

Ze (Mia) Zhu

zezhu@tamu.edu

Educational Background

George Mason University

Ph.D. in Industrial and Organizational Psychology May 2021

Master of Arts in Industrial and Organizational Psychology December 2018

Beijing Normal University

Master of Education in Industrial and Organizational Psychology May 2016

Bachelor of Science in Psychology May 2013

State University of New York at Albany

Non-degree Exchange Program in Social Psychology August-December 2014

Employment

Assistant Professor. Department of Psychology, Texas A&M University. July 2024-present

Assistant Professor. Department of Psychology, University of Nebraska Omaha. August 2021-June 2024

Research Interests

Employee well-being, recovery from work stress, and research methods

Publications

15. **Zhu, Z.**, Kuykendall, L., Baines, J., & Zhang, B. (Accepted). Clarifying the construct of supervisor support for recovery and its impact on employee recovery experiences. *Journal of Management*.
14. **Zhu, Z.**, Hu, X. Y. & Zhang, B. (In press). The role of resilience in navigating work stress and achieving daily work goals. *Journal of Organizational Behavior*.
13. **Zhu, Z.**, Aitken, J. A., Dalal, R. S.*, & Kaplan, S. A.* (2024). The promise of just-in-time adaptive interventions for organizational scholarship and practice: Conceptual development and research agenda. *Organizational Research Methods*, 27(4), 543-587. [*The last two authors contributed equally; their ordering is purely alphabetical.]
12. Chen, J., Tetrick, L., Fan, Q., & **Zhu, Z.** (2023). SIE identity strain, job embeddedness and expatriate outcomes: Within-domain and spillover buffering effects of off-the-job relationship building. *The International Journal of Human Resource Management*, 34(19), 3613-3655.
11. Folberg, A. M., **Zhu, Z.**, He, Y., & Ryan, C. S. (2022). The primacy of nurturance and dominance/assertiveness: Unidimensional measures of the Big Two mask gender differences in subdimensions. *International Review of Social Psychology*. 35(1), 16, 1-13.
10. **Zhu, Z.**, Tomassetti, A. J., Dalal, R. S., Schrader, S., Loo, K., Sabat, I., Alaybek, B., Zhou, Y., Jones, C. & Fyffe, S. (2022). A test-retest reliability generalization meta-analysis of judgments via the policy-capturing technique. *Organizational Research Methods*, 25(3), 541-574.
9. Da, S., **Zhu, Z.**, Cen, H., Gong, X., Siu, O. L., & Zhang, X. (2021). Psychological capital, positive affect, and organizational outcomes: A three-wave cross-lagged study. *Journal of Pacific Rim Psychology*, 15, 1-13.
8. Kuykendall, L., **Zhu, Z.**, & Craig, L. (2020). How work constrains leisure: New ideas and directions for interdisciplinary research. *Journal of Leisure Research*, 51(5), 635-642.

7. Kuykendall, L., Lei, X., **Zhu, Z.**, & Hu, X. (2020). Leisure choices & employee well-being: Examining the well-being benefits of TV compared to other leisure activities. *Applied Psychology: Health & Well-Being*, 12, 532-558.
6. **Zhu, Z.**, Kuykendall, L., & Zhang, X. (2019). The impact of within-day work breaks on daily recovery processes: An event-based pre-/post-experience sampling study. *Journal of Occupational and Organizational Psychology*, 92(1), 191-211.
5. Sheng, X., Wang, Y., Hong, W., **Zhu, Z.**, & Zhang, X. (2019). The curvilinear relationship between daily time pressure and work engagement: The role of psychological capital and sleep. *International Journal of Stress Management*, 26, 25-35.
4. **Zhu, Z.**, Li, J., Zhang, B., Li, Y., & Zhang, H. C. (2017). The effect of motivation and positive affect on ego depletion: Replenishment versus release mechanism. *International Journal of Psychology*, 52(6), 445-452.
3. Li, J., Zhang, B., Du, H., **Zhu, Z.**, & Li, Y. M. (2015). Metacognitive planning: Development and validation of an online measure. *Psychological Assessment*, 27(1), 260-271.
2. Zhang, W., **Zhu, Z.**, Chen, M. M., Gong, X. M., & Zhang, X. C. (2014). Interventions on employees' subjective well-being in Chinese enterprises. *Studies of Psychology and Behavior*, 12, 831-839. [In Chinese]
1. Gong, Y. L., Liu, J. L., Zhang, H. Z., & **Zhu, Z.** (2014). The relationship among nurses' job stress, psychological capital and subjective well-being in third class hospitals. *Journal of Nursing Administration*, 14, 688-690. [In Chinese]

