Lei Xie

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EDUCATION

August 2019	Ph.D. (Distinguished Honor Graduate) Human Resource Development, Texas A&M University
December 2013	M.S. Human Resource Development, Texas A&M University
July 2012	B.A. Human Resource Management, Henan University of Technology

ACADEMIC POSITIONS

January 2020	Assistant Professor—College of Applied Arts, Texas State University
September 2019	Postdoctoral Researcher—College of Engineering, Texas A&M University
September 2019	Visiting Professor—College of Education and Human Development, Texas A&M University

RESEARCH

- Peer Reviewed Journal Articles

Xie, L.*, Qiu, S., & Biggs, M.J. (2022). The influence of altruistic leadership behavior and learning organization practice on work-family relationship. *Industrial and Commercial Training*. *54*(1), 64-78. https://doi.org/10.1108/ICT-07-2020-0092

Xie, L.*, Kogut, A., Beyerlein, M., & Boehm, R. (2021). A temporal model of team mentoring: A grounded theory approach. *European Journal of Engineering Education*. *46*(6), 951-967. https://doi.org/10.1080/03043797.2021.1946680

Xie, L.*, Han, S. J., Beyerlein, M., Vukin, L., Lu, J., & Boehm, R. (2021). Emergence of shared leadership and team creativity: A team level mixed-methods study. *Team Performance Management. 27*(7/8), 505-523. https://doi.org/10.1108/TPM-11-2020-0097

Xie, L.*, Chang, C. N., & Singh, S. (2021). Emotional intelligence, voice, and flow: A team-level study. *Team Performance Management*. 27(7/8), 524-539. https://doi.org/10.1108/TPM-12-2020-0110

Xie, L.*, Qiu, S., & Bian, X. (2021). The curvilinear relationship between servant leadership and work-family conflict: The moderating role of age in Chinese female workers. *Industrial and Commercial Training*. *53*(3), 294-309. https://doi.org/10.1108/ICT-12-2020-0114

Xie, L.* (2021). Team mindfulness and flow in work teams: The role of emotional regulation and voice in teams. *Current Psychology*. https://doi.org/10.1007/s12144-020-01179-0

Xie, L.*, Beyerlein, M., & Han, S. J. (2021). Revealing deep interaction patterns of team learning processes through video-based interactive analysis. *International Journal of Human Resource Development and Management*. *21*(4), 267-287. https://doi.org/10.1504/IJHRDM.2020.10037210

Xie, L*., & Niu, Y. (2021). A systematic literature review of foreign MNCs' knowledge transfer in China. *Asia Pacific Business Review*. *27*(5), 710-730. https://doi.org/10.1080/13602381.2020.1815425

Xie, L*. (2020). The impact of servant leadership and transformational leadership on learning

organization: A comparative analysis. *Leadership & Organization Development Journal, 41*(2), 220-236. https://doi.org/10.1108/LODJ-04-2019-0148

Qiu, S., Dooley, L., & Xie, L*. (2020). How servant leadership and self-efficacy interact to affect service quality in the hospitality industry: A polynomial regression with response surface analysis. *Tourism Management.* 104051. https://doi.org/10.1016/j.tourman.2019.104051

Xie, L.*, Dirani, K. M., Beyerlein, M., & Qiu, S. (2019), Learning culture in a Chinese SME: The unique role of work-family enrichment. *European Journal of Training and Development, 44*(2/3), 141-158. https://doi.org/10.1108/EJTD-06-2019-0085

Xie, L.* (2019). Leadership and organizational learning culture: A systematic literature review. *European Journal of Training and Development, 43*(1/2), 76-104. https://doi.org/10.1108/EJTD-06-2018-0056

Dirani, K. M., Bowman, E., Guyer, T., Kasper, R., Makarem, Y., Ray, S.,…Xie, L. (2018). Talent management and development in the United Arab Emirates. *Advances in Developing Human Resources, 20*(4), 479-497. https://doi.org/10.1177/1523422318803088

➢ Edited Book

Watson, N., Xie, L., & Etchells, M. (Eds.). (2018). *Cultural impact on conflict management in higher education.* Charlotte, NC: IAP.

➢ Book Chapters

Xie, L.* (2018). Conflict management in China's higher education. In N. Watson, L. Xie, & M. Etchells, (Eds.), *Cultural impact on conflict management in higher education* (pp. 37-51). Charlotte, NC: IAP.

Xie, L., Watson, N., & Etchells, M. (2018). Conflict management in higher education: Conclusion. In N. Watson, L. Xie, & M. Etchells, (Eds.), *Cultural impact on conflict management in higher education* (pp. 171-183). Charlotte, NC: IAP.

