

**Le (Betty) Zhou**

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**Education**

Ph.D.	University of Florida	2014	Management
M.S.	University of Maryland	2011	Organizational Psychology
B.S.	Peking University, China	2009	Psychology

**Professional Experience**

July 2014 – present: Assistant Professor, Department of Work and Organizations, Carlson School of Management, University of Minnesota  
May 2013 – June 2013: Visiting Scholar, Department of Health Sciences, Gerontology Research Center, University of Jyväskylä, Finland  
August 2011 – June 2014: Research Assistant, Teaching Assistant, Instructor, Department of Management, University of Florida  
August 2009 – July 2011: Research Assistant, Teaching Assistant, Department of Psychology, University of Maryland

**Publications** (underline denotes student collaborators when project started)

***Peer-Reviewed Journal Articles***

- Zhou, L.**, Wang, M., & Zhang, Z. (in press). Intensive longitudinal data analyses with dynamic structural equation modeling. *Organizational Research Methods*.  
<https://doi.org/10.1177/1094428119833164>
- Xu, H., Zhang, N., & **Zhou, L.** (in press). Validity concerns in research using organic data. *Journal of Management*. <https://doi.org/10.1177/0149206319862027>
- 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*.
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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)
- 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>
- 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>
- 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>

### ***Peer-Reviewed Conference Proceedings***

- Park, J. S., **Zhou, L.**, Kammeyer-Mueller, J. D., & Shah, P. P. (2016). Social network centrality and newcomer socialization. *Academy of Management Proceedings*.  
<https://doi.org/10.5465/ambpp.2016.14621abstract>
- Koopmann, J. M., Lanaj, K., & **Zhou, L.** (2014). Team tenure and member performance: The roles of psychological safety climate and climate strength. *Academy of Management Proceedings*.  
<https://doi.org/10.5465/ambpp.2014.74>
- Shum, C., **Zhou, L.**, Carter, D. R., Mo, S., & Chen, H. (2014). Influence of subordinates' and supervisors' network positions on the effect of abusive supervision. *Academy of Management Proceedings*. <https://doi.org/10.5465/ambpp.2014.15652abstract>
- Zhou, L.**, Venkataramani, V., Liao, H., & Shi, J. (2014). Influence of employees' and leaders' informal network positions on work-central employees' voice. *Academy of Management Proceedings*.  
<https://doi.org/10.5465/ambpp.2014.14107abstract>
- 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***

- 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.
- 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. DOI: 10.1093/oxfordhb/9780199326174.013.0018
- 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.
- 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**

- Zhu, L., Restubog, S., Leavitt, K., **Zhou, L.**, & Wang, M. (2<sup>nd</sup> revise & resubmit, minor revision). Title removed for blind review. *Organizational Behavior and Human Decision Processes*.

**Zhou, L., Park, J., Kammeyer-Mueller, J. D., Shah, P., Campbell, E. M., & Lee, C.** (under 2<sup>nd</sup> review). Title removed for blind review. *Journal of Applied Psychology*.

Avery, D. R., **Zhou, L.**, Wang, M., Shi, J., & Mo, S. (under review). Title removed for blind review. *Organizational Behavior and Human Decision Processes*.

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

Cheung, S.-Y., Gong, Y., Wang, M., **Zhou, L.**, & Liao, H. (working paper). Goal orientation, learning and creativity: Do types of learning and creativity matter? *Target journal: Personnel Psychology*.

Liu, Y., Trainer, H. M., Carter, D. R., & **Zhou, L.** (working paper). Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective. *Target journal: Journal of Applied Psychology*.

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

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: Personnel Psychology*.

Shum, C., **Zhou, L.**, Carter, D. R., & 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.** (working paper). Models of leadership and individuals in teams. *SIOP Frontiers Series: Computational Modeling for Industrial-Organizational Psychologists*.

**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 when project started)

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

Lee, S., Liu, Y., Koopmann, J. M., Seo, J. Y., & **Zhou, L.** (writing stage). Antecedents and outcomes of team autonomous and dependent helping.

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.

Zhao, Y., Prosperi, M., Bian, J., & **Zhou, L.** (writing stage). A crowdsourced deep learning pipeline for classifying life events from social media data: An illustration using Tweets.

