

ACADEMIC APPOINTMENTS

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| 2020 – present | Professor and O. Paul Corley Distinguished Chair in Organizational Behavior and Administration
Edwin L. Cox School of Business, Southern Methodist University |
| 2018 – 2020 | Professor of Management
Deans Council of 100 Distinguished Scholar
W. P. Carey School of Business, Arizona State University |
| 2013 – 2018 | Associate Professor (with Tenure)
Deans Council of 100 D |

- 2020 Sage Publications/RMD Best Student Conference Paper Award, Research Methods Academy of Management (Vaulont & Zhang)
- 2020 OB Division's Best Conference Paper Award at the AOM conference (Liu et al., 2020)
- 2019 Top 10 Most Productive Leadership Authors between 2011 and 2017
(<https://www.sciencedirect.com/science/article/pii/S104898431830208X>)
- 2019 Sage Publications / Robert McDonald Advancement of Organizational Research Methodology Award, Research Methods Division, Academy of Management (Preacher, Zhang, & Zyphur, 2016 Psych Methods)
- 2017 Best Reviewer Award of the Personnel Psychology
- 2017 HR Division's Best Convention Paper Award at the AOM conference
- 2017 Best International Paper Award of the SIOP conference
- 2016 Best Reviewer Award of the Academy of Management Journal
- 2016 Best Reviewer Award of the Academy of Management Discoveries
- 2016 One of the Favorite Business School MBA Professors by Poets & Quants
(<https://poetsandquants.com/2016/08/17/favorite-business-school-professor-teachingmbas/6/>)
- 2015 Best Reviewer Award of the Journal of Organizational Behavior
- 2014 Runner up, Dorothy Arlow Best Paper Award of the Gender and Diversity Division, Academy of Management (Fang & Zhang, 2014)
- 2013 Best Reviewer Award (The Berniè) for outstanding review quality, The Leadership

perspective: Examining interactive effects of diversity practices on women and racialized non-leader and leader turnover Academy of Management Journal.

48. Kim*, J., Vaulont, M., Zhang, Z., & Byron, K. (2024). Looking inside the blackbox of gender differences in creativity: A dual-process model and meta-analysis Journal of Applied Psychology 109, 1861-1900.
47. Jiang, K., Zhang, Z., Hu, J., & Liu, G. (2022). Retirement intention of old workers: The influences of high-involvement work p

35. Gong, Y., Wu, J., Song J., & Zhang, Z. (2017). Dual tuning in creative processes: Joint contributions of intrinsic and extrinsic motivational orientations. *Journal of Applied Psychology* 102, 829-844. (The last three authors contributed equally to this paper)
34. Taylor, S. G., Bedeian, A. G., Colm, S., & Zhang, Z. (2017) Developing and testing a dynamic model of workplace incivility change. *Journal of Management*, 43, 645-670. (211)
33. Li, W. D., Staneck, K. C., Zhang, Z., Ones, D. S., & McGue, M. (2016). Are genetic and environmental C., Z Zsyac G(e)-14.

- The Leadership Quarterly, 24, 378-389.
21. Zhang, Z., Wang, M., & Shi, J. (2012). Leader-follower congruence in proactive personality and work outcomes: The mediating role of leader-member exchange. *Academy of Management Journal*, 55, 111-130.
 20. Zhang, Z., Waldman, D. A., & Wang, Z. (2012). A multilevel investigation of leader-member exchange, informal leader emergence, and individual and team performance. *Personnel Psychology*, 65, 49-78.
 19. Wanberg, C. R., Zhu, J., Kanfer, R., & Zhang, Z. (2012). After the pink slip: Applying dynamic motivation frameworks to the job search experience. *Academy of Management Journal*, 55, 261-284.
 18. Li*, W. D., Arvey, R. D., Zhang, Z., & Song, Z. (2012). Do leadership role occupancy and transformational leadership share the same genetic and environmental influences? *The Leadership Quarterly*, 23, 233-243.
 17. Judge, T. A., Ilies, R., & Zhang, Z. (2012). Genetic influences on core self-evaluations, job satisfaction, work stress, and health: A mediated model. *Organizational Behavior and Human Decision Processes*, 117, 208-220.
 16. Sun, L-Y., Zhang, Z., Qi*, J., & Chen, Z. X. (2012). Empowerment and creativity: A cross-level investigation. *The Leadership Quarterly*, 23, 556-565.
 15. Chaturvedi S., Arvey, R. D., Zhang, Z., & Christoforou*, P. T. (2011). Genetic underpinnings of transformational leadership: The mediating role of dispositional hope. *Journal of Leadership and Organizational Studies*, 18, 469-479.
 14. Zhang, Z., & Peterson, S. (2011). Advice networks in teams: The effects of transformational leadership and member core self-evaluations. *Journal of Applied Psychology*, 96, 1004-1017.
x Winner of the 2013 Wiley Award for Excellence in Survey Research of the Society for Industrial and Organizational Psychology
 13. Peterson, S. J., Luthans, F., Avolio, B. J., Walumbwa, F., & Zhang, Z. (2011). Psychological capital and employee performance: A latent growth modeling approach. *Personnel Psychology*, 64, 427-450.
 12. Thompson, L.F., Zhang, Z., & Arvey, R. D. (2011). Genetic underpinnings of survey response. *Journal of Organizational Behavior*, 32, 395-412.
 11. Preacher, K. J., Zhang, Z., & Zyphur, M. (2011). Alternative methods for assessing mediation in multilevel data: The advantages of multilevel SEM. *Structural Equation Modeling*, 18, 161-182.
 10. Preacher, K. J., Zyphur, M. J., & Zhang, Z. (2010). A general multilevel SEM framework for assessing multilevel mediation. *Psychological Methods*, 15, 209-233.
 9. Wanberg, C. R., Zhang, Z., & Diehn, E. W. (2010). Development of "Getting Ready for Your Next Job" inventory for unemployed individuals. *Personnel Psychology*, 63, 439-478
 8. Zhang, Z., Ilies, R., & Arvey, R. D. (2009). Beyond genetic explanation of leadership: The moderating roles of the social environment. *Organizational Behavior and Human Decision Processes*, 113, 118-128.

