

Yihao Liu

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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 (LER),
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

Peer-Reviewed Journal Articles

Koopmann, J., **Liu, Y.**, **Liang, Y.**, & Liu, S. (accepted). Job search self-regulation during
COVID-19: Linking search constraints, health concerns, and invulnerability to job
search processes and outcomes. *Journal of Applied Psychology*.

Gross, C., Debus, M. E., **Liu, Y.**, Wang, M., & Kleinmann, M. (in press). I am nice and
capable! How and when newcomers' self-presentation to their supervisors affects
socialization outcomes. *Journal of Applied Psychology*.

Park, Y., **Liu, Y.**, & **Headrick, L.** (2020). When work is wanted after hours: Testing weekly
stress of information communication technology demands using boundary theory.
Journal of Organizational Behavior, 41, 518-534.

Liu, Y., Vashdi, D., Cross, T., Bamberger, P., & Erez, A. (2020). Exploring the puzzle of
civility: Whether and when team civil communication influences team members' role
performance. *Human Relations*, 73, 215-241.

Riza, S. D., Ganzach, Y., & **Liu, Y.** (2018). Time and job satisfaction: A longitudinal study
of the differential roles of age and tenure. *Journal of Management*, 44, 2558-2579.

Liu, S., & **Liu, Y.** (2018). Team stress research: A review and recommendations for future
investigations. *Occupational Health Science*, 2, 99-125.

- 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.
- Mulders, J. O., Henkens, K., **Liu, Y.**, Schippers, J., & Wang, M. (2018). Managers' interview invitation decisions about older job applicants: Human capital, economic conditions and job demands. *Ageing & Society*, *38*, 839-864.
- 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)
- Bono, J. E., Braddy, P. W., **Liu, Y.**, Gilbert, E. K., Fleenor, J. W., Quast, L. N., & Center, B. A. (2017). Dropped on the way to the top: Gender and managerial derailment. *Personnel Psychology*, *70*, 729-768.
(This paper received the Personnel Psychology Best Article Award for 2017)
- 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.
- Xie, B., Su, Z., **Liu, Y.**, Wang, M., & Zhang, M. (2017). Health information sources for different types of information used by Chinese patients with cancer and their family caregivers. *Health Expectations*, *20*, 665-674.
- 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.
- 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.
- Wang, M., Kammeyer-Mueller, J., **Liu, Y.**, & Li, Y. (2015). Context, socialization, and newcomer learning. *Organizational Psychology Review*, *5*, 3-25.
- Thomas, S. R., O'Brien, K. A., Clarke, T. L., **Liu, Y.**, & Chronis-Tuscano, A. (2015). Maternal depression history moderates parenting responses to compliant and noncompliant behaviors of children with ADHD. *Journal of Abnormal Child Psychology*, *43*, 1257-1269.
- Xie, B., Su, Z., **Liu, Y.**, Wang, M., & Zhang, M. (2015). Health information wanted and obtained from doctors/nurses: A comparison of Chinese cancer patients and family caregivers. *Supportive Care in Cancer*, *23*, 2873-2880.

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.

Liu, H., Shi, J., **Liu, Y.**, & Sheng, Z. (2013). The moderating role of attachment anxiety on social network site use intensity and social capital. *Psychological Reports*, 112, 252-265.

Peer-Reviewed Conference Proceeding (underline denotes student collaborators)

Park, Y., **Liu, Y.**, & Headrick, L. (2018). Improving lives of teachers: Staying connected to work, boundary control, and strain. In *Academy of Management Proceedings*, 28. doi: 10.5465/AMBPP.2018.7.

Book Chapters

Zhou, L., Song, Y., Alterman, V., **Liu, Y.**, & Wang, M. (2018). 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: American Psychological Association.

Koopmann, J., Wang, M., **Liu, Y.**, & Song, Y. (2015). Customer mistreatment: A review of conceptualizations and a multilevel theoretical model. In P. Perrewé, J. Halbesleben, & C. Rose (Eds.), *Research in Occupational Stress and Well Being, Volume 13: Mistreatment in Organizations* (pp. 33-79). Bradford, UK: Emerald Group Publishing.

Manuscripts under Revise and Resubmission (underline denotes student collaborators)

Sun, T., Schilpzand, P., & **Liu, Y.** (2nd round R&R). [A review on workplace gossip]. *Journal of Organizational Behavior*. [all authors contributed equally]

Liu, Y., Song, Y., Trainer, H., Carter, D., Zhou, L., & Wang, Z. (1st round R&R). [Team veterans' reactions toward newcomer entry]. *Journal of Applied Psychology*.

Liu, Y., Chen, F. X., Chiang, J. T-J., Wang, Z., & Liu, H. (1st round R&R). [Help-seeking in teams]. *Personnel Psychology*.

