

**Yihao Liu, Ph.D.**yihao.liu@illinois.edu || [Google Scholar](#) || [UIUC site](#)**Academic Positions**

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

June 2017 – present: Assistant Professor, Department of Psychology (joint appointment),  
University of Illinois Urbana-Champaign

**Education**

Ph.D.	University of Florida	2017	Management
B.S.	Peking University, China	2012	Psychology

**Research Interests**

Broadly, I study the *adjustment* and *regulation* of employee attitudes, affects, behaviors, and effectiveness at work across multiple levels of analysis, especially in the scenarios of ...

- When people encounter *adverse* work conditions (Work/Interpersonal Stressors, W-F Interference)
- When people face critical *career* challenges (Job Search, Onboarding, Promotion)
- When people work *interdependently* with others (Teamwork, Social Network)

**Honors/Awards**

2022	SIOP International Research and Collaboration Small Grant
2021	<i>Journal of Management</i> Outstanding Reviewer Award
2017	<i>Personnel Psychology</i> Best Article Award SIOP Graduate Student Scholarship
2017 – 2021	University of Illinois List of Teachers Ranked as Excellent, Fall 2017, Spring 2019, Fall 2019 (“Outstanding” Rating of Top 10%), Spring 2021, Fall 2021
2013	Best Student Research Award, 10 <sup>th</sup> International Conference on Work, Stress, and Health, co-sponsored by APA, NIOSH, and SOHP

**Publications** (underline denotes student collaborators when project started)**Key Peer-Reviewed Journal Articles**

Hu, J., Chiang, J. T-J., **Liu, Y.**, Gao, Y., & Wang, Z. (conditionally accepted). Double challenges: How working from home affects dual-earner couples’ work-family experiences. *Personnel Psychology*.

**Liu, Y.**, Song, Y., Trainer, H., Carter, D., Zhou, L., Wang, Z., & Chiang, J. T-J. (in press). Feeling negative or positive about fresh blood? Understanding veterans’ affective reactions toward newcomer entry in teams from an affective events perspective. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001044>.

- Liu, Y., Chen, F. X., Chiang, J. T.-J., Wang, Z., & Liu, H.** (2022). Asking how to fish vs. asking for fish: Antecedents and outcomes of different types of help-seeking at work. *Personnel Psychology, 75*(3), 557-587.
- Koopmann, J., **Liu, Y., Liang, Y., & Liu, S.** (2021). Job search self-regulation during COVID-19: Linking search constraints, health concerns, and invulnerability to job search processes and outcomes. *Journal of Applied Psychology, 106*(7), 975–989.
- Gross, C., Debus, M. E., **Liu, Y., Wang, M., & Kleinmann, M.** (2021). I am nice and capable! How and when newcomers' self-presentation to their supervisors affects socialization outcomes. *Journal of Applied Psychology, 106*(7), 1067–1079.
- 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*(3), 994–1020.
- 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*(7), 2558–2579.
- 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*(8), 1237–1258.
- 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*(4), 729–768.
- (This paper received the Personnel Psychology Best Article Award for 2017)*
- 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*(3), 793–808.
- 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*(2), 374–384.

#### Other Peer-Reviewed Journal Articles

- Sun, T.\***, Schilpzand, P.\*, & **Liu, Y.\*** (in press). Workplace gossip: An integrative review of its antecedents, functions, and consequences. *Journal of Organizational Behavior*. Advance online publication. <https://doi.org/10.1002/job.2653>. [\*equal contribution]
- Liang, Y., Liu, Y., Park, Y., & Wang, L.** (2022). Treat me better, but is it really better? Applying a resource perspective to understanding leader-member exchange (LMX), LMX differentiation, and work stress. *Journal of Occupational Health and Psychology, 27*(2), 223–239.

- 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(6), 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(2), 215–241.
- Liu, S., & **Liu, Y.** (2018). Team stress research: A review and recommendations for future investigations. *Occupational Health Science*, 2, 99–125.
- 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(4), 839–864.
- 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(1), 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(4), 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(2), 379–411.
- Wang, M., Kammeyer-Mueller, J., **Liu, Y.**, & Li, Y. (2015). Context, socialization, and newcomer learning. *Organizational Psychology Review*, 5(1), 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(7), 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(10), 2873–2880.
- 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(1), 252–265.

#### Peer-Reviewed Conference Proceeding

- Hu, J., Chiang, J. T.-J., **Liu, Y.**, & Gao, Y. (2021). Double challenges: How working from home affects dual-earner couples' work-family experiences. In *Academy of Management Proceedings*, 2021. doi: 10.5465/AMBPP.2021.37.
- Park, Y., **Liu, Y.**, & Headrick, L. (2018). Improving lives of teachers: Staying connected to work, boundary control, and strain. In *Academy of Management Proceedings*, 2018. doi: 10.5465/AMBPP.2018.7.

