

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 APPOINTMENT

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

RESEARCH INTERESTS

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

ACADEMIC JOURNAL PUBLICATIONS

Zhang, C., Nahrgang, J. D., Ashford, S. J., & DeRue, D. S. (2020). The risky side of leadership: Conceptualizing risk perceptions in informal leadership and investigating the effects of their over-time changes in teams. *Organization Science*. Online First Publication.

<https://doi.org/10.1287/orsc.2019.1350>

Hafenbrack, A.C., Cameron, L. D., Spreitzer, G. M., **Zhang, C.**, Noval, L. J., & Shaffakat, S. (2020). Helping people by being in the present: Mindfulness increases prosocial behavior. *Organizational Behavior and Human Decision Processes*, 159, 21-38.

<https://doi.org/10.1016/j.obhdp.2019.08.005>

De Stobbeleir, K., Ashford, S., & **Zhang, C.** (2020). Shifting focus: Antecedents and outcomes of proactive feedback seeking from peers. *Human Relations*, 73(3), 303–325.

<https://doi.org/10.1177/0018726719828448>

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>

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>

REPRESENTATIVE RESEARCH IN PROGRESS

Zhang, C., & Spreitzer, G.M. Next hour, meet up or work alone? A look at meetings, individual work, and workday energy from a workday design perspective. Preparing manuscript for submission (target: *Academy of Management Journal*).

Haan, K.W., **Zhang, C.,** & Lee Cunningham, J.J. Costs of becoming less human: Investigating the effects of psychological contract on emotional regulation and work performance. Preparing manuscript for submission (target: *Academy of Management Journal*).

Zhang, C., Yang, M., Qiu, Z., & Chen, W. Examining the tasks to start a workday: a workday design perspective. Data collection in progress.

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 FUNDING AND GRANTS

Junior Faculty Startup Fund, Tsinghua University	2018-2020
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

Haan, K.W., **Zhang, C.,** & Lee Cunningham, J.J. 2020. Costs of becoming less human: Investigating the effects of psychological contract on emotional regulation. To be presented at the *80th Annual Meeting of the Academy of Management*, Vancouver, Canada (converted to online conference).

Zhang, C., & Spreitzer, G. M. 2019. Knowledge workers' workday activities, micro breaks, and energy. Presented at the *79th Annual Meeting of the Academy of Management*, Boston, MA.

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: Introduction to Management (Undergraduate core course)	
Management as a Perspective (Undergraduate elective)	
Introduction to Communication (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

Tsinghua University	
Online Education Expert Group, Tsinghua University	2020
Undergraduate Curriculum Review Committee, School of Economics and Management	2020
Academic Seminars Co-coordinator, Department of Leadership and Organization Management	2018-Present
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
International Association for Chinese Management Research (IACMR)	
Student Assistant for President	2012-2013