TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. John Zhang Title: Program Faculty

B. Educational Background

Degree	*Year*	*University*	*Major*	*Thesis/Dissertation*
PHD	2020	Univ of Oklahoma Norman Campus	Business Administration	
MS	2015	Renmin University of China Beijin	Applied Psychology	
BS	2012	Beijing Sport University	Applied Psychology	

C. University Experience

Position	*University*	*Dates*
Assistant Professor, Department of Management	University of Texas Rio Grande Valley	September 1, 2020 - August 31, 2023
Independent Instructor, Department of Management and International Business	University of Oklahoma	September 1, 2017 - May 31, 2020

E. Other Professional Credentials (licensure, certification, etc.)

Independent Applying the QM Rubric (Virtual) (APPQMR), Quality Matters. (2020 - Present).

Keys to Research Workshop, University of Texas Rio Grande Valley. (2020 - Present).

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3375 - INT'L BUS

University of Oklahoma:

International Business

International Human Resource Management

Organizational Behavior

Principles of Management and Organization

University of Texas Rio Grande Valley:

International Management Seminar

Organizational Behavior

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Member, Dissertation, "COMMUNICATING CHARACTER: CEO-EXPRESSED HUMILITY, STAKEHOLDER PROTEST ACTIVISM, AND ORGANIZATIONAL MISCONDUCT", Status: In Progress. (2022 - Present). Management, University of Texas Rio Grande Valley.
Student(s): Guadalupe Solano, Doctoral, PhD.

Member, Dissertation, Status: In Progress. (2022 - Present). Management, University of Texas Rio Grande Valley.
Student(s): Shuaijun Zhang, Doctoral, PhD.

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

Howard, K. J., Sliger, S. L., Zhang, Y., Dailey, S. L., & Wilson-Lemoine, J. (2026). When depression threatens retention: Psychological ownership and work engagement as protective factors for healthcare workers. *Journal of Health Organization and Management*, *40*(9), 345–363. https://doi.org/10.1108/jhom-10-2025-0670

Wan, M., Carlson, D. S., Perry, S. J., Thompson, M. J., Zhang, Y., & Kacmar, K. M. (2025). Adapting boundary preferences to match reality of hybrid work: A latent change score analysis. *Journal of Vocational Behavior*, (ABDC: A*, CABS: 4). https://doi.org/10.1016/j.jvb.2025.104089.

Dong, N., Xing, L., Zhang, Y., Sheldon, O., Yin, K., Hu, X., & Zhang, L. (2025). The Effect of Daily Leader Secure-Base Support on Employees' Daily Performance: An Attachment Theory Perspective. *Applied Psychology: An International Review*, *74*(1), 1–15. (ABDC: A, CABS: 3).

Pidduck, R., Clark, D., & Zhang, Y. (2025). Generating entrepreneurial imaginativeness from intercultural Janusian thinking. *European Management Journal*, *43*(1), 59–73. (ABDC: B, CABS: 2).

Pidduck, R., Clark, D., & Zhang, Y. (2024). Cultivating entrepreneurial human capital in multinational corporations: An intercultural paradox mindset lens. *Journal of World Business*, *59*(5), 1–17. (ABDC: A*, CABS: 4). https://doi.org/10.1016/j.emj.2024.01.008.

Wan, M., Shaffer, M. A., Zhang, Y., & Singh, R. (2024). Unpacking daily changes in role overload and work-family balance satisfaction: A latent growth modeling approach. *Applied Psychology: An International Review*, *73*(1), 351–380. (ABDC: A, CABS: 3). https://doi.org/10.1111/apps.12483.

Kelemen, T., Matthews, S., Henry, S., Zhang, Y., & Bradley, B. (2023). Energizing and depleting? The daily effects of organizationally focused citizenship behaviors. *Journal of Managerial Psychology*, *38*(2), 144–157 (ABDC: B, CABS: 3). https://doi.org/10.1108/JMP–05–2022–0222.

Xing, L., Sun, J.-M., Jepsen, D., & Zhang, Y. (2023). Supervisor negative feedback and employee motivation to learn: An attribution perspective. *Human Relations*, *76*(2), 310–340 (ABDC: A*, CABS: 4*, Financial Times 50 Journal). https://doi.org/10.1177/0018726721103851.