Book Chapter

1. Kuykendall, L., Boerman, L., & **Zhu, Z.** (2018). *The importance of leisure for subjective well-being*. In E. Diener, S. Oishi, & L. Tay (Eds.), *Handbook of Well-Being*. Noba Scholar Handbook series: Subjective well-being. Salt Lake City, UT: DEF publishers. <https://www.nobascholar.com/books/1>

Papers Under Review

6. **Zhu, Z.**, Aitken, J. A., Kim, J., Baines, J., Kaplan, S. A., Dalal, R. S., & Hassani, J. [Title removed for blind review]. First R&R at *Journal of Occupational and Organizational Psychology*.
5. Aitken, J. A., Dalal, R. S., Kim, J., & **Zhu, Z.** [Title removed for blind review]. First R&R at *Current Psychology*.
4. Kim, J., Dalal, R. S., Aitken, J. A., Kaplan, S. A., Baines, J., **Zhu, Z.**, & Hassani, J. [Title removed for blind review]. Under review at *Journal of Occupational and Organizational Psychology*.
3. Liang, Y.J., Sun, T.J., & **Zhu, Z.** [Title removed for blind review]. Third R&R at *Journal of Organizational Behavior*.
2. Aitken, J. A., **Zhu, Z.**, Baines, J., Kim, J., Dalal, R. S., Kaplan, S. A., Hassani, J., & Gibson, J. L. [Title removed for blind review]. First R&R at *Occupational Health Science*.
1. Loo, K., Kuykendall, L., Kaplan, S. A., **Zhu, Z.**, & Wiese, C. [Title removed for blind review]. Second R&R at *Journal of Vocational Behavior*.

Presentations (Underlined name indicates student coauthor at the time of submission)

34. **Zhu, Z.** (2024, February 7-10). Experience sampling methods in organizational setting. In McCabe, K. (Chair). *Experience Sampling Methods: Complexities of Studying People in Real Life*

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- [Invited Symposium]. Society for Personality and Social Psychology 2024 Annual Convention, San Diego, CA, United States.
33. **Zhu, Z., Clark, A., Hofmans, J., & Maharjan, B.** (2024, April). Examining the dynamic process of recovery from work stress and its antecedents and outcomes. Taylor, M.R. (Co-Chair) & Schemmel, E.A. (Co-Chair). Recovery from work stress: Insights from experience sampling methodology research [Symposium]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.
32. **Zhu, Z., Aitken, J. A., Kim, J., Baines, J. I., Kaplan, S. A., Dalal, R. S., & Hassani, J.** (2024, April 17-20). Ecological Momentary Emotion Regulation Intervention in the Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
31. Aitken, J. A., Kim, J., Baines, J. I., **Zhu, Z.**, Hassani, J., Dalal, R. S., & Kaplan, S. A. (2024, April 17-20). A moral perspective on the self-regulation of counterproductive work behavior. [Poster]. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
30. **Kim, J., Aitken, J. A., Baines, J. I., Zhu, Z., Hassani, J., Dalal, R. S., & Kaplan, S. A.** (2024, April 17-20). Good versus bad situational strength? Within-person effects on affect and performance [Poster]. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
29. Liang, Y., Sun, T., & **Zhu, Z.** (2024, April 17-20). The impact of negative customer feedback on gig workers. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
28. **Clark, A., Wonderlich, J., & Zhu, Z.** (2023, November). Under (tele)pressure: The moderating role of family-supportive organizational climate on the relationship between telepressure, burnout, and engagement. Poster will be presented at The 2023 Work, Stress, and Health Conference. Miami, FL, United States.
27. **Liang, Y., Sun, T., & Zhu, Z.** (2023, August). I Remember It All Too Well: A Diary Study in Gig Workers' Psychological Detachment and Its Consequences After Receiving Client Complaints. Presented at the 2023 Academy of Management Annual Meeting, Boston, MA, United States. **[John C. Flanagan Award for Best Student Presentation]**
26. **Zhu, Z., Baines, J., Kuykendall, L., & Zhang, B.** (2023, April). Supervisor Support for Recovery & Employee Recovery Experiences: Examining Mediating Mechanisms. In L. Kuykendall (chair), Novel Insights about Contextual Antecedents of Recovery [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
25. Stikma, M., Kuykendall, L., & **Zhu, Z.** (2023, April). Antecedents of Supervisors' Support for Recovery: A Profile Analysis Approach. In L. Kuykendall (chair), Novel Insights about Contextual Antecedents of Recovery [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
24. Liang, Y., Sun, T., & **Zhu, Z.** (2023, April). Hourly pay, balanced reciprocity, and gig workers' reactions to received complaints [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
23. Aitken, J. A., Baines, J. I., Kim, J., **Zhu, Z.**, Hassani, J., Kaplan, S. A., Dalal, R. S., Gibson, J. L., & Merlo, K. L. (2022, May 26–29). Just-in-time adaptive intervention for cognitive reappraisal at work: Improvements in workplace affect [Poster]. Poster presented at the 2022 Annual Convention for the Association for Psychological Science, Chicago, IL, United States.

