

Yihao Liu

School of Labor and Employment Relations & Department of Psychology

University of Illinois at Urbana-Champaign, Champaign, IL 61820

Office: 217-300-6135, E-mail: yihaoliu@illinois.edu

Education

Ph.D. University of Florida, May 2017
Major: Management

B.S. Peking University (China), July 2012
Major: Psychology

Professional Experience

June 2017 – present: Assistant Professor, School of Labor and Employment Relations,
University of Illinois at Urbana-Champaign

June 2017 – present: Assistant Professor, Department of Psychology, University of Illinois at
Urbana-Champaign

August 2012 – May 2017: Research Assistant, Teaching Assistant, and Instructor,
Department of Management, University of Florida

Publications

Song, Y., **Liu, Y.**, Wang, M., Lanaj, K., Johnson, R., & Shi, J. (in press). A social mindfulness approach to understanding experienced customer mistreatment: A within-person field experiment. *Academy of Management Journal*.

Riza, S. D., Ganzach, Y., & **Liu, Y.** (in press). Time and job satisfaction: A longitudinal study of the differential roles of age and tenure. *Journal of Management*.

Bono, J. E., Braddy, P. W., **Liu, Y.**, Gilbert, E. K., Fleenor, J. W., Quast, L. N., & Center, B. A. (in press). Dropped on the way to the top: Gender and managerial derailment. *Personnel Psychology*.

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.

(Press coverage by US News, LinkedIn, New York Post, Huffpost, Reader's Digest, News Max, Food & Wine, Entrepreneur, FMT News, Inquirer, Food Navigator, Yahoo, Coach, EVO News, ODDNAARI, Daily Mail, Buro247, Vital Updates, Daily Meal, All4Women, Stackstreet, Science Daily, Suryaa, Men's Fitness, and Wide Open Eats)

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.

- 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.
- Koopmann, J., Wang, M., **Liu, Y.,** & Song, Y. (2015). Customer mistreatment: A review of conceptualizations and a multilevel theoretical model. *Research in Occupational Stress and Well Being*, 13, 33-79.
- Liu, Y.,** Wang, M., Chang, C.-H., 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.
(Press coverage by Business News Daily and Science Daily)
- Wang, M., Kammeyer-Mueller, J., **Liu, Y.,** & Li, Y. (2015). Context, socialization, and newcomer learning. *Organizational Psychology Review*, 5, 3-25.
- Shi, J., Johnson, R. E., **Liu, Y.,** & Wang, M. (2013). Linking subordinate political skill to supervisor dependence and reward recommendations: A moderated mediation model. *Journal of Applied Psychology*, 98, 374-384.

Manuscripts under Revise and Resubmission

- Liu, Y.,** Vashdi, D., Cross, T., Bamberger, P., & Erez, A. (under review). Exploring the paradox of civility: Whether and when team civil communication influences team effectiveness. *Organizational Behavior and Human Decision Processes*.

Selected Works in Progress (titles tentative)

- Liu, Y.,** Alterman, V., Wang, M., & Shi, J. Formation and consequences of daily team stress. *Writing stage*.
- Gross, C., & **Liu, Y.** Unfolding social influence processes in newcomer socialization: The role of impression management. *Writing stage*.
- Koopmann, J., **Liu, Y.,** Alterman, V., Venz, L., & Wang, M. Investigating multiple theoretical perspectives of customer mistreatment: A meta-analytical review. *Data analysis stage*.
- Zhou, L., **Liu, Y.,** Kammeyer-Mueller, J., & Wang, M. Interview states and interview strategies in interview process. *Data analysis stage*.
- Liu, Y.,** Carter, D., & Wang, M. Veteran expectations of newcomer and newcomer socialization success: A lab study. *Data collection stage*.
- Liu, Y.,** & Zhou, L. Veteran socialization behaviors in the newcomer learning process. *Data collection stage*.
- Park, Y., & **Liu, Y.** A longitudinal examination of work stress among teachers. *Data collection stage*.

Conference Presentations

- Song, Y., **Liu, Y.**, Wang, M., & Shi, J. (2017, August). *Different effects of daily leadership behaviors on team prosocial outcomes: The mediation of team empowerment and the moderation of leader advice centrality*. Paper presented at the 77th Academy of Management Annual Meeting, Atlanta, GA.
- Liu, Y.**, Zhou, L., Fang, Y., Wei, W., & Shi, J. (2017, August). *When the ball is in the veteran's court: Newcomer learning and agent incentive interdependence*. Paper presented 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.
- Liu, Y.**, Vashdi, D., Cross, T., Bamberger, P., & Erez, A. (2017, April). *Exploring the effect of positive social exchange on team effectiveness*. Poster presented at the 32th Annual Conference of Society for Industrial-Organizational Psychology, Orlando, FL.
- Li, Y., Wang, M., Alterman, V., Song, Y., **Liu, Y.**, Koopmann, J. M., & Shi, J. (2016, August). *The impact of relative leader treatment on team members' conflict management process and outcomes*. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, CA.
- Liu, Y.**, Wang, M., Alterman, V., Zhou, L., & Shi, J. (2016, July). *Examining the differentiating effects of team processes on team states: A daily diary study*. Paper presented at the 11th Annual Conference of Interdisciplinary Network for Group Research, Helsinki, Finland.
- 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*. Paper presented at the 31th Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Mulders, J., **Liu, Y.**, & Henkens, K. (2015, August). *Managers' evaluations of older job applicants*. Paper presented at the 75th Academy of Management Annual Meeting, Vancouver, BC.
- Koopmann, J. M., **Liu, Y.**, Song, Y., & Mo, S. (2015, August). *Customer mistreatment: A review of conceptualizations and a multilevel theoretical model*. Paper presented 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*. Poster presented at the 11th International Conference on Occupational Stress and Health, Atlanta, GA.
- Liu, Y.**, Zhou, L., Kammeyer-Mueller J., & Wang, M. (2015, April). *Moods, self-efficacy, and interview strategies: Carry-over effects in interviews*. Poster presented at the 30th

