

# Chen Zhang

Tsinghua University, School of Economics and Management  
Haidian District, Beijing, China 100084

E-mail: [zhangchen@sem.tsinghua.edu.cn](mailto:zhangchen@sem.tsinghua.edu.cn) • Website: <http://zhangchen-cz.com/>

## EDUCATION

---

<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 APPOINTMENT

---

<b>Tsinghua University, School of Economics and Management</b>	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.**, Nahrgang, J. D., Ashford, S. J., & DeRue, D. S. (2020). Why capable people are reluctant to lead. *Harvard Business Review*. Digital article. <https://hbr.org/2020/12/why-capable-people-are-reluctant-to-lead>

**Zhang, C.,** Myers, C.G., & Mayer, D.M. (2018). 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>

- Reprinted: **Zhang, C.,** Myers, C.G., & Mayer, D.M. (2019). To cope with stress, try learning something new. *Harvard Business Review Special Issue: How to Learn Faster and Better*, 31-33.

- Reprinted: **Zhang, C.,** Myers, C.G., & Mayer, D.M. (2019). To cope with stress, try learning something new. *The Latest Research: Managing Yourself*. Boston, MA: Harvard Business Review Publishing.

## REPRESENTATIVE RESEARCH IN PROGRESS

---

**Zhang, C.,** Spreitzer, G.M., & Qiu, Z. The workday arrangement of meetings and individual work. Preparing manuscript for submission (target: *Journal of Applied Psychology*).

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.,** Qiu, Z., Yang, M., Chen, W., & Ma, Y. Examining the tasks to start a workday: A workday arrangement perspective. Data analyses in progress.

## AWARDS AND HONORS

---

Excellent Online Teaching Award, Tsinghua University	2020
Outstanding Faculty Worker Award, School of Economics and Management, Tsinghua U.	2020
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

---

Young Scientists Fund, National Natural Science Foundation of China	2021-2023
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. Presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management (online conference).

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

---

<b>Course Instructor, Tsinghua University</b>	2018-Present
Management as a Perspective: Systematic Thinking and Effective Actions (Undergraduate elective; university-level honors course)	
Research Methodology in Management (Doctoral core course)	
Business101: Introduction to Management (Undergraduate core course)	
Introduction to Communication (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

---

### **Tsinghua University**

Online Education Expert Group, Tsinghua University	2020-Present
Undergraduate Curriculum Review Committee, School of Economics and Management	2020
Academic Activities Committee, Department of Leadership and Organization Management	2018-Present
Faculty Recruiting Committee, Department of Leadership and Organization Management	2019-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 Research Assistant for President's Office	2012-2013
---	-----------