**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.** (writing stage). Resources bestowed by supervisors to subordinate: Measurement development and theoretical integration.
- Zhou, L., Liu, Y., Kammeyer-Mueller, J. D., & Zhan, Y.** (writing stage). Employee technology use in the workplace and organizational innovation: A dynamic model.
- Seo, J. Y., Zhou, L., Kammeyer-Mueller, J. D., & Liu, Y.** (data analyses stage). Emotional garbage can in interpersonal relationships: Pathways linking interpersonal evaluations, complaining, and outcomes at dyadic and team levels.
- Csillag, B., Zhou, L., & Campbell, E. M.** (data collection stage). Gender and middle-level managers' time use.
- Seo, J. Y., & Zhou, L.** (data collection stage). Team goals, document sharing, and team creativity: Interpersonal processes and affective reactions.
- Zhou, L.** (data simulation stage). Information/communication technologies and team innovation: Modeling motivational and interpersonal processes.
- Choi, M., Liao, C., & Zhou, L.** (design stage). Subordinate humility and LMX development process.
- Liu, X., & Zhou, L.** (design stage). Career implications of volunteerism experiences.
- Zhou, L., Campbell, E. M., Kammeyer-Mueller, J. D., & Shah, P. P.** (design stage). Intervention to newcomer network development and adjustment experiences.

### **Honors/Awards/Fellowships/Grants**

- 2018-2019, Faculty of the Year Finalist, Undergraduate Program, Carlson School of Management, University of Minnesota
- 2018-2019, Lawrence Fellow, Carlson School of Management, University of Minnesota
- 2019 Spring, Dean's Small Research Grant (with John Kammeyer-Mueller and Pri Shah), 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, sub-contract, with University of Florida
- 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
- 2016 Fall, Dean's Small Research Grant (with Elizabeth Campbell & Pri Shah), Carlson School of Management, University of Minnesota
- 2015-2020, *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
- 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 Spring, Dean's Small Research Grant (with John Kammeyer-Mueller), Carlson School of Management, University of Minnesota
- 2014-2015, "Thank a Teacher" note, Center for Educational Innovation, University of Minnesota
- 2015 Spring, Dean's Small Research Grant, Carlson School of Management, University of Minnesota
- 2015, Hackman dissertation award (runner-up), INGroup
- 2014, Mary L. Tenopyr graduate student scholarship, SIOP
- 2013, Meredith P. Crawford Fellowship, Human Resources Research Organization (HumRRO)

2011, Best Student Research Award, 9th International Conference on Work, Stress, and Health, co-sponsored by APA, National Institute for Occupational Safety and Health (NIOSH), and Society for Occupational Health Psychology (SOHP)  
2007-2008, Chun-Tsung Endowment Fund for undergraduate research, Peking University  
2008, Yucai (New York City Endowment) Scholarship, Peking University  
2007, Baosteel Scholarship, Peking University  
2006, Starlight International Media Scholarship, Peking University

**Peer-Reviewed Conference Presentations, Posters, and Workshops** (underlie denotes student collaborators when project started)

- Lee, S., Liu, Y., Seo, J. Y., **Zhou, L.**, & Koopmann, J. M. (2019). *Not always helpful: Exploring the antecedents and outcomes of team autonomous and dependent helping*. Paper to be presented at the Academy of Management Annual Meeting, Boston, MA.
- Liu, Y., Seo, J. Y., Kammeyer-Mueller, J. D., & **Zhou, L.** (2019). *Amped up or tuned down: Interviewee affective states and interview strategies*. In Ali A. A., Seo, J. Y., & Song, J. (chaired) *Examining the role of affective states and expectation in job search processes and socialization*. Symposium to be presented at the Academy of Management Annual Meeting, Boston, MA.
- Zhou, L.**, Zhang, Z., Diefendorff, J. M., & Liu, Y. (2019). *Intensive longitudinal data analyses with dynamic structural equation modeling: A hands-on tutorial*. Professional Development Workshop to be conducted at the Academy of Management Annual Meeting, Boston, MA.
- Seo, J. Y., **Zhou, L.**, Liu, Y., & Kammeyer-Mueller, J. D. (2019). *Antecedents and outcomes of complaining at individual, dyad, and team levels: Trait and state negative affect, and interpersonal dynamics*. In Grand, J. A. (chaired) *Exploring teams as complex systems: Mechanisms of emergent affective/motivational team properties*. Symposium to be presented at the Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal.
- Trainer, H. M., Liu, Y., Carter, D. R., **Zhou, L.**, & Che, X. (2019). *Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective*. Paper to be presented at the Annual Conference of the Interdisciplinary Network for Group Research, Lisbon, Portugal.
- Li, X., Seo, J. Y., **Zhou, L.**, & Liao, C. (2019). *Unpack impact of information and communication technologies: Advancing a dynamic view*. Poster presented at the Annual Conference of Society for Industrial-Organizational Psychology, Washington D.C.
- Proserpi, 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 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. R., Mo, S., & Chen, H. (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, Panelists, Workshops**

