia, A. (2015). *Ebola-related information wanted and obtained by healthcare providers.* Symposium Presented at the Annual Meeting of the Society for Risk Analysis, Arlington, VA.

**Zhou, L.**, & Wang, M. (2015). *A formal model of team leader regulatory processes.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, PA.

Koopmann, J. M., Lanaj, K., & **Zhou, L.** (2014). *Examining the non-linear relationship between team tenure and member performance: The role of psychological safety climate and climate strength.* Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Shao, R., **Zhou, L.**, Wang, M., & Alterman, V. (2014). *Survivors’ reactions to layoff: The role of corporate social responsibility.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

Shum, C., **Zhou, L.**, Carter, D., & Mo, S. (2014). *Influence of subordinates’ and supervisors’ network positions on the effect of abusive supervision.* Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

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

**Zhou, L.**, Gelfand, M. J., Li, Y., Wang, M., Aktas, M., & Frick, S. E. (2014). *Interaction between leader network ties and subordinate cultural values.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

**Zhou, L.**, Venkataramani, V., Wang, M., & Liao, H. (2014). *Liked or avoided by others? The influence of employees’ and team leaders’ informal social network positions on work-central employees’ voice.* Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

**Zhou, L.**, Wang, M., Liu Y., Shi, J., & Liu, S. (2014). *Follower- and leader-rated ethical leadership and follower outcomes.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

Liu, Y., Wang, M., Chang, C., **Zhou, L.**, & Shi, J. (2013). *Daily work-family conflict and aggression toward family and friends: A moderated mediated model.* Poster presented at the International Conference on Occupational Stress and Health, Los Angeles, CA.

Santoro, J. M., **Zhou, L.**, Wang, M., Kammeyer-Mueller, J. D., Halvorsen-Ganepola, M. D., & Sequeira Grass, S. (2013). *Mood moderates the indirect relationship between interviewing self-efficacy and performance.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Houston, TX.

**Zhou, L.**, Penn, L. T., Wang, M., Shi, J., Santoro, J. M., & Liu, Y. (2013). *Ethical leadership buffers negative effects of group moral identity diversity.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Houston, TX.

**Zhou, L.**, Wang, M., Liu, Y., Penn, L. T., & Shi, J. (2013). *Resources from supervisors to subordinates: Measurement development and theoretical integration.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Houston, TX.

Avery, D. R., Wang, M., Volpone, S. D., & **Zhou, L.** (2012). *The impact of sex dissimilarity in the empowerment-performance relationship.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.

Cheung, S. Y., Gong, Y., Wang, M., **Zhou, L.**, & Shi, J. (2012). *Cognitive and affective crossfire: Joint effects of functional diversity and affect-based trust on knowledge sharing and innovation in teams.* Paper presented at the Asia Academy of Management Conference, Seoul, South Korea.

Liu, S. Shi, J., Zhan, Y., **Zhou, L.**, & Zhu, W. (2012). *Self-regulation during job search: Different roles of employment and behavior self-efficacy.* Paper presented at the Academy of Management Annual Meeting, Boston, MA.

Shi, J., Liu, Y., **Zhou, L.**, & Wang, M. (2012). *Subordinate’s political skill and supervisor’s dependence on subordinate.* Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.

Wang, M., **Zhou, L.**, Liu, S., & Yao, X. (2012). *Team employee development climate and team effectiveness: Examining the team-level mediating roles of knowledge sharing, learning behavior, and social capital seeking.* In S. D. Pugh, M. Ehrhart, & B. Schneider (chaired), *Focused organizational climates: New directions and new possibilities.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.

**Zhou, L.**, Wang, M., Belanger, J., Zhan, Y., & Liu, S. (2012). *Mood influence on training motivation and training transfer.* In M. Wang & **L. Zhou** (chaired), *New developments in training motivation and training transfer research.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, San Diego, CA.

Liu, S., Wang, M., Zhan, Y., **Zhou, L.**, Wolkoff, L., & Shi, J. (2011). A *study of the antecedents of perceived overqualification.* In A. Meade & E. Lobene (chaired), *Perceived overqualification: New developments in research.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Chicago, IL.

Xie, B., Wang, M., Feldman, R., & **Zhou, L.** (2011). *Measuring the relationship between age and preferences for health information and decision-making.* Paper presented at the Annual Scientific Meeting of the Gerontological Society of America (GSA), Boston, MA.

**Zhou, L.**, Wang, M., Chen, G., & Shi, J. (2011). *The role of empowerment in the effects of leaders' upward exchange relationships on subordinates*. Paper presented at the Academy of Management Annual Meeting, San Antonio, TX.

**Zhou, L.**, Wolkoff, L., Liu, S., Zhan, Y., Wang, M., & Shi, J. (2011). *Commuting stress and self-regulation at work: Moderating roles of commuting means efficacy and task significance.* Poster presented at the 9th International Conference on Occupational Stress and Health, Orlando, FL.