Liu, H., **Liu, Y.**, Chiang, J. T-J., Wang, S., & Wang, H. (1st round R&R). [Narcissistic leaders and newcomer work outcomes]. *Personnel Psychology*.

Hu, J., Chiang, J. T-J., **Liu, Y.**, Gao, Y., & Wang, Z. (1st round R&R). [Impacts of work-from-home on dual-earning couples' work-family management]. *Personnel Psychology*.

Liang, Y., **Liu, Y.**, Park, Y., & Wang, L. (1st round R&R). [LMX, LMX differentiation, and stress]. *Journal of Occupational Health and Psychology*.

Lee, S., **Liu, Y.**, Koopmann, J., Seo, J. & Zhou, L. (under review). [Antecedents and outcomes of team autonomous and dependent helping]. *Journal of Management*.

Selected Works in Progress (titles tentative, underline denotes student collaborators)

Liu, Y., Koopmann, J., Alterman, V., Liu, S., Wang, M., & Shi, J. Team service workload and service team functioning. *Writing stage.*

Liu, Y., Song, Y., Wang, M., & Sun, Y. A formal model of veteran influence on newcomer socialization in teams. *Writing stage.*

Chen, F. X., **Liu, Y.**, Chiang, J. T-J., & Wang, Z. Tolerance of dominant leaders. *Writing stage.*

Chen, L., **Liu, Y.**, Yuan, Z., Liang, Y., & Sun, Y. The dark side of veteran socialization help with newcomers. *Writing stage.*

Liu, Y., & Tang, G. Team green behaviors. *Data analysis stage.*

Research Grant

Liu, Y. (2021-2022). *Dark knights in a dark time: An investigation of the influences of COVID-19 related workplace vigilantism and formal workplace controls on employee's re-adjustment processes and safety behaviors.* Campus Research Board, University of Illinois (Role: PI; \$17,452).

Liu, Y. (2020-2021). *Green knights: Workplace vigilantism and sustainable employee behaviors.* Campus Research Board, University of Illinois (Role: PI; \$12,548).

Conference Presentations (underline denotes student collaborators)

Liu, Y., Chiang, J. T-J., Chen, F. X., Wang, Z., & Liu, H. (2021, August). *Asking how to fish vs. asking for fish: An investigation of different help-seeking behaviors.* Paper to be presented at the 81st Academy of Management Annual Meeting.

Hu, J., Chiang, J. T-J., **Liu, Y.**, & Gao, Y. (2021, August). *Double challenges: How working from home affects dual-earner couples' work-family experiences.* Paper to be presented at the 81st Academy of Management Annual Meeting.

Chen, L., **Liu, Y.**, Liang, Y., & Sun, Y. (2021, April). *When socializing newcomers becomes stressful: Examining the role of schemas.* Poster to be presented at the 36th Annual Conference of Society for Industrial-Organizational Psychology.

Chen, L., **Liu, Y.**, Liang, Y., & Sun, Y. (2020, August). *Is socializing newcomers stressful? Examining the effect of socialization behavior on veteran stress.* Paper presented at the 80th Academy of Management Annual Meeting, Vancouver, BC. [Symposium session cancelled]

Liu, Y., Chen, F. X., Wang, Z., Chiang, J. T-J., & Liu, H. (2020, July). *Is help in need always help indeed? Investigating the antecedents and consequences of helping-seeking behaviors in teams.* Paper presented at the 15th Annual Conference of Interdisciplinary Network for Group Research, Seattle, WA. [Paper session cancelled]

Lee, S., Tang, C., Liang, Y., & **Liu, Y.** (2020, April). *Won't stop searching: Detachment, self-improvement, and job search outcomes.* Poster presented at the 35th Annual