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22. Baines, J. I., Aitken, J. A., Kim, J., Hassani, J., **Zhu, Z.**, Kaplan, S. A., Dalal, R. S. (2022, May 26–29). The relationship between telework and counterproductive work behavior [Poster]. Poster presented at the 2022 Annual Convention for the Association for Psychological Science, Chicago, IL, United States.
 21. Aitken, J. A. (Co-Chair), Baines, J. I. (Co-Chair), Calderwood, C., **Zhu, Z.**, Wang, M., Hofmans, J. *On the promise of cultivating alliances with participants in intensive research* (2022, April). [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
 20. **Zhu, Z.**, Baines, J., Kuykendall, L., & Zhang, B. (2021, August). What Leaders Do Matters: Supervisor Support for Recovery and Employee Recovery. *Academy of Management Proceedings*. <https://doi.org/10.5465/AMBPP.2021.16295abstract>
 19. Aitken, J. A., **Zhu, Z.**, Kaplan, S. A., & Dalal, R. S. (2021, April). *Just-in-time adaptive interventions in organizational research*. Symposium session presented virtually at the 36th annual meeting of the Society for Industrial and Organizational Psychology.
 18. **Zhu, Z.**, Kuykendall, L., Lei, X., & Hu, X. Y. (2020, April). *Comparing need fulfillment and well-being during TV and other leisure activities*. Poster accepted for presentation at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
 17. Craig, L., Kuykendall, L., **Zhu, Z.**, Lei, X., Hu, X., & Winslow, C. (2020, April). *The social context of recovery: Are friends better than spouses for recovery?* Poster accepted for presentation at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
 16. Kaplan, S., Vega, R., & **Zhu, Z.** (2020, April). *Policy-capturing 2.0: New insights and questions*. In Elisa M. Torres & Deborah DiazGranados (Co-Chairs). Panel discussion session accepted for presentation at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
 15. Loo, K., Kuykendall, L. E., Wiese, C. W., **Zhu, Z.**, Wong, C. M., & Boemerman, L. (2020, April). *Long commutes and well-being: Non-linear relations*. Poster accepted for presentation at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
 14. **Zhu, Z.**, Kuykendall, L., Park, Y., Guarino, K. (2019, November). *Exploring the nature and consequences of employees' weekend recovery profiles*. Poster presented at the Work Stress and Health Conference, Philadelphia, PA.
 13. Winslow, C. J., Kuykendall, L., Craig, L., **Zhu, Z.**, Lei, X., & Hu, X. (2019, November). *The role of leisure interaction partners for job stress recovery experiences*. Poster presented at the Work, Stress, and Health Conference, Philadelphia, PA.
 12. Boemerman, L., Kuykendall, L., Wong, C., & **Zhu, Z.** (2018, May). *Commute length, commute satisfaction, and life satisfaction: A meta-analysis*. Poster presented at the European Association of Work and Organizational Psychology Congress, Turin, Italy.
 11. **Zhu, Z.**, Tomassetti, A. J., Sabat, I. E., Schrader, S. W., Alaybek, B., Jones, C.⁺, Loo, K.⁺, Zhou, Y.⁺, & Dalal, R. S. (2019, May). *A meta-analysis of the test-retest reliability of judgments via the policy-capturing technique*. Poster presented at the 34th Annual Convention of the Association for Psychological Science, Washington, D.C. (⁺ denotes that authors contributed equally, and authorship was determined alphabetically)

