

YIFAN SONG

Human Resource Management Department
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Education

- Ph.D. University of Florida, May 2019
Major: Management
- B.S. Peking University (China), July 2014
Major: Psychology

Professional Experience

- July 2019 – present: Assistant Professor, Human Resource Management Department, Fox School of Business, Temple University
- August 2014 – May 2019: Research Assistant, Teaching Assistant, and Instructor, Department of Management, University of Florida

Publications

Peer-Reviewed Journal Articles

- Song, Y.,** Liu, Y., Wang, M., Lanaj, K., Johnson, R., & Shi, J. (2018). A social mindfulness approach to understanding experienced customer mistreatment: A within-person field experiment. *Academy of Management Journal*, 61, 994-1020.
- Chen, J., Bamberger, P., **Song, Y.,** & Vashdi, D. (2018). The effects of team reflexivity on psychological well-being in manufacturing teams. *Journal of Applied Psychology*, 103, 443-462.
- Liu, Y., **Song, Y.,** Koopmann, J. M., Wang, M., Chang, C.-H. & Shi, J. (2017). Eating your feelings? Testing a model of employees' work-related stressors, sleep quality, and unhealthy eating. *Journal of Applied Psychology*, 102, 1237-1258.
- Song, Y.,** Liu, Y., Shi, J., & Wang, M. (2017). Use of proactive socialization tactics and socialization outcomes: A latent growth modeling approach to understanding newcomer socialization process. *Academy of Management Discoveries*, 3, 42-63.
- Von Bonsdorff, M., Zhan, Y., **Song, Y.,** & Wang, M. (2017). Examining bridge employment from a self-employment perspective – Evidence from the health and retirement study. *Work, Aging and Retirement*, 3, 298-312.
- Liu, Y., Mo, S., **Song, Y.,** & Wang, M. (2016). Longitudinal analysis in occupational health psychology: A review and tutorial of three longitudinal modeling techniques. *Applied Psychology: An International Review*, 65, 379-411.

Koopmann, J., Wang, M., Liu, Y., & **Song, Y.** (2015). Customer mistreatment: A review of conceptualizations and a multilevel theoretical model. In P. L. Perrewe, J. R. Halbesleben, & C. C. Rosen (Eds.), *Mistreatment in organizations* (pp. 33-79): Emerald Group Publishing Limited.

Book Chapters

Zhou, L., **Song, Y.**, Alterman, V., Liu, Y., & Wang, M. (2019). Introduction to data collection in multilevel research. In S. E. Humphrey & J. M. LeBreton (Eds.), *Handbook for Multilevel Theory, Measurement, and Analysis*. Washington, DC: APA.

Manuscripts under Review and Being Revised

Song, Y., Fang, Y., Wang, M., & Shi, J. A multiplex view of management team leadership structure. 2nd revise and resubmission at *Personnel Psychology*.

Griffin, B., **Song, Y.**, Wang, M., & Bayl-Smith, P. Different pathways to retirement for overqualified and underqualified older workers. Manuscript under review at *Journal of Applied Psychology*.

Shao, Y., **Song, Y.**, Wang, M., Gilbert, E., Lam, C. F., & Shi, J. Team voice and team innovation. Manuscript under review at *Journal of Applied Psychology*.

Mo, S., Fang, Y., **Song, Y.**, Wang, M., Shi, J., & Zhao, X. Voice and promotability: The moderating role of team goal orientation. Manuscript under review at *Human Relations*.

Li, G., Fang, Y., **Song, Y.**, Chen, J., & Wang, M. Family encouragement to return and migrant worker turnover. 1st revise and resubmission at *Career Development International*.

Selected Working Papers (titles tentative)

Song, Y., Wang, M., Lanaj, K., & Shi, J. Differential effects of daily transformational and transactional. *Writing stage*.

Song, Y., Li, Y., Wang, M., & Shi, J. The interaction effects of legitimate power structure and actual power exertion in management teams. *Writing stage*.

Shao, Y., **Song, Y.**, Koopmann, J., Hill, A., & Shi, J. Opening up the black box between CEO self-esteem and firm performance. *Writing stage*.

Conference Presentations

Song, Y., Tu, M., & Koopmann, J. (2019, August). Citizenship behavior: Different theoretical perspectives to understand the predictors and outcomes. Symposium at 79th Academy of Management Annual Meeting, Boston, MA.

