

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

2023 – now: Associate Professor, Department of Management, Terry College of Business, University of Georgia

2017 – 2023: Assistant Professor, School of Labor and Employment Relations (LER) and 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 (Onboarding, Job Search, Promotion)
- When people work *interdependently* with others (Teamwork, Social Network)

Honors/Awards

2025	<i>Organizational Behavior and Human Decision Processes</i> Best Reviewer Award
2022	SIOPI International Research and Collaboration Small Grant
2021	<i>Journal of Management</i> Outstanding Reviewer Award
2017	<i>Personnel Psychology</i> Best Article Award SIOPI Graduate Student Scholarship
2017 – 2023	University of Illinois List of Teachers Ranked as Excellent, Fall 2017, Spring 2019, Fall 2019 (“Outstanding” Rating of Top 10%), Spring 2021, Fall 2021, Fall 2022, Spring 2023 (“Outstanding” Rating of Top 10%)
2013	Best Student Research Award, 10 th 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**

Liu, Y., Koopmann, J., Alterman, V., Wang, M., Liu, S., & Shi, J. (in press). Duality of workload in teams: A daily investigation of team workload and team functioning. *Journal of Management*. <https://doi.org/10.1177/01492063241289091>

Liu, H.*, **Liu, Y.***, Chiang, J. T-J., Wang, S., & Wang, H. (2024). When self-love is threatened: Adopting a dual-type view to understand leader narcissism and its impacts

on LMX and newcomer work outcomes. *Personnel Psychology*, 77(2), 411–439.
[*equal contribution]

- Lee, S.*, Liu, Y.*, Koopmann, J., Seo, J., Zhou, L., & Yu, Y. (2024). Not always helpful: Linking intrateam helping types to team effectiveness from a role theory perspective. *Journal of Management*, 50(5), 1536–1568. [*equal contribution]
- Hu, J., Chiang, J. T-J., Liu, Y., Gao, Y., & Wang, Z. (2023). Double challenges: How working from home affects dual-earner couples' work-family experiences. *Personnel Psychology*, 76(1), 141–179.
- Liu, Y., Song, Y., Trainer, H., Carter, D., Zhou, L., Wang, Z., & Chiang, J. T-J. (2023). 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*, 108(5), 728–749.
- 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.*** (2023). Workplace gossip: An integrative review of its antecedents, functions, and consequences. *Journal of Organizational Behavior, 44*(2), 311–334. [*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

Tang, C., & **Liu, Y.** (2023). Agent-based modeling. In Vancouver, J. B., Wang, M., & Weinhardt, J. M. (Eds.), *SIOP Frontiers Series: Computational Modeling for Industrial-Organizational Psychologists* (pp. 181–210). Washington, DC: American Psychological Association.

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)

Chiang, J. T-J., Zhang, Y., Chen, X., Gao, Y., Wang, Z., & **Liu, Y.** (2nd round R&R). Leader indirect communication and subordinate autonomy. *Organizational Behavior and Human Decision Processes*.

Woodall, J., **Liu, Y.**, Lin, J., Chiang, J. T-J. & Wang, Z. (1st round R&R). AI chatbot use and emotions. *Organization Science*.

Bennion, C., Liu, Y., Schilpzand, P., & Wang, Z. (1st round R&R). Gossip and power. *Journal of Applied Psychology*.

Bennion, C., Speech, M., Liu, Y., & Xing, Y. (1st round R&R). Music and OCB. *Personnel Psychology*.

Liang, Y., Sun, T., Schilpzand, P., Liu, Y., & Sun, Y. (1st round R&R). Gossip and rumination. *Journal of Applied Psychology*.

Zhang, C., Zhou, L., Liu, Y., Song, Y., Wang, Z., & Chiang, J. T-J. (1st round R&R). Newcomer advice seeking. *Personnel Psychology*.

Yuan, Z., Wu, Y., & Liu, Y. (1st round R&R). Name butchering experience. *Personnel Psychology*.

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)

Bennion, C., Speech, M., & Liu, Y. (2025, July). *The rhythm of helping: Understanding music's effect on workplace citizenship*. Paper presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Woodall, J., Liu, Y., Lin, J., Chiang, J. T-J. & Wang, Z. (2025, July). *Awed and ashamed: The emotional and interpersonal consequences of using ai in work teams*. Paper presented at the 20th Annual Conference of Interdisciplinary Network for Group Research, Rotterdam, Netherlands.