Zhang, Y., Bolino, M. C., & Yin, K. (2023). The Interactive Effect of Perceived Overqualification and Peer Overqualification on Peer Ostracism and Work Meaningfulness. *Journal of Business Ethics*, *182*, 699–716. (ABDC: A, CABS: 3, Financial Times 50 Journal), https://doi.org/10.1007/s10551–021–05018–5.

Wang, H., Zhang, Y., Li, P., & Henry, S. E. (2023). You raise me up and I reciprocate: linking empowering leadership to organizational citizenship behavior and unethical pro-organizational behavior. *Applied Psychology: An International Review*, *72*(2), 718–742 (ABDC: A, CABS: 3). https://doi.org/10.1111/apps.12398.

Wan, M., Zhang, Y., & Shaffer, M. A. (2023). Your work passion travels a long way home: Testing a crossover effect of work passion among dual-earner couples. *Journal of Vocational Behavior*, *147*, 1–15. (ABDC: A*, CABS: 4). https://doi.org/10.1016/j.jvb.2023.103940.

Wan, M., Kelemen, T. K., Zhang, Y., & Matthews, S. H. (2023). An island of sanity during COVID-19 pandemic: Does pet attachment support buffer employees' stress due to job insecurity? *Psychological Reports*, *126*(6), 2621–2647. (ABDC: N/A, CABS: 1). https://doi.org/10.1177/00332941221109105.

Wan, M., Zhang, Y., & Li, M. (2023). Do narcissistic employees remain silent? Examining the moderating roles of supervisor narcissism and traditionality in

China. *Asian Business & Management*, *22*, 715–739, (ABDC: C, CABS: 2). https://doi.org/10.1057/s41291–021–00153–3.

Pidduck, R. J., Shaffer, M. A., Zhang, Y., Cheung, S. S., & Yunlu, D. G. (2022). Cultural intelligence: An identity lens on the influence of cross-cultural experience. *Journal of International Management*, *28*(3), 100928 (ABDC: A, CABS: 3). https://doi.org/10.1016/j.intman.2022.100928.

Pidduck, R. J., & Zhang, Y. (2022). Entrepreneurial sensing capabilities: the stimulating role of cross-cultural experience. *International Journal of Entrepreneurial Behavior & Research*, *28*(1), 203–230 (ABDC: B, CABS: 3). https://doi.org/10.1108/IJEBR–05–2020–0329.

Zhang, Y., Sun, J.-M., Shaffer, M. A., & Lin, C.-H. (2022). High commitment work systems and employee well-being: The roles of workplace friendship and task interdependence. *Human Resource Management*, *61*(4), 399–421 (ABDC: A*, CABS: 4, Financial Times 50 Journal). https://doi.org/10.1002/hrm.22093.

Pidduck, R. J., Shaffer, M. A., Zhang, Y., & Clark, D. R. (2022). Unpacking the emergence of born global founders: A careers perspective. *Journal of Small Business Management*, *60*(6), 1247–1287 (ABDC: A, CABS: 3). https://doi.org/10.1080/00472778.2020.1816432.

Wan, M., Shaffer, M. A., Dou, J., Zhang, M., & Zhang, Y. (2022). A dyadic approach to examining dual-earner couples' boundary segmentation preferences and work-family conflict. *International Journal of Stress Management*, *29*(3), 292–305 (ABDC: A, CABS: 2). https://doi.org/10.1037/str0000262.

Wan, M., Shaffer, M. A., Singh, R., & Zhang, Y. (2022). Spoiling for a fight: A relational model of daily work-family balance satisfaction. *Journal of Occupational and Organizational Psychology*, *95*(1), 60–89 (ABDC: A, CABS: 4). https://doi.org/10.1111/joop.12368.

Wan, M., Zhang, Y., Shaffer, M. A., Li, M., & Zhang, G. (2022). Conflict during the day keeps you unbalanced at night: A daily investigation of work task conflict, coworker support and work-family balance. *International Journal of Conflict Management*, *33*(3), 519–537 (ABDC: A, CABS: 2). https://doi.org/10.1108/IJCMA–09–2021–0148.

Wang, H., Zhang, Y., & Wan, M. (2022). Linking high-performance work systems and employee well-being: A multilevel examination of the roles of organisation-based self-esteem and departmental formalisation. *Human Resource Management Journal*, *32*(1), 92–116 (ABDC: A, CABS: 4*). http://doi.org/10.1111/1748–8583.12391.

