

# Chen Zhang

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## EDUCATION

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

## ACADEMIC EMPLOYMENT

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<b>Tsinghua University, School of Economics and Management</b>	Beijing, China
Assistant Professor, Leadership and Organization Management	2018-Present

## AWARDS AND HONORS

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Charles H. Gessner Doctoral Fellowship, University of Michigan	2015-2016
Academy of Management Outstanding Reviewer Award (OB Division)	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
National Scholarship ( <i>First prize for undergraduate students</i> ), Tsinghua University	2008

## RESEARCH INTERESTS

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Time, energy, and well-being issues at work	Workday design and workday dynamics
Proactive behaviors in organizations	

## PUBLICATION

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**Zhang, C.**, Mayer, D. M., & Hwang, E. B. (2018). More is less: Learning but not relaxing buffers deviance under job stressors. *Journal of Applied Psychology*, 103(2), 123-136. <http://dx.doi.org/10.1037/ap10000264>

## MANUSCRIPTS UNDER REVIEW AND RESEARCH IN PROGRESS

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**Zhang, C.**, Nahrgang, J. D., Ashford, S. J., & DeRue, D. S. The risky side of leadership: Conceptualizing leadership risk perceptions and investigating their over-time changes in teamwork. Under review at *Organization Science*.

Hafenbrack, A.C., Cameron, L.D., Spreitzer, G.M., Noval, J. L., **Zhang, C.**, & Shaffakat, S. Helping others by being in the present moment: Mindfulness and prosocial behavior at work. Revise-and-resubmit at *Organizational Behavior and Human Decision Processes*.

De Stobbeleir, K., Ashford, S. J., & **Zhang, C.** Shifting focus: Antecedents and outcomes of peer feedback seeking behavior. Revise-and-resubmit at *Human Relations*.

**Zhang, C.,** & Spreitzer, G.M. Work and non-work activities in replenishing workday energy: Meetings, individual work, and micro breaks. Preparing manuscript for submission at *Academy of Management Journal*.

Haan, K.W., Lee, J.J., & **Zhang, C.,** Psychological contract, emotional labor, and work performance. Data analyses in progress.

**Zhang, C.,** & Ren, Y. Draining or energizing, and how? Experiencing mobile instant messaging in everyday work. Data analyses in progress.

**Zhang, C.,** Wu, X., Cameron, L.D.\*, & Lee, J.J.\* Work and workday arrangement of on-demand workers. Data collection in progress. (\*Alphabetic order)

## **RESEARCH FUNDING AND GRANTS**

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Ross-Antai Joint Research Initiative Grant, University of Michigan	2017
Ross Doctoral Student Research Grant, University of Michigan	2017, 2014
Russell Sage Foundation Small Grant	2016
Rackham Doctoral Student Research Grant, University of Michigan	2016, 2014

## **CONFERENCE PRESENTATIONS & CHAIRED SYMPOSIA**

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**Zhang, C.** 2017. Meetings and challenges for energy and recovery at work. Presented at the *77<sup>th</sup> 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 *77<sup>th</sup> 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 *32<sup>nd</sup> 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 *76<sup>th</sup> 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 *76<sup>th</sup> 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 *75<sup>th</sup> 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 *75<sup>th</sup> Annual Meeting of the Academy of Management*, Vancouver, BC.

**Zhang, C.,** & Mayer, D. M. 2015. Job stressors and unethical behavior. Paper presented at the *7<sup>th</sup> 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

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<b>Course Instructor, Tsinghua University</b>	2018
Business101: Management and Business (Undergraduate core course)	
<b>Course Instructor, University of Michigan</b>	2015
MO300: Behavioral Theory in Management (Undergraduate core course)	
<b>Course Co-Instructor, Tsinghua University</b>	2011
Critical Thinking and Moral Reasoning (Undergraduate core course)	

## SERVICE

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<b>Stephen M. Ross School of Business, University of Michigan</b>	
Research Subject Pool Coordinator, Management & Organizations Area	2015, 2016
PhD Recruiting Committee, Management & Organizations Area	2014
<b>Administrative Science Quarterly (ASQ) Blog</b>	
Student Organizer and Editor	2016-2017
Student Interviewer	2014-2017
<b>Center for Positive Organizations, University of Michigan</b>	
Doctoral Student Representative	2016-2017
<b>Academy of Management</b>	
Reviewer for Annual Meeting Submissions	2012-Present
<b>International Association for Chinese Management Research (IACMR)</b>	
Student Assistant for President	2012-2013