Bennions, C., Liu, Y., & Schilpzand, P. (2025, April). *Is knowledge always power? Effects of negative gossip on power, uncertainty and voice*. Poster presented at the 40th Annual Conference of Society for Industrial and Organizational Psychology, Denver, CO.

Yu, Y., & Liu, Y. (2025, April). *Affective and behavioral effects of receiving positive gossip in workplace*. Poster presented at the 40th Annual Conference of Society for Industrial and Organizational Psychology, Denver, CO.

Zhang, C., Zhou, L., Liu, Y., Wang, Z., Song, Y., & Chiang, J. T-J. (2024, August). *Asked but not always received: Differences in veteran reactions to newcomer resource*

seeking. Paper presented at the 84th Academy of Management Annual Meeting, Chicago, IL.

Liu, Y., Koopmann, J., Alterman, V., & Liu, S. (2024, June). *The duality of workload in teams: A daily diary investigation on how and when team service workload helps and hinders team effectiveness*. Paper presented at the 13th SERVSIG Conference, Bordeaux, France.

Carmichael-Tanaka, N. (Co-Chair), Grant, R. S. (Co-Chair), Braun, M. T., Grand, J. A., Kuljanin, G., **Liu, Y.**, & Lowe, A. (2024, April). *Computational modeling for everyone: a beginner's guide to modeling in I/O research [Panel]*. Annual Conference of Society for Industrial and Organizational Psychology, Chicago, IL.

Liu, X., **Liu, Y.**, Tang, G., & Zhang, C. (2023, April). *A network perspective of why employees engage in voluntary green behavior in teams*. Poster presented at the 38th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA.

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 82nd 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 82nd 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 82nd 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 17th 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 17th 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 37th 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 37th 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 22nd 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 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 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 presented at the 36th 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 80th 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 16th 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 35th 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 35th 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 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 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 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 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 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 32nd 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 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 31st 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 75th 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 75th 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 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 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 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 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 29th 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 73rd 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 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 28th 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 27th Annual Conference of Society for Industrial and Organizational Psychology, San Diego, CA.

Teaching Experience

University of Georgia

- MGMT 9610 Introduction to SEM (Ph.D. seminar)
- MGMT 9850 Job Affect (Ph.D. seminar)
- MGMT 5920S Organizational Behavior (Undergraduate)
- MGMT 7050 Organizational Behavior (Full-time MBA)

University of Illinois Urbana-Champaign

- LER 590 Managing Teams
- LER 593 Quantitative Methods in LER,
- PSYC 455 Organizational Psychology/Behavior

University of Florida

- MAN 3240 Organizational Structure and Behavior (Instructor)
- MAN 7108 Ph.D. Seminar on Research Methods (Teaching Assistant)

Graduate Student Advising

University of Georgia

Dissertation Committee Member

- Justin Woodall, expected 2026
- Charles Bennion, expected 2027

University of Illinois Urbana-Champaign

Dissertation Supervisor (Chair)

- Sanghoon Lee (LER), 2023 (initial placement: Loyola Mount University)
- Fan Xuan Chen (Psychology), 2024

Dissertation Committee Member

- Lilang Chen (Psychology), 2024
- 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

Professional Activities

Professional Affiliations

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

Editorial Experience

- Associate Editor, *Journal of Applied Psychology* (2026 – 2032)
- Senior Editor, *Management and Organizational Review* (2023 – 2025)
- Editorial Board Member, *Personnel Psychology* (2020 – present)
- Editorial Board Member, *Journal of Applied Psychology* (2021 – 2025)
- Editorial Board Member, *Journal of Management* (2021 – present)
- Editorial Board Member, *Organizational Behavior and Human Decision Processes* (2025 – present)
- Editorial Board Member, *Academy of Management Journal* (2025 – present)

Service

Service to Terry at UGA

2023 – 2025	Faculty hiring committee
2025 – 2026	MBA program committee

Service to UIUC

LER:

2021 – 2023	Undergraduate major committee
2021 – 2022	Faculty hiring committee
2017 – 2021	LER 558 seminar series committee

Psychology:

2022 – 2023	Graduate education committee
2017 – 2022	Graduate admissions committee

Service to Professional Societies or Associations

2022 – 2025	Representative-at-large, Research Methods Division, AOM
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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