Li, P., Peeters, M. C., Taris, T. W., & Zhang, Y. (2021). In the Eye of the Beholder: Challenge and Hindrance Appraisals of Work Characteristics and

Their Implications for Employee's Well-being. *Frontiers in Psychology*, 3952 (ABDC: NA, CABS: 1). https://doi.org/10.3389/fpsyg.2021.708309.

Zhang, Y., & Wan, M. (2021). The double-edged sword effect of psychological safety climate: A theoretical framework. *Team Performance Management*, *27*(5/6), 377–390. (ABDC: C, CABS: 1). http://doi.org/10.1108/TPM–01–2021–0005.

Zhang, Y., Sun, J.-M., Lin, C.-H., & Ren, H. (2020). Linking core self-evaluation to creativity: The roles of knowledge sharing and work meaningfulness. *Journal of Business and Psychology*, *35*, 257–270 (ABDC: A, CABS: 3). https://doi.org/10.1007/s10869–018–9609–y.

Pidduck, R. J., Busenitz, L. W., Zhang, Y., & Moulick, A. G. (2020). Oh, the places you'll go: A schema theory perspective on cross-cultural experience and entrepreneurship. *Journal of Business Venturing Insights*, *14*, e00189 (ABDC: A, CABS: 2). https://doi.org/10.1016/j.jbvi.2020.e00189.

Kelemen, T. K., Matthews, S. H., Wan, M., & Zhang, Y. (2020). The secret life of pets: The intersection of animals and organizational life. *Journal of Organizational Behavior*, *41*(7), 694–697. (ABDC: A*, CABS: 4), https://doi.org/10.1002/job.2465.

Yang, X., Guan, Y., Zhang, Y., She, Z., Buchtel, E. E., Mak, M. C., & Hu, H. (2020). A relational model of career adaptability and career prospects: The roles of leader–member exchange and agreeableness. *Journal of Occupational and Organizational Psychology*, *93*(2), 405–430. (ABDC: A*, CABS: 4), https://doi.org/10.1111/joop.12301. https://doi.org/10.1111/joop.12301 http://dx.doi.org/10.1111/joop.12301

Singh, R., Zhang, Y., Wan, M., & Fouad, N. A. (2018). Why do women engineers leave the engineering profession? The roles of work-family conflict, occupational commitment, and perceived organizational support. *Human Resource Management*, *57*(4), 901–914. (ABDC: A*, CABS: 4, Financial Times 50 Journal), https://doi.org/10.1002/hrm.21900.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Zhang, Y., Xu, Q., Yin, K., Li, P., Southern Management Association (SMA) annual meeting 2025, "Can't Get It Out of My Mind: A Meta-Analysis of Antecedents and Outcomes of Work Rumination," Greenville, SC, United States. (October 23, 2025).

Yin, K., Zhang, K., Sheldon, O., Zhang, Y., Academy of Management (AOM) Annual Meeting 2025, "Analysis of Similarities and Differences in Attributions Toward HR and Leadership," Copenhagen, Denmark. (August 1, 2025).

Pidduck, R., Clark, D., Zhang, Y., Academy of International Business (AIB) Annual Meeting 2024, "Cultivating Entrepreneurial Human Capital in Multinational Corporations: A Cross-Cultural Paradox Mindset Lens," Academy of International Business (AIB). (2024).

Yin, K., Chi, Z., Dong, N., Sheldon, O., Zhang, Y., Wan, M., Academy of Management (AOM) Annual Meeting 2024, "Ethical, Servant, and Authentic Leadership and Fostering Employee Knowledge Sharing: A Meta-Analysis," Academy of Management (AOM). (2024).

Kelemen, T., Matthews, S., Zhang, Y., Academy of Management (AOM) Annual Meeting 2024, "Leader Concerns with Expressing Humility." (2024).

Pidduck, R., Clark, D., Zhang, Y., Academy of Management (AOM) Annual Meeting 2023, "Leveraging Paradoxes for New Venture Ideation: A Cultural Tightness-Looseness Theory," Academy of Management (AOM). (August 2023).

Zhang, Y., Shaffer, M., Yin, K., Academy of Management (AOM) Annual Meeting 2023, "Linking Perceived Overqualification to Organizational Citizenship Behavior," Academy of Management (AOM), Boston, MA, United States. (August 2023).

