

Chen Zhang

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EDUCATION

University of Michigan, Stephen M. Ross School of Business	Ann Arbor, MI
Ph.D. in Business Administration (Management and Organizations)	Expected 2018
Tsinghua University, School of Economics and Management	Beijing, China
M.S. in Business Administration (Organizational Behavior and Human Resources)	2013
Tsinghua University, School of Economics and Management	Beijing, China
Bachelor of Economics, <i>Outstanding Graduate Award</i>	2011

RESEARCH INTERESTS

Workplace Energy and Well-being

My research investigates issues related to energy and well-being at work, including the role of everyday experiences and activities, the influence of social and temporal contexts, and the implications for downstream work outcomes. In my dissertation, I explore how meetings, as a prevalent activity at work, may create both constraints and opportunities for replenishing workday energy, which can in turn shape work outcomes.

Proactive and Discretionary Behaviors

In a second stream of research, I adopt an agentic lens and examine individuals' proactive and discretionary behaviors in work settings, investigating volitional actions that go beyond formal roles (e.g., leading informally) and uncovering both influencing factors and consequences of such actions.

AWARDS AND HONORS

Academy of Management Outstanding Reviewer Award (OB Division)	2015, 2016
Society for Industrial and Organizational Psychology (SIOP) Featured Top Posters	2017
Charles H. Gessner Doctoral Fellowship, University of Michigan	2015-2016
Rackham Regents' Fellow (<i>Recognition of promise for success</i>), University of Michigan	2013-2014
Jiangzhen Scholarship (<i>First prize for graduate students</i>), Tsinghua University	2012
Outstanding Graduate Award (<i>Top honor at graduation</i>), Tsinghua University	2011

PUBLICATION

Zhang, C., Mayer, D. M., & Hwang, E. B. (forthcoming). More is less: Learning but not relaxing buffers deviance under job stressors. *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW AND REVISION

Zhang, C., Nahrgang, J. D., Ashford, S. J., & DeRue, D. S. The risky side of leadership: A dynamic model of leadership risk perceptions over time. Under review at *Journal of Applied Psychology*.

De Stobbeleir, K., Ashford, S. J., & **Zhang, C.** The power of peers: Antecedents and outcomes of peer feedback seeking behavior. Revise-and-resubmit at *Journal of Organizational Behavior (Special Issue on Consequences of Proactive Behavior)*.

WORKING PAPERS AND RESEARCH IN PROGRESS

Zhang, C. (Dissertation) Exploring work activities as both constraints and opportunities for replenishing workday energy: The role of meetings. Proposal defended (July 6, 2017) and data analyses in progress.

Cameron, L.D., Spreitzer, G.M., & **Zhang, C.** Helping others by being in the present moment: Mindfulness and prosocial behavior at work. Finalizing manuscript for submission at *Organizational Behavior and Human Decision Processes*.

Zhang, C., & Ren, Y. Draining or energizing, and in what ways? Experiences with mobile instant messaging in everyday work. Data collection in progress.

Zhang, C. Periods of relaxation and recovery during the academic year and implications for on-campus transgressions. Archival data analyses in progress.

RESEARCH FUNDING AND GRANTS

Ross China Initiatives Research Grant, University of Michigan	2017
Russell Sage Foundation Small Grant	2016
Rackham Doctoral Student Research Grant, University of Michigan	2014, 2016

CONFERENCE PRESENTATIONS & CHAIRED SYMPOSIA

Zhang, C. 2017. Meetings and challenges for energy and recovery at work. Presented at the *77th Annual Meeting of the Academy of Management*, Atlanta, GA.

Zhang, C., & Spreitzer, G. M. 2017. Challenges in pathways to employee well-being. Symposium organized at the *77th Annual Meeting of the Academy of Management*, Atlanta, GA.

Zhang, C., & Mayer, D. M. 2017. Learning but not relaxing buffers the job stressors-deviance relationship. Paper presented at the *32nd Annual Conference of Society for Industrial and Organizational Psychology**, Orlando, FL.

- *Selected as a featured top-rated poster

Zhang, C., & Mayer, D. M. 2016. Job stressors and the role of recovery activities at work. Paper presented at the *76th Annual Meeting of Academy of Management*, Anaheim, CA.

Zhang, C., & Spreitzer, G.M. 2016. Human energy at work: A look at the everyday. Symposium organized at the *76th Annual Meeting of the Academy of Management**, Anaheim, CA.

- *Selected as showcase symposium

Nahrgang, J. D.*, **Zhang, C.***, DeRue, D. S., & Ashford, S. J. 2015. Leadership risk perceptions over time: Dynamic trajectories and implications for leader emergence. Paper presented at the *75th Annual Meeting of the Academy of Management*, Vancouver, BC. (* Equal contributions)

Zhang, C., DeRue, D. S., & Ashford, S. J. 2015. Time in the spotlight: Exploring multiple approaches to the role of time in organizational behavior. Symposium organized at the *75th Annual Meeting of the Academy of Management*, Vancouver, BC.

Zhang, C., & Mayer, D. M. 2015. Job stressors and unethical behavior. Paper presented at the *7th Biennial Positive Organizational Scholarship (POS) Research Conference*, Orlando, FL.

Zhang, Z., Wang, D., Yang, B., & **Zhang, C.** 2012. Perspective taking, creativity, and task performance: The role of voice and regulatory focus. Paper presented at the *International Association for Chinese Management Research (IACMR) Biennial Conference*, Hong Kong.

TEACHING EXPERIENCE

Course Instructor, University of Michigan	2015
MO300: Behavioral Theory in Management (Undergraduate core course)	
Teaching Assistant (Intermittent), University of Michigan	2014-2017
WMBA604: Leadership Development (MBA course)	
MO615: Managing Professional Relationships (MBA course)	
Teaching Assistant (Full-Time), Tsinghua University	2012-2013
Competitive Dynamics and Organizational Transformation (EMBA course)	
Course Co-Instructor, Tsinghua University	2011
Critical Thinking and Moral Reasoning (Undergraduate core course)	

SERVICE

Stephen M. Ross School of Business, University of Michigan	
Research Subject Pool Coordinator, Management & Organizations Area	2015, 2016
PhD Recruiting Committee, Management & Organizations Area	2014
AOM Reception Planning Committee, University of Michigan	2014
Administrative Science Quarterly (ASQ) Blog	
Student Organizer and Editor	2016-Present
Student Interviewer	2014-Present
Center for Positive Organizations, University of Michigan	
Doctoral Student Representative	2016-Present
Doctoral Student Affiliate	2014-Present
Academy of Management	
Reviewer for Annual Meeting Submissions	2012-Present
International Association for Chinese Management Research (IACMR)	
Student Assistant for President	2012-2013

REFERENCES

Gretchen M. Spreitzer

Keith E. and Valerie J. Alessi Professor
Management and Organizations
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