

**Yihao Liu, Ph.D.**yihaliu@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**

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 – 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 <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**

**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., Liu, H., Fehr, R., Wang, Z., & **Liu, Y.** (1<sup>st</sup> round R&R). Leader collective narcissism and leader behaviors in teams. *Organization Science*.

**Liu, Y.**, Liu, X., & Tang, G. (under review). Green behaviors in teams. *Journal of Management*.

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

Bennion, C., Speech, M., & Liu, Y. Music as a coping strategy. *Writing stage*.

Woodall, J., **Liu, Y.**, Lin, J., Chiang, J. T-J. & Wang, Z. Chatbot use at work and stigmatization. *Writing stage*.

Zhang, C., Zhou, L., **Liu, Y.**, Song, Y., Wang, Z., & Chiang, J. T-J. Newcomer advice seeking. *Writing stage*.

Bennion, C., **Liu, Y.**, & Schilpzand, P. Gossip and power. *Data analysis stage*.

Nakos, O., Wang, Z., **Liu, Y.**, & Chiang, J. T-J. OCB and promotion. *Data collection stage*.

**Liu, Y.**, Tang, C., Chiang, J. T-J. & Wang, Z. A formal model of veteran influence on newcomer onboarding in teams. *Data collection stage*.

**Liu, Y.**, Zhou, L., Basak, H., & Zhu, Y. Newcomer multiplex ties during socialization. *Data collection 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)

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 84<sup>th</sup> 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 13<sup>th</sup> 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 38<sup>th</sup> 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 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 Georgia

- MGMT 9610 Introduction to SEM (Ph.D. seminar)
- MGMT 9850 Job Affect (Ph.D. seminar)
- MGMT 5920S Organizational Behavior

#### 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 Illinois Urbana-Champaign

##### *Dissertation Supervisor (Chair)*

- Sanghoon Lee (LER), 2023 (co-chair with Amit Kramer; initial placement: Loyola Mount University)
- Fan Xuan Chen (Psychology), 2024 (co-chair with Simon Restubog)

##### *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 Board

- Senior Editor, *Management and Organizational Review* (2023 – 2025)
- Editorial Board Member, *Personnel Psychology* (2020 – present)
- Editorial Board Member, *Journal of Applied Psychology* (2021 – present)
- Editorial Board Member, *Journal of Management* (2021 – present)

Ad Hoc Reviewer

*Academy of Management Journal, Organizational Behavior and Human Decision Processes, Organization Science, Management Science, 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*

ServiceService to UGA

2023 – 2024 Faculty hiring 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

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