Pidduck, R., Clark, D., Zhang, Y. (., Academy of Management (AIB) Annual Meeting 2023, "Leveraging Paradoxes for New Venture Ideation: A Cultural Tightness-Looseness Theory," Academy of Management (AIB), Boston, MA, United States. (June 2023).

Wang, H., Zhang, Y., Henry, S., Academy of Management (AOM) Annual Meeting 2022, "You raise me up and I reciprocate: Linking empowering leadership to OCB and UPB," Academy of Management (AOM), Seattle, WA, United States. (August 2022).

Zhang, Y., Wan, M., Wang, H., Academy of Management Annual Meeting, "Linking leader-member exchange ambivalence and presenteeism: A moderated mediation model," Seattle, WA, United States. (August 4, 2022).

Wan, M., Zhang, Y., Shaffer, M. A., European Academy of Management 2022 Conference, "Examining the daily changes in work-family balance satisfaction," Winterthur, Switzerland. (June 16, 2022).

Pidduck, R., Clark, D., Zhang, Y., Southern Management Association (SMA) Annual Meeting 2021, "Entrepreneurial imaginativeness: Probing the differential role of multicultural experience on creative, social, and practical schemas," Southern Management Association (SMA), New Orleans, LA, United States. (November 2021).

Kelemen, T., Matthews, S., Henry, S., Bradley, B., Zhang, Y., Academy of Management (AOM) Annual Meeting 2021, "The bright and dark sides of daily challenging and supportive voice behaviors," Academy of Management (AOM), Online. (August 2021).

Kelemen, T., Matthews, S., Bolino, M., Zhang, Y., Turnley, W., Southern Management Association (SMA) Annual Meeting 2019, "Cracking under pressure: External performance expectations, initial performance, and unethical behavior," Southern Management Association (SMA), Norfolk, VA, United States. (October 2019).

Zhang, Y., Yin, K., Liu, B., Lu, X., Wan, M., Southern Management Association Annual Meeting, "Empowering leadership and employee proactive behavior: The roles of leader effectiveness and empowerment expectation," Norfolk, VA. (October 2019).

Zhang, Y., Sun, J., Shaffer, M., Lin, V., Academy of Management (AOM) Annual Meeting, "High commitment work systems and employee subjective well-being: A moderated mediation model," Academy of Management (AOM), Boston, MA, United States. (August 2019).

Wang, H., Zhang, Y., Academy of Management (AOM) Annual Meeting, "High performance work systems and employee job burnout: A cross-level moderated mediation model," Academy of Management (AOM), Boston, MA, United States. (August 2019).

Zhang, Y., Bolino, M., Yin, K., Academy of Management (AOM) Annual Meeting 2019, "Linking perceived overqualification and work meaningfulness: A moderated mediation model," Academy of Management (AOM), Boston, MA, United States. (August 2019).

Wan, M., Zhang, Y., Shaffer, M. A., Li, M., Academy of Management Annual Meeting, "The influence of interpersonal conflict and support on work-family balance: A diary study," Chicago, IL. (August 2018).

Zhang, Y., Singh, R., Shaffer, M. A., Fouad, N. A., Wan, M., Academy of Management Annual Meeting, "Why do women engineers leave the engineering profession? Examining a moderated mediation model," Anaheim, CA. (August 2016).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Stolze, H., Carlson, D., Wan, M., Quade, M., & Zhang, J. (Submitted / Under Review). Spiritual well-being and leadership outcomes. *Human Relations*.

Zhang, Y. (Submitted / Under Review). Linking Leader-member Exchange Ambivalence and Presenteeism: The Roles of Organization-Based Self-Esteem and Supervisor’s Organizational Embodiment. *Personnel Review*. (2025)

Yin, K., Chi, Z., Dong, N., Sheldon, O., & Zhang, Y. (Submitted / Under Review). The Relative Importance of Ethical, Servant, and Authentic

Leadership in Fostering Employee Knowledge Sharing: A Meta-analysis. *Journal of Business Research*. (December 2023)

Li, P., Gonzalez, J., Zhang, S., & Zhang, Y. (Submitted / Under Review). A latent change model of technology overload. *International Journal of Stress Management*. (November 2023)

Kelemen, T., Matthews, S., Pidduck, R., Zhang, Y., & Bolino, M. (Submitted / Under Review). Ah, Look at All the Lonely People: A Review and Integration of Work and Loneliness. *Human Relations*. (November 2023)

b. Works "in progress":

Journal Articles:

Zhang, Y. (In Preparation; Not Yet Submitted). Athletic-Work Enrichment: Athletic Identity's Impact on Work Engagement.