Beyerlein, M., Collins, R., Jeong, S., Phillips, C., Sunalai, S., & Xie, L. (2017). Knowledge sharing and human resource development in innovative organizations. In M. Mohiuddin (Ed.), *Knowledge management* (pp. 25-45). Rijeka, Croatia: InTech Press.

Beyerlein, M., Dirani, K. M., & Xie, L. (2017). Learning in the workplace: A 30-year collaboration of Victoria Marsick and Karen Watkins. In D. Szabla, B. Pasmore, M. Barnes, & A. Gipson, (Eds.), *The Palgrave handbook of organizational change thinkers* (pp. 1-20). London, UK: Palgrave Macmillan.

➢ Conference Proceedings/Presentations

Wright, M., & Xie, L. (2022, April). Human resource development programs and police office stress. *Academy of Human Resource Development*, Arlington, VA.

Mai, B., Xie, L., McCubbins, A., Seo, J., & Garcia, B. (2020, July). Impacts of Virtual Team on Team Dynamics and Team Leadership. *Human-Computer Interaction International Conference 2020*, Copenhagen, Denmark.

Xie, L., Natarajarathinam, M., & Johnson, M. (2020, June). Warehouse workforce preparedness in the wake of Industry 4.0: A systematic literature review. *2020 ASEE Conference*, Montreal, Canada.

Xie, L., Natarajarathinam, M., & Yalvac, B. (2020, June). Impact of mentor-mentee fit in preparing undergraduate STEM students to teach engineering for elementary students. *2020 ASEE Conference*, Montreal, Canada.

Plocinski, E., Xie, L., & Natarajarathinam, M. (2020, March). Inventory stratification aids in

determining dynamic cycle count indicators. *2020 Association of Collegiate Marketing Educators Conference*, San Antonio, TX.

Esparza, K., Xie, L., & Natarajarathinam, M. (2020, March). New warehouse to improve efficiency, production, profitability, and safety—A single case study. *2020 Association of Collegiate Marketing Educators Conference*, San Antonio, TX.

Rodriguez, O., Xie, L., & Natarajarathinam, M. (2020, March). Centralization in the negotiation of sea freight. *2020 Association of Collegiate Marketing Educators Conference*, San Antonio, TX.

Han, S. J., Xie, L., Beyerlein, M., Walichowski, M., Lu, J., & Boehm, R. (2020, Feb). Examining a mediating role of a team growth mindset on individual mindsets and shared leadership relationship. *2020 AHRD Conference,* Atlanta, GA.

Han, S. J., Garr, A., Kogut, A., Norton, M., Beyerlein, M., Xie, L., & Boehm, R. (2019, Feb). Exploring the emergence of a team growth mindset in winning design teams: A pilot study. *2019 AHRD Conference,* Louisville, KY.

Niu, Y, Xu, L., Hunter-Johnson, M., & Xie, L. (2019, Oct). Chinese university students' perspective on employability. *2019 AAACE Annual Conference*, St. Louis, MO.

Natarajarathinam, M., Xie, L., Leight, C., Boehm, R., Beyerlein, M., Dirani, K., Han, S. J., & Zarestky, J. (2018, June). Emergence of Shared Leadership Dynamics during Engineering Student Design Projects: A Study Utilizing Video Analysis. *Proceedings of the 2018 American Society for Engineering Education (ASEE) Annual Conference and Exposition,* Salt Lake City, Utah.

Leight, C., Xie, L., Han, S., Beyerlein, M., Zarestky, J., & Dirani, K. (2018, Feb). Emergence of complementary shared leadership roles: A video analysis of project teams. *2018 AHRD Conference*, Richmond, VA.

Xie, L. (2018, July). Servant leadership and learning organization practices – A Chinese small business perspective. *2018 Lead in Asia Conference*, Bali, Indonesia.

Xie, L. (2018, Feb). Stretching the role boundaries in an age of change: An organizational communication perspective. *2018 AHRD Conference*, Richmond, VA.

Dirani, K., Bowman, E., Guyer, T., Henthorn, M., Kasper, R., Makarem, Y., . . .Xie, L. (2018, Feb). HRD practices in the UAE: A collaborative autoethnographic reflection. *2018 AHRD Conference*, Richmond, VA.

Xie, L., & Kasper, R. (2018, Feb). *Servant leadership and organizational learning culture: A Chinese SME perspective.* Poster session at 2018 AHRD Conference, Richmond, VA.

Kasper, R., & Xie, L. (2018, Feb). *Work-life balance: Does being a work-linked couple help?* Poster session presented at 2018 AHRD Conference, Richmond, VA.

Xie, L., Beyerlein, M., Natarajarathinam, M., Dirani, K., & Zarestky, J. (2018, June). Emergence of shared leadership dynamics during engineering student design projects. *2018 ASEE Conference*, Salt Lake City, Utah.

