

HAOZHEN ZHANG

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EDUCATION

Virginia Polytechnic Institute and State University, Blacksburg, Virginia

Ph.D. Candidate in Management (Expected 2022)

Dissertation: *A Meta-Analytic Structural Equation Model of the Mechanisms Linking Emotion Regulation to Employee Outcomes*

Committee: Daniel J. Beal (chair), William J. Becker, A.K. Ward-Bartlett, Phillip S. Thompson

London School of Economics and Political Science, London, UK 2014 - 2016

M.S. in Management

Sun Yat-sen University, Guangzhou, China 2010 - 2014

B.S. in Tourism Management

RESEARCH INTERESTS

Emotion Regulation/Emotional Labor

Emotions in Organizations

Multilevel Structural Equation Modeling

Mindfulness

PUBLICATIONS

* indicates equal contribution

*Ward, A.K., *Beal, D.J., Zyphur, M.J., **Zhang, H.**, & Bobko, P. (2021). Diversity Climate, Trust, and Turnover Intentions: A Multilevel Dynamic System. *Journal of Applied Psychology*.

***Zhang, H.**, & *Beal, D. J. (2019). Training Methods for Emotion Regulation. *Research in Human Resource Management: The only constant in HRM today is change*. Charlotte, NC: Information Age Publishing.

Klimchak, M., Ward, A. K., Matthews, M., Robbins, K., & **Zhang, H.** (2018). When Does What Other People Think Matter? The Influence of Age on the Motivators of Organizational Identification. *Journal of Business and Psychology*, 1-13.

WORK IN PROGRESS

Zhang, H., Beal, D. J., & Reina, C. Duality of Mindfulness Training: Mechanisms and Consequences of Regulating Self-conscious Emotions in an Organizational Context. Stage: *Data collection*. Target: *Journal of Applied Psychology*.

Updated July 2021

Zhang, H. & Beal, D. J. A Meta-Analytic Structural Equation Model of the Mechanisms Linking Emotion Regulation to Employee Outcomes. Stage: *Data collection and writing*. Target: *Journal of Applied Psychology*.

Zhang, H. & Beal, D. J. A Deep Dive on Deep Acting at Work: A Bi-Factor Model. Stage: *Data analysis*. Target: *Organizational Research Methods*.

Thompson, P. S., & **Zhang, H.** Identifying Antecedents of Negative Beliefs about Accepting Coworker Help. Stage: *Study design*.

CONFERENCE PRESENTATION

Ward, A. K., Beal, D. J., Zyphur, M. J., & **Zhang, H.** (2019, August). *Diversity Climate and Trust, In Context: A Multi-Level General Cross-Lagged Model*. Paper presented at the 79th Academy of Management Annual Meeting, Boston, MA.

TEACHING EXPERIENCE

Foundations of Business (*Undergraduate*)

Primary Instructor, scheduled for Fall 2021 (75 students)

Course description: This course, designed for freshmen, introduces different types of business, operations of a company, and various business functions, such as management, human resources, marketing, accounting, and finance.

Responsibilities: This course will be performed with face-to-face instruction. Lectures, group projects, case studies, business simulation and a variety of other learning activities will be involved.

Organizational Behavior (*Undergraduate*)

Primary Instructor, Spring 2020 (4.53/6, 42 students)

Course description: This course focuses on understanding and managing the behavior of individuals and groups in organizations, covering topics such as personality, emotions, diversity, motivation, leadership, conflict management, culture and climate. The purpose is to help students develop management skills based on key concepts, models, and theories of organizational behavior.

Responsibilities: This course was a hybrid of online meetings and face-to-face instructions due to the global pandemic. I was responsible for course design, class instruction, assessment, and grading. I used a combination of lectures, group discussions, case studies, and experiential learning activities to facilitate students' understanding for real-world business problems.

Applied Measurement in Business Research (*Ph.D.*)

Teaching Assistant, Spring 2019 (14 students)

Course description: This course provides students with an in-depth understanding of the theory and practice of measurement in business research contexts. Students

developed skills of creating new measures, assessing their properties, and providing evidence of their validity.

Responsibilities: I demonstrated necessary techniques for using MTurk and Qualtrics research panel to collect survey data, and provided feedback on students' scale development projects.

HONORS/AWARDS

Doctoral Summer Research Grants, Virginia Tech (2021)

Robert J. Litschert Memorial Research Fellowship, Virginia Tech (2020)

Doctoral Summer Research Grants, Virginia Tech (2019)

PROFESSIONAL ACTIVITIES

Academy of Management, Conference Reviewer: 2019 - present

Academy of Management, Member: 2017 - present (Divisions: Organizational Behavior, Human Resource, Research Method)

Society for Industrial and Organizational Psychology, Member: 2020 - present

Graduate Student Committee of the Department of Management, Virginia Tech, Student representative: 2019 – present

REFERENCES

Daniel J. Beal, PhD

Associate Editor, *Journal of Management*

Associate Professor

Department of Management

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Associate Professor

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