Zhang, Y. (In Preparation; Not Yet Submitted). I can feel your resentment: how men and women differ in the how the experience of balance social comparison impacts burnout.

Zhang, Y. (In Preparation; Not Yet Submitted). In the Shadow of My Better Half's Success: Examining the Effects of Spousal Career Comparison on Envy and Organizational Deviance.

Hsu, Y.-S., Wan, M., & Zhang, Y. (In Preparation; Not Yet Submitted). The spillover-crossover model of couple's job crafting.

Wan, M., Zhang, J., & Konopaske, A. R. (In Preparation; Not Yet Submitted). The double-edged role of career calling.

Zhang, Y., Xing, L., Fasbender, U., Zhang, S., & Nowmi, N. (In Preparation; Not Yet Submitted). Toward a Dual-Process Framework of Workplace Friendship in Organizations: The Implications for Employees, Friend and Non-Friend Coworkers. *Group & Organization Management*. (December 2023)

c. Other Works Not in Print:

Posters:

Wan, M., Zhang, Y., Shaffer, M. A., Work and Family Researchers Network 6th Biennial Conference, "Investigating the spillover-crossover mechanism between obsessive work passion and work burnout for dual-earner couples," New York, NY, United States. (June 25, 2022).

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

Zhang, Yejun. McCoy Professional Development Fund, McCoy Foundation, Texas State University, $2,000.00. (Funded: 2025 - 2026). Grant.

Zhang, Yejun. McCoy Professional Development Fund, McCoy Foundation, Texas State University, $2,000.00. (Funded: 2024 - 2025). Grant.

Zhang, Yejun. McCoy Professional Development Fund, McCoy Foundation, Texas State University, $3,000.00. (Funded: 2023 - 2024). Grant.

Zhang, Yejun. Robert C. Vackar College of Business Summer Research Grant, University of Texas Rio Grande Valley, Institutional (Higher Ed), $10,000.00. (Submitted: 2023, Funded: 2023). Grant.

Zhang, Yejun. Vackar Endowment Research Grant, University of Texas Rio Grande Valley, Institutional (Higher Ed), $1,500.00. (Submitted: 2023, Funded: 2023). Grant.

Zhang, Yejun. Robert C. Vackar College of Business Summer Research Grant, University of Texas Rio Grande Valley, Institutional (Higher Ed), $10,000.00. (Submitted: 2022, Funded: 2022). Grant.

Zhang, Yejun. Robert C. Vackar College of Business Summer Research Grant, University of Texas Rio Grande Valley, Institutional (Higher Ed), $10,000.00. (Submitted: 2021, Funded: 2021). Grant.

Zhang, Yejun. UTRGV Faculty Seed Grant, University of Texas Rio Grande Valley, Institutional (Higher Ed), $4,993.00. (Submitted: 2021, Funded: 2021). Grant.

Zhang, Yejun. Robberson Conference Presentation & Creative Exhibition Travel Grant, University of Oklahoma, Institutional (Higher Ed), $1,500.00. (Submitted: 2019, Funded: 2019). Grant.

Zhang, Yejun. Alley-Rayonier International Travel Grant, University of Oklahoma, Institutional (Higher Ed), $1,000.00. (Submitted: 2017, Funded: 2017). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Dean Lelund Wilson Excellence Professorship in Business Administration.
January 1, 2026 - December 31, 2028

Award / Honor Recipient: McCoy College Dean's Summer Research Stipend 2025, McCoy College of Business.
2025

Award / Honor Recipient: Presidential Distinction Award for Research.
August 31, 2025

Award / Honor Recipient: Robert J. Olney Early Career Research Award.
August 31, 2025

Award / Honor Nominee: Academy of Management Managerial and Organizational Cognition (MOC) Division Best Submission with Practical Implications for Organizations Award, Academy of Management.
August 2024

Award / Honor Nominee: Best Submission with Practical Implications for Organizations Award, Academy of Management Managerial and Organizational Cognition (MOC) Division.
August 10, 2024

Award / Honor Recipient: Top cited paper in 2022-2023, Human Resource Management Journal.
July 15, 2024

Award / Honor Recipient: Faculty Excellence Award in Research.
2023

Award / Honor Nominee: Temple/AIB Best Paper Award, Academy of International Business.
June 2023