**Liu, Y.**, Cross, T., & Erez, A. (2014). How positive communication improves team performance and negative communication takes a toll. *In Academy of Management Proceedings*, 2014. doi: 10.5465/ambpp.2014.10538.

### 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)

Liu, H.\*, **Liu, Y.\***, Chiang, J. T-J., Wang, S., & Wang, H. (2<sup>nd</sup> round R&R). [Narcissistic leaders and newcomer work outcomes]. *Personnel Psychology*. [\*equal contribution]

Lee, S.\*, **Liu, Y.\***, Koopmann, J., Seo, J., Zhou, L., & Yu, Y. (2<sup>nd</sup> round R&R). [Mixed implications of intrateam helping]. *Journal of Management*. [\*equal contribution]

**Liu, Y.**, Koopmann, J., Alterman, V., Wang, M., Liu, S., & Shi, J. (under review). Duality of customer service experience in teams. *Organizational Behavior and Human Decision Processes*.

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

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

Chen, L., **Liu, Y.**, Yuan, Z., Liang, Y., & Sun, Y. Cost of helping newcomers for veteran employees. *Writing stage*.

Liang, Y., Sun, T., **Liu, Y.**, Schilpzand, P., & Sun, Y. A daily diary study on workplace gossip. *Writing stage*.

Song, Y., Li, Y., Shao, Y., **Liu, Y.**, & Shi, J. Power distribution in management teams. *Writing stage*.

Koopmann, J., **Liu, Y.**, Alterman, V., & Venz, L. A meta-analysis of customer mistreatment. *Writing stage*.

**Liu, Y.**, Liu, X., Zhou, L., & Tang, G. Green behavior in teams. *Data analysis stage*.

Liu, X., Zhou, L., & **Liu, Y.** Newcomer adjustment and social network formation. *Data collection stage*.

**Liu, Y.**, & Schilpzand, P. Workplace gossip and social network. *Design stage*.

### **Research Grant**

- Liu, Y., Sun, T., Schilpzand, P., & Chiang, J. T-J.** (2022 – 2023). *A cross-cultural investigation of the antecedents, functions, and consequences of workplace gossip*. SIOP International Research and Collaboration Small Grant (Role: co-PI; \$5,000).
- 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)**

- Chen, F. X., Liu, Y., Chiang, J. T-J., & Wang, Z.** (2022, August). *Harsh but competent--prestige buffers (de)legitimization of leader dominance*. Paper presented at the 82<sup>nd</sup> Academy of Management Annual Meeting, Seattle, WA.
- Chiang, J. T-J., Liu, H., Wang, Z., & **Liu, Y.** (2022, August). *It's all about we: Leader collective narcissism and intra- and inter-team behavior*. Paper presented at the 82<sup>nd</sup> Academy of Management Annual Meeting, Seattle, WA.
- Liu, X., & Liu, Y.** (2022, August). *Creation and retention of newcomers' professional networks: coevolution with professional knowledge*. Paper presented at the 82<sup>nd</sup> Academy of Management Annual Meeting, Seattle, WA.
- Liu, Y., Koopmann, J., Alterman, V., Wang, M., Liu, S., & Zhou, L.** (2022, July). *Customer service in teams: A daily diary study linking team service workload, team service climate, team processes, and team member depletion to team effectiveness*. Paper presented at the 17<sup>th</sup> Annual Conference of Interdisciplinary Network for Group Research, Hamburg, Germany.
- Zhou, L., **Liu, Y., Song, Y., Liu, X., Wang, Z., Chiang, J. T-J., & Restubog, S.** (2022, July). *Where is the influence from? Team newcomer and oldtimer attributes, team oldtimer influence, and team viability*. Paper presented at the 17<sup>th</sup> Annual Conference of Interdisciplinary Network for Group Research, Hamburg, Germany.
- Chen, F. X., Liu, Y., & Aquino, K.** (2022, April). *The dual implications of workplace vigilantism in the context of COVID-19*. Paper presented at the 37<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Seattle, WA.
- Liang, Y., Sun, T., Liu, Y., Schilpzand, P., & Sun, Y.** (2022, April). *Understanding workplace gossip via its rumination effects: A within-person lens*. Poster presented at the 37<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Seattle, WA.
- Yu, Y., Chen, F. X., & Liu, Y.** (2022, February). *Dominant humblebraggers and prestigious braggers evoke distinct influences on performance-related motivation*. Poster presented

