

Chen Zhang

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EDUCATION

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

ACADEMIC EMPLOYMENT

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

AWARDS AND HONORS

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

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

ACADEMIC JOURNAL PUBLICATIONS

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/apl0000264>

De Stobbeleir, K., Ashford, S.J., & **Zhang, C.** (forthcoming). Shifting focus: Antecedents and outcomes of proactive feedback seeking from peers. *Human Relations*.

PRACTICE-ORIENTED ARTICLES

Zhang, C., Myers, C.G., & Mayer, D.M. (2018, September). To cope with stress, try learning something new. *Harvard Business Review*, Digital article. <https://hbr.org/2018/09/to-cope-with-stress-try-learning-something-new>

MANUSCRIPTS UNDER REVIEW AND RESEARCH IN PROGRESS

- 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. Revise-and-resubmit 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*.
- 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.

RESEARCH FUNDING AND GRANTS

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

- 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, Tsinghua University 2018-Present
Business101: Management and Business (Undergraduate core course)
Research Methodology in Management (Doctoral core course)

Course Instructor, University of Michigan 2015
MO300: Behavioral Theory in Management (Undergraduate core 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

Administrative Science Quarterly (ASQ) Blog
Student Organizer and Editor 2016-2017
Student Interviewer 2014-2017

Center for Positive Organizations, University of Michigan
Doctoral Student Representative 2016-2017

Academy of Management
Reviewer for Annual Meeting Submissions 2012-Present

International Association for Chinese Management Research (IACMR)
Student Assistant for President 2012-2013