

Jingyu Zhang

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ACADEMIC POSITIONS

Texas A&M University–San Antonio, College of Business 2026–Present
Assistant Professor

University of Florida, Warrington College of Business 2024–2026
Postdoctoral Associate

EDUCATION

University of Illinois Chicago 2019–2024
Ph.D., Organizational Behavior and Human Resource Management
Committee: Robert C. Liden (co-chair), Zhenyu Yuan (co-chair), John W. Lynch, Harshad Puranik, Klodiana Lanaj (external committee)

Dissertation: Affirming or threatening: An investigation of relationship partner's role in leader identity management.

London School of Economics and Political Science 2017–2018
M.S., Social Anthropology

Zhejiang University 2013–2017
B.S., Human Resource Management

RESEARCH INTERESTS

My research focuses on leadership and the work–nonwork interface, with a particular interest in how interpersonal interactions shape leaders' and employees' experiences and behaviors. Across my work, I examine how relationships and interactions with romantic partners, coworkers, and organizational members influence leadership processes and how experiences cross work and nonwork boundaries.

- Leadership
- Work–nonwork dynamics
- Newcomer socialization
- Interpersonal relationships

PUBLICATIONS

Yuan, Z., Sun, U. Y., Effinger, A.L., **Zhang, J.** (2023). Being on the same page matters: A meta-analytic investigation of leader–member exchange (LMX) agreement. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001089>

MANUSCRIPTS UNDER REVIEW

Zhang, J., Lanaj, K., Kim, D., Ji, H., & Koopman, J. Leader communication [Exact title removed to protect blind review process]. 1st R&R at *Organizational Behavior and Human Decision Processes*.

Zhang, J., Watkins, T., Guarana, C., & Barnes, C. M. Romantic partner interactions [Exact title removed to protect blind review process]. 1st R&R at *Journal of Organizational Behavior*.

Zhang, J., Kim, S., Bauer, T., & Yan, J. Newcomer interactions [Exact title removed to protect blind review process]. Under review at *Personnel Psychology*.

Featured Top-Rated Poster, 40th Annual Conference of the Society for Industrial and Organizational Psychology, 2025.

Hu, D., **Zhang, J.**, & Lanaj, K. Leader conversations at home [Exact title removed to protect blind review process]. Under review at *Academy of Management Journal*.

MANUSCRIPTS IN PREPARATION FOR SUBMISSION

Zhang, J., Lanaj, K., Kim, D., Lee, Y., & Liden, R. C. Romantic partner interactions and leadership processes. Target journal: *Academy of Management Journal*.

Finalist (Top 3), FIU Alvah H. Chapman Jr. Outstanding Dissertation Award, Network of Leadership Scholars, Academy of Management, 2026.

Lanaj, K., Lee, Y., **Zhang, J.**, & Ashford, S. Leader identity. Target journal: *Academy of Management Journal*.

SELECTED WORK IN PROGRESS

Zhang, J., Watkins, T., Barnes, C. M., & Yan, J. (Data collection). Capitalization.

Zhang, J., & Puranik, H. (Study design). Work breaks.

Wu, Y., **Zhang, J.**, Yin, J., Wayne, S. J., Liden, R. C., Liu, S., & Guo, R. (Data analysis). Forced newcomer OCB.

Lynch, J. W., & **Zhang, J.** (Data analysis). Transparency comfort at the workplace.

Lynch, J. W., Effinger, A. L., & **Zhang, J.** (Data analysis). Identity scanning.

CONFERENCE PRESENTATIONS

Zhang, J., Kim, S., & Yan, J. (2026). Breaking the ice: The implications of insider break invitation for newcomer socialization. *New Directions in Understanding Newcomer*

Adjustment: Exploring Emerging Mechanisms. Paper accepted as part of symposium session at the 86th annual meeting of the Academy of Management. Philadelphia, PA.