10. **Zhu, Z.** & Zhang, B. (2019, April). *Examining mechanisms in the sleep-counterproductive work behavior relation*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.
9. Lei, X., Kuykendall, L. E., **Zhu, Z.**, Kolze, M. J., & Hu, X. Y. (2018, April). *Leisure choices and well-being: Comparisons between active and passive leisure*. Symposium session presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
8. Hu, X. Y., Kuykendall, L., & **Zhu, Z.** (2018, April). *Linking work role demands, leisure choices, and well-being*. Symposium session presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
7. **Zhu, Z.** & Kuykendall, L. E. (April 2017). *An episodic examination of workplace breaks and self-regulatory resource restoration*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
6. **Zhu, Z.**, Chen, M. M., & Zhang, X. C. (July 2016). *The effect of mindfulness intervention on burnout among customer service employees: A randomized controlled trial*. Paper presented at the 31st International Congress of Psychology (ICP), Yokohama, Japan.
5. Hu, J., Zhang, X. C., & **Zhu, Z.** (June 2016). *Experimental analysis of five self-directed exercises on developing psychological capital*. Paper presented at the 2016 Conference of International Association for Chinese Management Research (IACMR), Hangzhou, China.
4. Liu, H., **Zhu, Z.**, Zhou, S. Y., Da, S., & Zhang, X. C. (June 2016). *Hindrance or challenge stressors and work-family conflict among members of full-time dual-earner couples: The moderating effects of psychological detachment*. Paper presented at the 2016 Conference of International Association for Chinese Management Research (IACMR), Hangzhou, China.
3. **Zhu, Z.**, Zhang, X. C., & Cen, H. Y. (April 2015). *The reciprocal relationship between psychological capital and positive emotions: A cross-lagged study*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
2. **Zhu, Z.**, Li, J., Zhang, B., & Zhang, X. C. (July 2014). *The effect of positive affect and extrinsic motivation on ego depletion: Same result but different mechanisms*. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.
1. Zhang, W., Zhang, X. C., & **Zhu, Z.** (June 2014). *An intervention on employees' subjective well-being*. Paper presented at the 2014 Conference of International Association for Chinese Management Research (IACMR), Beijing, China.

Teaching Experience

The University of Nebraska at Omaha

Occupational Health Psychology (PSYC 9030), Spring 2024
 Social Psychology (PSYC 9440), Fall 2021, 2022, 2023
 Statistics for the Behavioral Science (PSYC 3130), 2022, 2023

George Mason University

Industrial and Organizational Psychology (PSYC 333), Fall 2020
 Psychological Tests and Measurements (PSYC 320), Fall 2019
 Regression Lab (PSYC 734), Spring 2019
 Advanced Statistics Lab (PSYC 611), Fall 2018
 Statistics in Psychology (PSYC 300), Fall 2017, Spring 2018
 Research Methods Lab (PSYC 301), Spring 2017

Service

Department Committees:

Graduate program admission committee at UNO (12/2021 – 05/2024). Committee member.
Assessment committee at UNO (08/2021 – 05/2024). Committee member.
Mental health assistant professor search committee (08/2021-08/2022). Committee member.

Peer Review:

Editorial Reviewer Board: Management and Organization Review. (08/2021- present); Journal of Business Psychology (10/2024 – present).
Post-hoc Reviewer: European Journal of Work and Organizational Psychology, Journal of Vocational Behavior, Journal of Occupational and Organizational Psychology, Applied Psychology: An International Review, World Leisure Journal
Conference Reviewer: The Annual Meeting of the Academy of Management. OB Division. Annual Conference of the Society for Industrial and Organizational Psychology.