Xie, L. (2017, June). Higher education's role in NHRD: A comparison of higher education systems between China and Singapore. *2017 AHRD European Conference,* Lisbon, Portugal.

Xie, L. (2017, March). What can we learn from MNCs in China from a learning perspective? - A review of the literature, *2017 AHRD Conference,* San Antonio, TX.

Beyerlein, M., Han, S. J., Zarestky, J., Natarajarathinam, M., Dirani, K., & Xie, L. (2017, March). Models of team learning in STEM: An opportunity for HRD, *Conference proceedings at AHRD National Conference*, San Antonio, TX.

Natarajarathinam, M., Beyerlein, M., Zarestky, J., Han, S. J., Xie, L., Dirani, K., & Boehm, R. (2017, June) Micro-skills and mini-habits in engineering student teams: Facilitating a confluence of perspectives and talent. *ASEE annual conference.* Columbus, Ohio.

Xie, L. (2014, Feb). *Rockwell Collins-A Knowledge Management Pioneer. Poster session presented at 2014 AHRD Conference***,** Houston, TX.

➢ Non-refereed Conference Sessions

Han, S. J., Xie, L., & Beyerlein, M. (2018, April). Skill Development for Students in Project Teams to Enhance Their Learning Environment. *A Poster Session at the 2018 Transformational*

Teaching and Learning Conference. Texas A&M University, TX, USA.

Han, S., Leight, C., Beyerlein, M., Xie, L., Natarajarathinam, M., Dirani, K.,…Zarestky, J. (2018, April). How can we accelerate the formation of creative project teams? *2018 ISPI Conference,* Seattle, WA.

Alizadeh, A., Beyerlein, M., Dirani, K., & Xie, L. (2018, Feb). Ethical dilemmas for OD practitioners: Emerging cross-cultural challenges in the 21st century. *2018 ARHD Conference*, Richmond, VA.

Dirani, K. M., Xie, L., & Beyerlein, M. (2017, March). 30-year collaboration of Victoria Marsick and Karen Watkins. *2017 AHRD Conference,* San Antonio, TX.

TEACHING EXPERIENCES

Spring 2021	**CTE 3313F: Organization Development**
	OCED 5360E: Organization Development
	OCED 5310: Human Problems in the Workplace
Fall 2020	**CTE 5314: Human Relations**
	CTE 3313F: Organization Development
Spring 2020	**OCED 5310: Human Problems in the Workplace**
Fall 2019	**EHRD 614: Strategic Planning for HRD**
Summer 2019	**EHRD 689: Project Team Leadership**
Fall 2016 - Spring 2018	**EHRD 625: Organization Development**
Fall 2016 - Spring 2018	**EHRD 614: Strategic Planning for HRD**
Fall/Summer 2016	**EHRD 484: Professional Internship**
Fall 2015 - Spring 2016	**EHRD 481: Capstone HRD**

- Certificates/Awards

02/2019 **Academy for the Future Faculty Certificate**, CEHD, TAMU
02/2019 **Advanced Research Methods Certificate**, CEHD, TAMU
12/2015 **Conflict Moderator Certificate**, CEHD, TAMU

02/2019 **Korea SIG's International Research on Korea Grant Award ($500)**
05/2018 **OGAPS Research and Presentation Grant Awardee ($750)**
02/2018 **Strategic Research Award**, CEHD **($34,000)**
10/2017 **CEHD Graduate Research Grant ($500)**
10/2017 **CEHD Graduate Travel Award Grand ($500)**
10/2016 **CEHD Graduate Research Grant ($1250)**
08/2015 **CEHD Emerging Scholar Award**, CEHD **($4000)**
2011 **Secondary Scholarship**, Henan University of Technology **($200)**

SERVICE

Fall 2023-Fall 2024	**Program Chair of the Academy of Human Resource Development**
Fall 2022-Fall 2023	**Proceeding Editor of the Academy of Human Resource Development**
Fall 2021-Fall 2022	**Associate Proceeding Editor of the Academy of Human Resource Development**
Spring 2019	**Ad Hoc Reviewer**

- ***Human Resource Development Review***
- ***Asia Pacific Business Review***
- ***European Journal of Training and Development***
- ***Tourism and Hospitality Management***

Spring 2018-Fall2019 **Faculty Search Committee Member**
Fall 2017-Spring2018 **Survey Developer — EHRD Alumni Survey**
Fall 2015-Fall2017 **HRD program liaison — Graduate Representative Advisor Board**
Fall 2015-Fall2016 **Dialogue Facilitator — TAMU Inclusion Council**

ACADEMIC REFERENCES

Prof. Michael Beyerlein
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