- Conference of Society for Industrial-Organizational Psychology, Austin TX. [Poster session cancelled]
- Zhou, L., Zhang, Z., **Liu, Y.**, & Liu, X. (2020, April). *Recent developments in the analysis of intensive longitudinal data*. Paper presented at the 35th Annual Conference of Society for Industrial-Organizational Psychology, Austin TX. [Symposium session cancelled]
- Zhou, L., Zhang, Z., Diefendorff, J. M., & **Liu, Y.** (2019, August). *Intensive longitudinal data analyses with dynamic structural equation modeling: A hands-on tutorial*. PDW presented at the 79th Academy of Management Annual Meeting, Boston, MA.
- Liu, Y.**, Seo, J., Kammeyer-Mueller, J., & Zhou, L. (2019, August). *Examining the role of affective states and expectation in job search processes and socialization*. Paper presented at the 79th Academy of Management Annual Meeting, Boston, MA.
- Lee, S., **Liu, Y.**, Seo, J., Zhou, L., & Koopmann, J. M. (2019, August). *Not always helpful: Exploring the antecedents and outcomes of team autonomous and dependent helping*. Paper presented at the 79th Academy of Management Annual Meeting, Boston, MA.
- Liang, Y., **Liu, Y.**, Park, Y., & Wang, L. (2019, August). *How leader-member exchange (LMX) differentiation reduces the benefit of LMX on work stress in teams*. Paper presented at the 79th Academy of Management Annual Meeting, Boston, MA.
- Trainer, H., **Liu, Y.**, Carter, D., Zhou, L., & Che, X. (2019, July). *Not always welcomed: Understanding team veteran reactions to newcomers from an affective events perspective*. Paper presented at the 14th Annual Conference of Interdisciplinary Network for Group Research, Lisbon, Portugal.
- Seo, J., Zhou, L., **Liu, Y.**, & Kammeyer-Mueller, J. (2019, July). *Antecedents and outcomes of complaining at individual, dyad, and team levels: Trait and state negative affect, and interpersonal dynamics*. Paper presented at the 14th Annual Conference of Interdisciplinary Network for Group Research, Lisbon, Portugal.
- Sun, T., Zhang, B., **Liu, Y.**, Sun, Y., & Oh, K. (2019, April). *Spilling the tea: Motives and consequences of workplace gossip*. Paper presented at the 34th Annual Conference of Society for Industrial-Organizational Psychology, Washington DC.
- Trainer, H., **Liu, Y.**, Carter, D., Pendergraft, J., & Zhou, L. (2018, August). *Effects of team veterans' perceptions of newcomers on integration and performance*. Paper presented at the 78th Academy of Management Annual Meeting, Chicago, IL.
- Park, Y., **Liu, Y.**, & Headrick, L. (2018, August). *Improving lives of teachers: Staying connected to work, boundary control, and strain*. Paper presented at the 78th Academy of Management Annual Meeting, Chicago, IL.
- Liu, Y.** (2018, April). Invited panelist at "IGNITE + Panel session: Computational models for organizational science and practice", at the 33rd Annual Conference of Society for Industrial-Organizational Psychology, Chicago, IL.
- 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 the *Personnel Psychology* Best Article Award for 2017
- University of Illinois List of Teachers Ranked as Excellent by their Students, Fall 2017, Spring 2019, Fall 2019 (“Outstanding” Rating of Top 10%), Spring 2021
- 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)

Teaching Experience

University of Illinois, Urbana-Champaign (Instructor)

- LER 593 Quantitative Methods in LER, Fall 2017, Spring 2019, Fall 2019
- PSYC 455 Organizational Psychology/Behavior, Spring 2019

University of Florida

- MAN 3240 Organizational Structure and Behavior, Fall 2014, Spring 2016 (Instructor)
- MAN 7108 Ph.D. Seminar on Research Methods, Spring 2015 (Teaching Assistant)

Graduate Student Advising

Dissertation Advisor (Chair)

- Lilang Chen (Psychology), in progress
- Sanghoon Lee (LER), in progress
- Fan Xuan Chen (Psychology), in progress

Dissertation Committee Member

- Nicole Morales (Psychology), 2021
- Sunjin Pak (LER), 2020
- Wei Ming Johnathan Phan (Psychology), 2019
- Sooyeol Kim (LER), 2019
- Kathleen A. Yearick (Psychology), 2018
- Rachel L. Amrhein (Psychology), 2018

Ph.D. Specialization Exam Committee & Reviewers of Second-Year Paper

- LER: Sanghoon Lee, Yijue Liang, Anoop A. Javalagi, Sohee Kim
- Psychology: Bo Zhang, Fan Xuan Chen

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

Editorial Board

- *Personnel Psychology* (July 2020 – present)
- *Journal of Applied Psychology* (January 2021 – present)

Ad Hoc Reviewer

- *Academy of Management Discoveries*
- *Human Relations*

- *Journal of Management*
- *Journal of Occupational Health Psychology*
- *Journal of Vocational Behavior*
- *Small Group Research*
- *Work & Stress*
- *Journal of Occupational and Organizational Psychology*
- *Frontiers in Psychology*

Service

- Small Grant Review Committee, Society for Industrial and Organizational Psychology (2021-present)
- Scientific Affairs Committee, Society for Industrial and Organizational Psychology (2020-present)
- University of Illinois at Urbana-Champaign: LER 558 Seminar Series Committee (LER, 2017-present); Undergraduate Major Committee (LER, 2021-present); Graduate Admissions Committee Area Rep (Psychology, 2017-present)
- Student Representative, Academy of Management Research Methods Division (2014-2017)