Zhang, J., Lanaj, K., Kim, D., & Lee, Y. (2025). An investigation of relationship partner's emotions in leadership behaviors. Leader Well-Being: Understanding the Burdens and Benefits of Leadership. Paper accepted as part of symposium session at the 85th annual meeting of the Academy of Management. Copenhagen, Denmark.

Zhang, J., Kim, S., & Yan, J. (2025). Breaking the ice: The implications of insider break invitation on newcomer socialization. Poster accepted at the 40th annual conference of the Society for Industrial and Organizational Psychology. Denver, CO. ***Selected as the Featured Top-Rated Posters.***

Zhang, J., Watkins, T., Guarana, C., & Barnes C. M. (2024). The implications of work–family interpersonal capitalization. Paper presented at the 84th annual meeting of the Academy of Management. Chicago, IL.

Lynch, J. W., Effinger, A. L., & **Zhang, J.** (2024). How scanning one's workplace environment influences the identity management process. Paper presented as part of symposium session at the 84th annual meeting of the Academy of Management. Chicago, IL.

Zhang, J., & Puranik, H. (2023). When and why work breaks are helpful or not? A resource-based view of the bright- and dark-side effects of work breaks. Dealing with Task Transitions in Modern Organizational Life: Insights from Emerging Research. Paper presented as part of symposium session at the 83rd annual meeting of the Academy of Management. Boston, MA.

Lynch, J. W., & **Zhang, J.** (2022). Transparency with one's measure: The impact of construct and item wording on measurement development. The Challenges of Scale Development. Paper presented as part of symposium session at the 82nd annual meeting of the Academy of Management. Seattle, WA.

Lynch, J. W., Effinger, A. L., & **Zhang, J.** (2022). The role of employee scanning in LGBTQ identity management. Advancing Research on LGBTQ Identity Management. Paper presented as part of symposium session at the 82nd annual meeting of the Academy of Management. Seattle, WA.

Lynch, J. W., Effinger, A., & **Zhang, J.** (2022). Identity scanning: How employees assess their workplace for inclusion. Paper presented at Dismantling Bias conference at Purdue University. Lafayette, IN.

TEACHING EXPERIENCE

Texas A&M University San Antonio

MGMT 3325: Human Resource Management (Undergraduate)

Fall 2026

University of Florida (Overall Instructor Rating: 4.5/5.0)

MAN 5246: Organizational Behavior (Graduate)

Fall 2024, Fall 2025

MAN 6366: Organizational Staffing (Graduate)

Fall 2024, Fall 2025

MAN 4301: Human Resource Management (Undergraduate)

Fall 2024, Fall 2025

University of Illinois Chicago (Overall Instructor Rating: 4.5/5.0)

MGMT 340: Introduction to Organizations (Undergraduate)

Fall 2021–Spring 2024

PROFESSIONAL ACTIVITIES

Ad-hoc Reviewer

- Journal of Applied Psychology
- Journal of Leadership and Organizational Studies

Conference Reviewer

- Academy of Management
- International Association for Chinese Management Research

Professional Affiliations

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)

Departmental Activity Coordinator

- Doctoral student incubator meetings

HONORS, AWARDS, AND GRANTS

FIU Alvah H. Chapman Jr. Dissertation Award

- Finalist (Top 3) 2026

Greenleaf Center for Servant Leadership

- Greenleaf Scholarship (\$2,500 awarded) 2023

Conference Award

- Top Poster Award, *Society for Industrial and Organizational Psychology* 2025
- Best Reviewer Award, *Academy of Management OB Division* 2024
- Best Reviewer Award, *Academy of Management OB Division* 2023
- Student Scholarship, *Academy of Management HR Division* 2023
- Student Scholarship, *Southern Management Association* 2022

University of Illinois Chicago

- Graduate Student Council Travel Award 2022 – 2024
- College of Business Administration Doctoral Fellowship 2019 – 2024
- Human Resource Management Doctoral Fellowship 2019 – 2020

WORK EXPERIENCE

Research Associate, Peking University, Beijing, China 2018 – 2019

Management Consultant, Perfect World Holding Group, Beijing, China 2018 – 2019