Annual Conference of Society for Industrial-Organizational Psychology, Philadelphia, PA.

Riza, S. D., Ganzach, Y., & **Liu, Y.** (2014, August). *Job satisfaction over time: A longitudinal study of the differential roles of age and tenure*. Paper presented at the 74th Academy of Management Annual Meeting, Philadelphia, PA.

Liu, Y., Cross, T., & Erez, A. (2014, August). *How positive communication improves team performance and negative communication takes a toll*. Paper presented at the 74th Academy of Management Annual Meeting, Philadelphia, PA.

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

Zhou, L., Wang, M., **Liu, Y.**, Shi, J., & Liu, S. (2014, May). *Follower- and leader-rated ethical leadership and follower outcomes*. Paper presented at the 29th Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

Wang, M., **Liu, Y.**, Kammeyer-Mueller J., & Shi, J. (2013, August). *Newcomers' use of proactive socialization tactics and person-organization fit*. Paper presented at the 73th Academy of Management Annual Meeting, Orlando, FL.

Liu, Y., Wang, M., Chang, C.-H., Zhou, L., Shao, R., & Shi, J. (2013, May). *Work-family conflict, emotional exhaustion, and aggression toward others: the moderating roles of workplace interpersonal conflict and perceived managerial family support*. Poster presented at the 10th International Conference on Occupational Stress and Health, Los Angeles, CA.

Zhou, L., Penn, L. T., Wang, M., Shi, J., Santoro, J. M., & **Liu, Y.** (2013, April). *Ethical leadership buffers negative effects of group moral identity diversity*. Poster presented at the 28th Annual Conference of Society for Industrial/Organizational Psychology, Houston, TX.

Zhou, L., Wang, M., **Liu, Y.**, Penn, L. T., & Shi, J. (2013, April). *Resources from supervisors to subordinates: Measurement development and theoretical integration*. Poster presented at the 28th Annual Conference of Society for Industrial/Organizational Psychology, Houston, TX.

Shi, J., **Liu, Y.**, Zhou, L., & Wang, M. (2012, April). *Subordinate's political skill and supervisor's dependence on subordinate*. Poster presented at the 27th Annual Conference of Society for Industrial/Organizational Psychology, San Diego, CA.

Honors/Awards

- Recipient of 2017 SIOP Graduate Student Scholarship, Society for Industrial-Organizational Psychology (SIOP)
- Recipient of 2013 Best Student Research Award, 10th 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)
- Recipient of 2011 Dongshi Orient Scholarship, Peking University

- Recipient of 2010 1987 Alumni Scholarship, Peking University
- Recipient of 2009 Youth Scholarship, Peking University

Teaching Experience

University of Illinois, Urbana-Champaign

- LER 593 Quantitative Methods in LER (HRIR degree required)

University of Florida

- MAN 3240 Organizational Structure and Behavior (Management major required)
Instructor rating Fall 2014 (46 students): 4.59/5 (Department mean 4.15)
Instructor rating Spring 2016 (49 students; co-teach with Andrew Woolum): 4.38/5 (Department mean 4.37)
- MAN 7108 Ph.D. Seminar on Research Methods, *Teaching assistant Spring 2015*

Professional Activities

Professional Affiliations

- Society for Industrial/Organizational Psychology
- Academy of Management (Human Resource Management, Organizational Behavior, and Research Method Divisions)
- Interdisciplinary Network for Group Research (INGRoup)

Service

- Student Representative, Academy of Management Research Methods Division (2014 - 2017)
- Reviewer, Academy of Management Annual Meeting (2014 - present)

Skills

Statistical software

- General statistical software package: SPSS, STATA, and R
- Structural equation modeling software: M-plus
- Multilevel modeling software: HLM
- Social network analysis software: UCINET
- Computational modeling software: NetLogo, Vensim

References

Dr. Mo Wang
Department of Management
University of Florida
Gainesville, FL, 32611-7165
352-846-2054
mo.wang@warrington.ufl.edu

Dr. Joyce E. Bono
Department of Management
University of Florida
Gainesville, FL, 32611-7165
352-846-0507
joyce.bono@warrington.ufl.edu

Dr. John D. Kammeyer-Mueller
Department of Work and Organizations
University of Minnesota
Minneapolis, MN, 55455
612-626-7304
jkammeye@umn.edu

Dr. Amir Erez
Department of Management
University of Florida
Gainesville, FL, 32611-7165
352-273-0339
amir.erez@warrington.ufl.edu