“Longitudinal SEM.” Webcast lecture at Consortium for the Advancement of Research Methods and Analysis (CARMA), 2020

“Rookies connected: Social networks among newcomers, newcomer adjustment process, and socialization outcomes.” Research presentation at CUNY Baruch, 2019; Michigan State University, 2019

“A formal model of leadership goal striving.” Seminar presented at Zhejiang Gongshang University (China), 2018

“The when & how of replication studies: Questions & reflections from the ground.” Panel discussion and 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.” Livestream 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

### **Teaching Experience**

#### ***University of Minnesota***

MGMT 1001 Contemporary Management, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Spring 2019, Fall 2019

MGMT 1001 Contemporary Management, Course Coordinator, 2019-2020

HRIR 8803 Core Seminar: Fundamentals of HR Research, Spring 2016, Fall 2017, Fall 2019

HRIR 8820 Special Topics: Data Analyses in OB Research, Spring 2020

#### ***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 Service**

### ***Professional Affiliations***

Academy of Management (AOM)

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

Human Resources Division

Research Methods Division: Representative-at-large (2018-2021), chair of awards committee (2019)

American Psychological Association (APA)

Interdisciplinary Network for Group Research (INGRoup)

Society for Industrial-Organizational Psychology (SIOP)

### ***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

Organizational Behavior and Human Decision Processes

Organizational Research Methods

Psychology and Aging

Personnel Psychology

National Science Foundation

### ***Student Advising***

Ph.D. student dissertation

Douglas Giddings (committee member, University of Minnesota)

Jin Park (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

Jee Young Seo (advisor, University of Minnesota)

Bori Cscillag (committee member, University of Minnesota)

Douglas Giddings (committee member, University of Minnesota)

Junseok Song (committee member, University of Minnesota)

Undergraduate thesis

Brittany Linman (advisor, University of Minnesota)

Haley Dahl (reader, University of Minnesota)

Holly Williams (reader, University of Minnesota)

Undergraduate research grant

Brittany Linman, UROP grant (advisor, University of Minnesota)

Undergraduate research assistants at University of Minnesota

Xinyi Wang (Spring 2015-Spring 2016, psychology, statistics)

Molly Hou (Summer 2017, accounting, psychology)

Nicholas Statler (Fall 2017-Spring 2018, MIS, computer science, Honors Program experience)

Valentin Noel (Fall 2017-Spring 2019, psychology, HR development)

Donghwa Seo (Fall 2017-present, psychology, statistics)

Maeve Finnegan (Fall 2018-present, psychology)  
Maria Moy (Spring 2019-present, Carlson Honors program)  
Zofsha Merchant (Spring 2019-present, Carlson Honors program)  
Shulang Yue (Spring 2019-present, MIS, marketing)  
Abby Person (Spring 2019-present, psychology)  
Hannah Qu (Spring 2019-present, psychology)  
Undergraduate teaching assistants at University of Minnesota  
Charles Stybicki (Fall 2015-Spring 2018, finance, mathematics)  
Shaker Ali (Fall 2016-Spring 2018, MIS, computer science)  
Samuel Theisen (Fall 2015, Fall 2016, marketing)  
Sarah Vater (Fall 2017-present, supply chain)  
Nils Rykken (Spring 2019-present, finance)  
Megan Cichy (Spring 2019-present, accounting, finance)  
Rachel Standal (Spring 2019-present, marketing)  
Ella Halverson (Fall 2019-present, MIS, computer science)

### ***Other Professional Service***

Invited panelists

Academy of Management, Professional Development Workshop: productivity process (2017),  
mentor-PhD student relationship (2017), Research Methods Division “Ask the Experts” (2019)

### ***Other University Service***

University of Minnesota:

Department undergraduate committee (2014-2015)  
Department Ph.D. committee (2015-present)  
Department speaker series (2018-present)  
Department Ph.D. student prelim grader (2016-present)  
Department Ph.D. student practicum presentation (2014-present)  
Center for Human Resources and Labor Studies advisory council meeting presentation (2017)  
Department of Psychology Industrial-Organizational Ph.D. program faculty recruitment/interview  
activities and attending alumni receptions at SIOP (2014-present)  
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)

### **Community Service**

Volunteer (2012-present): College Preparation Program for under-represented students, sponsored by  
Johns Hopkins University Applied Physics Laboratory

### **References**

Available upon request