Zhu, L., Thau, S., Aquino, K., Leavitt, K., Duffy, M., Wang, M., & **Zhou, L.** (2011). *Social consequences of moral identity symbolizations.* Paper presented at 2011 Southern Management Association Meeting, Savannah, GA.

Liu, S., Wang, M., Zhan, Y., & **Zhou, L.** (2010). *Multilevel mediation analyses: A new procedure using bootstrap method*. In H. K., Sin & C. Nye (chaired), *Toward better structural modeling: Effect size, residuals, and multilevel mediation.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Atlanta, GA.

Liu, S., Wang, M., Zhan, Y., **Zhou, L.**, Liao, F., & Shi, J. (2010). *Counterproductive work behaviors as a result of overqualification*. In A. Schroeder & P. Rosopa (chaired) *An examination of the sources and targets of workplace deviance.* Symposium presented at the Annual Conference of Society for Industrial-Organizational Psychology, Atlanta, GA.

Zhan, Y., Liu, S., Murphy, L., Wang, M., Bodner, T., & **Zhou, L.** (2010). *Retirement decision: A meta-analytic review of its predictors*. In A. Loignon, G. Yun, & Mitchell, T. (chaired), *An aging workforce: Processes, outcomes, and solutions.* Symposium presented at the Annual Society for Industrial-Organizational Psychology Conference, Atlanta, GA.

Zhan, Y., Wang, M., McCune, E., Truxillo, D., **Zhou, L.**, & Liu, S. (2010). *Adaptability and newcomer outcomes: The mediating role of P-O fit.* Poster presented at the Annual Society for Industrial-Organizational Psychology Conference, Atlanta, GA.

**Zhou, L.**, Shi, J., Xu, C. & Wang, M. (2009). *Measurement and moderator of political skill in Chinese.* Poster presented at the Annual Society for Industrial-Organizational Psychology Conference, New Orleans, LA.

Cham, H., Jin, J., Gan, Y., **Zhou, L.**, & Li, Y. (2008). *What happens when students’ majors mismatch with career interests? Mediating effects of life satisfaction towards academic burnout and engagement in China*. Poster presented at the 19th International Congress of Psychology, Berlin, Germany.

Invited Presentations

Consortium for the advancement of research methods and analysis (CARMA)

Cornell University

George Mason University

Georgia State University

Iowa State University

Michigan State University

Sun Yat-sen University, China (research talk & research methods workshops)

University at Buffalo

University of Jyväskylä, Finland

Teaching Experience

University of Minnesota (Instructor)

* MGMT 1001 Contemporary Management, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Spring 2019
* HRIR 8803 Core Seminar: Fundamentals of HR Research, Spring 2016, Fall 2017

University of Florida

* MAN 3240 Organizational Behavior, Spring 2013, Spring 2014 (Instructor)
* MAN 4301 Human Resource Management, Fall 2011 (Instructor)
* MAN 5246 Organizational Behavior, Fall 2011 – Spring 2012 (Teaching Assistant)
* MAN 7108 Research Methods, Spring 2013 (Teaching Assistant)

University of Maryland

* PSYC 602 Advanced Statistics in Psychological Research, Spring 2011 (Teaching Assistant)

Professional Activities/Service

Professional Affiliations

* Academy of Management
* American Psychological Association
* Interdisciplinary Network for Group Research
* Society for Industrial/Organizational Psychology

Editorial Board

* Journal of Applied Psychology (January 2017 – present)
* Journal of Organizational Behavior (July 2017 – present)

Ad Hoc Reviewer

* Academy of Management Review
* Journal of Management
* Journal of Occupational Health Psychology
* Journal of Occupational and Organizational Psychology
* Journal of Research in Personality
* Journal of Vocational Behavior
* National Science Foundation
* Organizational Behavior and Human Decision Processes
* Organizational Research Methods
* Psychology and Aging
* Personnel Psychology

Student Advising

* Brittany Linman (undergraduate honors thesis, advisor, University of Minnesota)
* Haley Dahl (undergraduate honors thesis, reader, University of Minnesota)
* Holly Williams (undergraduate honors thesis, reader, University of Minnesota)
* Bori Cscillag (third-year paper committee member, University of Minnesota)
* Douglas Giddings (third-year paper, dissertation committee member, University of Minnesota)
* Jin Park (dissertation committee member, University of Minnesota)
* Huh Jung Hahn (dissertation committee external member, University of Minnesota)
* Lisa Nie (dissertation committee external member, University of Texas, Austin)

Other External Service

* Representative-at-large, Chair of awards committee, Academy of Management Research Methods Division (2018 - present)
* Invited panelists: NSF/University of Florida workshop on promoting robust and responsible research practices
* Student coordinator, Doctoral Consortium, Academy of Management Organizational Behavior Division (2012)

Other Internal Service

* University of Minnesota: Departmental undergraduate committee (2014-2015); Departmental Ph.D. committee (2015-present); Department speaker series (2018-present); MGMT 1001 course coordinator (starting from Fall 2019)
* Advising undergraduate student research at the University of Florida

References

Available upon request