Industrial and Organizational Psychology Student Association (IOPSA) at George Mason University. Treasurer (08/2018-08/2019)

Professional Affiliations

Society for Industrial and Organizational Psychology (SIOP)
American Psychological Association (APA)
Academy of Management (AOM)

Grants

A Dynamic Exploration of Employee Recovery Processes: Influences on Employee Well-being and Job Performance. (2023-2024). PI: **Ze Zhu**. the University Committee on Research and Creative Activity (UCRCA) Grant from the University of Nebraska Omaha. Award amount: \$9,800.
Improving Personnel Resilience and Psychological Recovery in the Counterterrorism and Targeted Violence Workforce. (2022). PI: Tin Nguyen, Co-PI: **Ze Zhu**. Submitted to the National Counterterrorism Innovation, Technology, and Education Center (NCITE). Research on Counterterrorism and Targeted Violence Workforce Development (not funded).
Just-in-Time Adaptive Interventions for Emotion Regulation (2021-2023). National Science Foundation. PI: Reeshad Dalal. Co-PI: Seth Kaplan. **Role: Core Member.**

Invited Talks

Title: Application of just-in-time adaptive intervention in organizational settings. The Precise Advanced Technologies and Health Systems for Underserved Populations (PATHS-UP), Texas A&M University. 11/2024.
Title: Using advanced methods to study the dynamic relationships between work stress and employee well-being. Department of Statistics, Texas A&M University. 09/2024.
Title: Understanding and promoting employee well-being using multiple methods. Department of Psychology, Beijing Normal University. 07/2024.

Selected Honors & Awards

Mentor Award for the Graduate Research and Creative Activity (GRACA) Grant (\$500), University of Nebraska Omaha, 2023
Dissertation Completion Grant (\$10,000), George Mason University, 2021
Graduate Research Fund (\$4,880), the Psychology Department at George Mason University, 2020
Dissertation Summer Fellowship (\$8,000), George Mason University, 2020

Outstanding Graduate Student Teaching Assistant, the Psychology Department at George Mason University, 2019
 Graduated with Distinction, Beijing Normal University, 2016
 National Scholarship, Ministry of Education and Ministry of Finance, China, 2016
 The First Prize Scholarship, Beijing Normal University, 2015
 Huawei Scholarship, Huawei, 2015
 Bei Sen Scholarship, Bei Sen Assessment Co. Ltd., Beijing, 2013
 Second Prize, 20th Academic Works Competition, Beijing Normal University, 2012
 Excellent Student Cadre, Beijing Normal University, 2010 & 2011
 Beijing College Students Scientific Research and Entrepreneurial Action Plan, Ministry of Education, Beijing, 2011. Amount: 20,000 RMB

Professional Experience

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| 06/2023-06/2024 | <p>Program Evaluation for the Faculty Coaching Program</p> <ul style="list-style-type: none"> • Initiated and managed the evaluation for the Faculty Coaching Program at the University of Nebraska at Omaha |
| 08/2019-08/2020 | <p>Volunteer Program Assessment (Volunteer Consultant)</p> <ul style="list-style-type: none"> • Acted as a consultant for non-profit organizations • Performed assessments and data-analysis on volunteer attitudes and engagement • Created technical reports and presented the results and recommendations to the clients |
| 12/2015-03/2016 | <p>Mercer, China (Intern Consultant)</p> <ul style="list-style-type: none"> • Performed market research and benchmark studies, summarized and analyzed data from annual reports and other sources, visualized data, and wrote consulting reports. |
| 06/2015 | <p>McKinsey & Company, China (Volunteer Consultant)</p> <ul style="list-style-type: none"> • Prepared materials for the annual conference of the Capability Building Forum, took charge of three sessions, coordinated in the Forum, and other work related to the Forum. |
| 07/2013-08/2013 | <p>Career International Consulting Company (Intern Consultant)</p> <ul style="list-style-type: none"> • Selected and recruited candidates for clients from Fortune 500 Companies, arranged interviews, and collected market information. |
| 07/2011-09/2012 | <p>Beijing Personnel Testing Authority (External Expert)</p> <ul style="list-style-type: none"> • Developed interview questions for the Beijing Civil Servant Entrance Examination. • Developed items for the Beijing Public Institution Entrance Examination. |
| 09/2010-06/2012 | <p>Psychological counseling center of Beijing Normal University (Counselor)</p> <ul style="list-style-type: none"> • Conducted psychological counseling for 600 hours altogether and participated in supervision. |

Skills

Technical skill: R, SPSS, Mplus, HLM, Qualtrics, Microsoft Office