7. Zhang, Z., Zyphur, M. J., Narayanan, J., Arvey, R. D., Chaturvedi, S., Avolio, B. J., Lichtenstein, P. & Larsson, G. (2009

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3. Zyphur, M. J., Barsky, AP., & Zhang, Z.(2011). Advances in leadership research methods. In J.

International Association for Chinese Management Research, Shanghai

Chaturvedi, S., & Zhang, Z. (2008, August). Biological basis of human behavior in organizations: Conceptual and methodological advances. Symposium chairperson at the annual conference of the Academy of Management, Anaheim, CA.

CONFERENCE P

ingratiating affects exchange quality with targets and observers. Paper presentation at the annual conference of the Academy of Management, Boston, MA.

70. Zhang, Z., Vaulont, M. J., Yang, Y., & Jia, L. (2019, April).

x Best International Paper Award of the 2017 SIOP conference

58.

processes in relation to shared leadership and its effects

Paper

21. Zhang, Z., & Arvey, R. D. (2009, August). Cognitive and affective antecedents of transformational leadership perceptions. Poster presentation at the annual conference of the Academy of Management, Chicago, IL.
20. Zhang, Z., Zyphur, M. J., & Preacher, K. J. (2009, April). Hypothesizing and testing multilevel moderation: Issues and recommendations. Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, New Orleans, LA.
19. Wanberg, C. R., Zhang, Z., & Diehn, E. W. (2009, April). Helping unemployed individuals get back to work: Development of the Getting Ready for Your Next Job Inventory. Symposium presentation at the annual conference of the Society for Industrial Organizational Psychology, New Orleans, LA.
18. Zhang, Z., Zyphur, M. J., & Preacher, K. J.

GA.

8. Zhang, Z., & Arvey, R. D. (2006, August). Quality management and safety performance in small and medium-sized enterprises. Paper presentation at the annual conference of the Academy of Management, Atlanta, GA.
7. Wang, Y., Arvey, R. D., Zhang, Z., & Wang, Q. (2006, August). When do firms invest in training? It depends on industry environment and firm size. Paper presentation at the annual conference of the Academy of Management, Atlanta, GA.
6. Zhang, Z., Ilies, R., & Arvey, D. (2006, May). Gender environmental effects on leadership role occupancy: Examining interactions. Poster presentation at the annual conference of the Society for Industrial Organizational Psychology, Dallas, TX.

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Zhaopeng Liu (Member, 2020, Shandong University)

ASU China DBA Program Services

Faculty member, DBA Thesis Proposal Defense 2014, 2019-2021

Dissertation committee member for Zubin and Guiji Yin (2018-2020) Tingting Jin
Jianli Lu and Liqun Ma (2019 - 2020)

EDITORIAL , REVIEWING AND OTHER SERVICE

Editor-in-Chief

Personnel Psychology January 2023 – December 2025

Associate Editor

Personnel Psychology January 2018 – December 2022

Guest Editor

Served as a guest editor (with guest editor Richard Arvey) on a special issue Applied
Psychology: An International Review of Biological Factors in Organizational
Behavior and I/O Psychology published in April 2015.

Editorial Boards

Academy of Management Journal 2013– present

Academy of Management Discoveries 2016 –2020

Journal of Applied Psychology 2012 – present

Personnel Psychology, 2014 – 2017

Organizational Behavior and Human Decision Processes 2016–2017, 2020, 2022–2023

The Leadership Quarterly 2011 – 2022

Journal of Organizational Behavior 2011 – 2017

Organizational Research Methods 2013 – 2021

Journal of Business and Psychology, 2018 – 2022

Journal of Leadership and Organizational Studies 2011 – 2017, 2019-2020

Ad Hoc Reviewer

Academy of Management Review

Organization Science

Management Science

Journal of Management

Journal of Business Venturing

Entrepreneurship Theory and Practice

Management and Organization Review

Journal of Managerial Psychology

Applied Psychology: An International Review

International Journal of Training and Development

Journal of Business Research

Strategic Entrepreneurship Journal

Psychological Reports

Service to the Society for Industrial and Organizational Psychology (SIOP)

SIOF Awards Committee Chair Track (chair

Service to the Mid-South Management Research Consortium

Facilitator for Roundtable session, 2023

Service to the International Association for Chinese Management Research (IACMR)

Mentor of IACMR Research Methods Workshops 2015 (Tianjin) & 2024 (Jinan)

English Program Committee Member of the 2018 Biannual Conference, Wuhan, China

Micro Track Co-Chair (English Program) of the 2016 Biannual Conference, Hangzhou, China

Representative at large for Americas 2014 – 2016

Distinguished Speaker for IACMR Research Seminars (No. 22), 2022

Conference Reviewer

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