at the 22<sup>nd</sup> Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

**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 presented at the 81<sup>st</sup> 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 presented at the 81<sup>st</sup> 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 presented at the 36<sup>th</sup> Annual Conference of Society for Industrial and 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 80<sup>th</sup> Academy of Management Annual Meeting, Vancouver, BC. [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 16<sup>th</sup> Annual Conference of Interdisciplinary Network for Group Research, Seattle, WA. [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 35<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX. [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 35<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Austin, TX. [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 79<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 14<sup>th</sup> 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 14<sup>th</sup> 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 34<sup>th</sup> Annual Conference of Society for Industrial and 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 78<sup>th</sup> 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 78<sup>th</sup> 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 33<sup>rd</sup> Annual Conference of Society for Industrial and 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 77<sup>th</sup> 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 77<sup>th</sup> 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 12<sup>th</sup> 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 32<sup>nd</sup> Annual Conference of Society for Industrial and Organizational Psychology, Orlando, FL.
- Li, Y., Wang, M., Alterman, V., Song, Y., **Liu, Y.**, Koopmann, J., & Shi, J. (2016, August). *The impact of relative leader treatment on team members' conflict management process and outcomes*. Paper presented at the 76<sup>th</sup> 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 11<sup>th</sup> 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 11<sup>th</sup> 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 31<sup>st</sup> Annual Conference of Society for Industrial and Organizational Psychology, Anaheim, CA.
- Mulders, J., **Liu, Y.**, & Henkens, K. (2015, August). *Managers' evaluations of older job applicants*. Paper presented at the 75<sup>th</sup> Academy of Management Annual Meeting, Vancouver, BC.
- Koopmann, J., **Liu, Y.**, Song, Y., & Mo, S. (2015, August). *Customer mistreatment: A review of conceptualizations and a multilevel theoretical model*. Paper presented at the 75<sup>th</sup> Academy of Management Annual Meeting, Vancouver, BC.
- Song, Y., **Liu, Y.**, Koopmann, J., Wang, M., Chang, C.-H. & Shi, J. (2015, May). *Eating your feelings? Linking employees' daily stressors to daily dieting behaviors*. Poster presented at the 11<sup>th</sup> 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 30<sup>th</sup> Annual Conference of Society for Industrial and 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 74<sup>th</sup> 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 74<sup>th</sup> 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 29<sup>th</sup> Annual Conference of Society for Industrial and 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 29<sup>th</sup> Annual Conference of Society for Industrial and 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 73<sup>rd</sup> 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 10<sup>th</sup> 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 28<sup>th</sup> Annual Conference of Society for Industrial and 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 28<sup>th</sup> Annual Conference of Society for Industrial and 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 27<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, San Diego, CA.

### **Teaching Experience**

#### University of Illinois Urbana-Champaign

- LER 593 Quantitative Methods in LER, Fall 2017, Spring 2019, Fall 2019, Spring 2021, Fall 2021, Spring 2022, Fall 2022 (Instructor)
- PSYC 455 Organizational Psychology/Behavior, Spring 2019 (Instructor), Spring 2020-2022 (Supervisor)

#### 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 Supervisor (Chair)

- Fan Xuan Chen (Psychology), in progress
- Sanghoon Lee (LER, co-chair with Amit Kramer), in progress
- Lilang Chen (Psychology), in progress

#### Dissertation Committee Member

- Yijue Liang (LER), 2022
- Nicole Morales (Psychology), 2021
- Sunjin Pak (LER), 2019
- Wei Ming Johnathan Phan (Psychology), 2019
- Sooyeol Kim (LER), 2019
- Kathleen A. Yearick (Psychology), 2018
- Rachel L. Amrhein (Psychology), 2018

#### Ph.D. Qualifying Exam, Specialization Exam, and Second-Year Paper Grader

- LER: Yijue Liang, Anoop A. Javalagi, Sanghoon Lee, Sohee Kim
- Psychology: Nicole Morales, Yueyang Chen, Ning Hsu, Lilang Chen, Juan Alzate Vanegas, Chu Chu, Jun-Yeob Kim, Fan Xuan Chen

## **Professional Activities**

### **Professional Affiliations**

- Society for Industrial and Organizational Psychology (SIOP)
- Academy of Management (AOM)
- Interdisciplinary Network for Group Research (INGroup)

### **Editorial Board**

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

### **Ad Hoc Reviewer**

*Academy of Management Discoveries, Human Relations, Journal of Occupational Health Psychology, Journal of Vocational Behavior, Small Group Research, Work & Stress, Journal of Occupational and Organizational Psychology, Frontiers in Psychology*

## **Service**

### **Service to UIUC**

#### **LER:**

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| 2021 – present | Undergraduate major committee (2021 – present) |
| 2021 – 2022    | Faculty hiring committee (2021 – 2022)         |
| 2017 – 2021    | LER 558 seminar series committee (2017 – 2021) |

#### **Psychology:**

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|----------------|--|
| 2017 – present | Graduate admissions committee (2017 – present) |
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### **Service to Professional Societies or Associations**

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|-------------|---|
| 2022 – 2025 | Representative-at-large, Research Methods Division, AOM   |
| 2022 – 2024 | Chair of history committee, SIOP  |
| 2022        | Co-organizer for the PhD Prep Group Series, Consortium for the Advancement of Research Methods and Analysis (CARMA) |
| 2014 – 2017 | Student representative, Research Methods Division, AOM  |