

YUFENG XING

Terry College of Business | Department of Management
University of Georgia | C243 Benson Hall | Athens, GA, 30602
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EDUCATION

Ph.D. **University of Georgia.** Terry College of Business. Expected 2030
Athens, Georgia
Major: Management (Organizational Behavior)

MHRIR. **University of Illinois Urbana-Champaign.** School of Labor and Employment Relations. 2025
Champaign, Illinois
Major: Human Resources and Industrial Relations

B.B.A. **Jinan University.** School of Management. 2023
GuangZhou, China
Major: Business Administration

RESEARCH INTERESTS

My research focuses on how employees navigate the unique challenges and opportunities presented by various career stages and critical workforce events. Additionally, I explore the hierarchical interactions within organizations, such as leader-follower interactions and broader team dynamics.

REVISE AND RESUBMIT MANUSCRIPTS

Bennion, C. W., Speech, M.P., Liu, Y., & **Xing, Y.** (1st Round R&R). [Music]. *Personnel Psychology*.

Kim, J.-Y., Newman, D.A., Grijalva, E., Hsu, N., **Xing, Y.**, & Kailmar., S. (1st Round R&R). [Gender]. *Journal of Applied Psychology*.

UNDER REVIEW MANUSCRIPTS

Liu, Y., Zhou, L., **Xing, Y.**, & Zhu, Y. [Newcomer]. *Under Initial Review at Journal of Applied Psychology*.

SELECT WORKS IN PROGRESS

Xing, Y., Lin, S.H., Rodell, J. B., & Woodall, J. P. (in Progress). [Stress]. *Writing phase, target: Academy of Management Journal*.

Xing, Y., & Liu, Y. (in Progress). [Newcomer]. Data analysis phase, target: *Organization Science*.

Xing, Y., & Liu, Y. (in Progress). [Organizational Change]. Theory development phase, target: *Academy of Management Journal*.

CONFERENCES PRESENTATION (*denotes presenter)

***Xing, Y., & Liu, Y.** (2026, May). Old Scars, New Start: How Past Dissatisfaction Leads to Dual Paths of Experienced Newcomer Resocialization. Presented at the 2026 Journal of Applied Psychology Paper Development Workshop in China. Zhejiang, China.

Liu, Y., Zhou, L., ***Xing, Y., & Zhu, Y.** (2026, April). The Divergent Effects of Reality Shock on Newcomer Socialization. Poster presented at the 41th Annual Conference of Society for Industrial and Organizational Psychology. New Orleans, LA.

Received Top Poster Reward of the Conference.

PROFESSIONAL SERVICE TO SOCIETIES AND ASSOCIATIONS

Conference Reviewer

Academy of Management Annual Meeting, OB Division

Student Representative

Academy of Management, Research Method Division

Affiliations

Academy of Management

Society for Industrial and Organizational Psychology (SIOP)

TEACHING

Graduate Teaching Assistant. *University of Georgia. 2025-Present.*

Course: Principles of Management (MGMT 3000).

Instructor: Simoon Cannon.

FELLOWSHIPS, SCHOLARSHIPS, & REWARDS

- Academy of Management Conference OB Division Best Reviewer Award (2026)
- Graduate School Assistantship, University of Georgia (2025 – present)
- School of Labor and Employment Relations Scholarship, University of Illinois Urbana-Champaign, \$8,000 (2023)
- Spirit of LER Scholarship, University of Illinois Urbana-Champaign, \$2,000 (2023)
- Distinguished Undergraduate Scholarship, Jinan University (2019-2023, Four Years Consecutive)
- Honors Undergraduate Thesis (Selective 3%), Jinan University (2023)