Award / Honor Recipient: Outstanding Reviewer in the 2022 Emerald Literati Awards, Team Performance Management.
2022

Award / Honor Nominee: Organizational Behavior Special Interest Group Best Paper Award, European Academy of Management.
June 2022

Award / Honor Nominee: Best Paper Award for Track 1: Entrepreneurship & Family Business, Southern Management Association (SMA).
November 2021

Award / Honor Recipient: Best Doctoral Student Paper (Entrepreneurship/Family Business/Innovation/Technology Track), Southern Management Association.
2018

Award / Honor Recipient: Top cited paper in 2018, Human Resource Management.
July 15, 2018

Award / Honor Recipient: Cleo B. Clemons Murney Endowed Scholarship, University of Oklahoma.
2017

Fellowship Recipient: Chancellor's Fellowship, University of Wisconsin Milwaukee.
2016
2015

Award / Honor Recipient: Graduate School Travel Award, University of Wisconsin Milwaukee.
2016

Award / Honor Recipient: Sheldon B. Lubar Scholarship, University of Wisconsin Milwaukee.
2016

Award / Honor Recipient: Sheldon B. Lubar School of Business Travel Award, University of Wisconsin Milwaukee.
2016
2015 - 2016

IV. SERVICE

A. Institutional

1. University:

Participant, Commencement. (May 11, 2024).

2. College:

Participant, Bobcat Day. (February 17, 2024).

3. Department/School:

Member, Faculty Search Committee. (September 2025 - Present).

Member, Department Chair Search Committee. (September 13, 2024 - Present).

Organizer, Department of Management Brown Bag Research Series at UTRGV. (2022 - 2023).

Chair, Department of Management PhD Program Recruitment Committee at UTRGV. (2021 - 2023).

Member, Department of Management Hiring Committee at UTRGV. (2021 - 2022).

B. Professional:

Reviewer / Referee, Applied Psychology: An International Review. (2025 - Present).

Reviewer / Referee, Human Resource Management. (2025 - Present).

Reviewer / Referee, Journal of Business Ethics. (2025 - Present).

Reviewer / Referee, Journal of Global Mobility. (2025 - Present).

Reviewer / Referee, Journal of Managerial Psychology. (2025 - Present).

Reviewer / Referee, Applied Psychology: An International Review. (2023 - Present).

Reviewer / Referee, Business & Society. (2023 - Present).

Reviewer / Referee, European Management Review. (2023 - Present).

Reviewer / Referee, Human Resource Management. (2023 - Present).

Reviewer / Referee, International Journal of Conflict Management. (2023 - Present).

Reviewer / Referee, International Journal of Entrepreneurial Behavior & Research. (2023 - Present).

Editorial Review Board Member, Asia Pacific Journal of Management. (2022 - Present).

Reviewer / Referee, Canadian Journal of Administrative Sciences. (2022 - Present).

Reviewer / Referee, Current Psychology. (2022 - Present).

Reviewer / Referee, Human Resource Management Journal. (2022 - Present).

Reviewer / Referee, Journal of Business Research. (2022 - Present).

Reviewer / Referee, Journal of Global Mobility. (2022 - Present).

Reviewer / Referee, Human Performance. (2021 - Present).

Reviewer / Referee, Human Relations. (2021 - Present).

Reviewer / Referee, Journal of Business Ethics. (2021 - Present).

Reviewer / Referee, Journal of Organizational Behavior. (2021 - Present).

Reviewer / Referee, Journal of Organizational Behavior. (2021 - Present).

Reviewer / Referee, Team Performance Management. (2021 - Present).

Reviewer / Referee, Journal of Small Business Management. (2019 - Present).

Reviewer / Referee, Society for Industrial and Organizational Psychology Annual Conference. (2019 - Present).

Reviewer / Referee, Journal of Managerial Psychology. (2018 - Present).

Reviewer / Referee, Journal of Vocational Behavior. (2018 - Present).

Reviewer / Referee, Southern Management Association Annual Meeting. (2017 - Present).

Reviewer / Referee, Academy of International Business Annual Meeting. (2016 - Present).

Reviewer / Referee, Academy of Management Annual Meeting. (2016 - Present).

Editorial Review Board Member, Asia Pacific Journal of Management. (2022 - 2026).

D. Organization Memberships:

Southern Management Association (SMA). (2018 - Present).

Academy of Management (AOM). (2015 - Present).