Wu, H., Koopmann, J., & **Song, Y.** (2019, August). Customer mistreatment and team performance: Examining both functional and dysfunctional perspectives. In R. Amarnani and R. Shao (Chairs), *Aggression in service interactions: New directions in customer mistreatment*. Symposium at the 79th Academy of Management Annual Meeting, Boston, MA. *Best submission with practical implications award in Managerial and Organizational Cognition Division

- Shao, Y., **Song, Y.**, Wang, M., Gilbert, E., Lam, C. F., & Shi, J. (2019, April). The team-level antecedents of leaders' voice evaluation and its impact on teams. In H. Johnson, C. F. Lam, and Y. Shao (Chairs), *Leaders' and coworkers' reactions to voice and why they matter*. Symposium at the 34th Annual Conference of Society for Industrial-Organizational Psychology, National Harbor, MD.
- Sitzmann, T., **Song, Y.**, & Wang, M. (2019, April). Confounded effect? The relationship between learning and course satisfaction. In M. Domingo and J. Mathieu (Chairs), *Maximizing training investments: The effects of contextual influences on training*. Symposium at the 34th Annual Conference of Society for Industrial-Organizational Psychology, National Harbor, MD.
- Chen, L., Gong, Y., **Song, Y.**, & Wang, M. (2018, August). Linking creative environment, creativity, and innovation: The role of external contingencies. In M. Wang (Chair), *Creating disruption: Innovation and creativity*. Paper session at the 78th Academy of Management Annual Meeting, Chicago, IL.
- Song, Y.**, Wang, M., Liu, Y., & Shi, J. (2017, August). *Differential effects of daily leadership behaviors on team prosocial outcomes*. In T. Foulk and K. Lanaj (Chairs), *Daily leadership: Understanding predictors and outcomes of with-in person leader behaviors*. Symposium at the 77th Academy of Management Annual Meeting, Atlanta, GA.
- Alterman, V., Liu, Y., Li, Y., **Song, Y.**, Wang, M., & Shi, J. (2017, June). *All stressed out: Investigating the formation and consequences of daily team stress*. Paper presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Von Bonsdorff, M., Zhan, Y., **Song, Y.**, & Wang, M. (2017, April). *Examining bridge employment from a self-employment perspective*. Paper presented at 32nd Annual Conference of Society for Industrial-Organizational Psychology, Orlando, FL.
- Chen, J., Bamberger, P., Vashdi, D., & **Song, Y.** (2016, August). *Team reflexivity and emotional wellbeing in manufacturing teams: The mediating effects of team demands control and support, and the moderating effects of team membership stability*. Paper presented at 76th Academy of Management Annual Meeting, Anaheim, CA.
- Zhou, L., Wang, M., Liu, Y., & **Song, Y.** (2016, July). *Team structural features, differentiated leadership behaviors, and team performance*. Poster presented at the 11th Annual Conference of Interdisciplinary Network for Group Research, Helsinki, Finland.
- Song, Y.**, Liu, Y., Lanaj, K., Alterman, V., & Shi, J. (2016, April). *Daily intervention to mitigate perceived customer mistreatment's negative effects*. In Y. Liu and Y. Zhan (Chairs), *Exploring strategies to buffer the detrimental impacts of customer mistreatment*. Symposium at the 31st Annual Conference of Society for Industrial-Organizational Psychology, Anaheim, CA.
- Koopmann, J. M., Liu, Y., **Song, Y.**, & Mo, S. (2015, August). *Customer mistreatment: A review of conceptualizations and a multilevel theoretical model*. In S. Restubog

(Chair), *New developments in customer mistreatment research*. Symposium at the 75th Academy of Management Annual Meeting, Vancouver, BC.

Song, Y., Liu, Y., Koopmann, J. M., Wang, M., Chang, C.-H. & Shi, J. (2015, May). *Eating your feelings? Linking employees' daily stressors to daily dieting behaviors*. Paper presented at the 11th International Conference on Occupational Stress and Health, Atlanta, GA.

Song, Y., Liu, Y., Shi, J., Alterman, V., Zhou, L., & Mo, S. (2014, May). *How and when psychological collectivism influence employee outcomes*. Poster presented at the 29th Annual Conference of Society for Industrial-Organizational Psychology, Honolulu, Hawaii.

Honors/Awards

- Finalist of 2015 Best Student Research Award, 11th International Conference on Work, Stress, and Health
- 2018 Behavioral Data Collection Support Funds (\$1,200), Warrington College of Business, University of Florida

Teaching Experience

University of Florida

- MAN 3240 Organizational Structure and Behavior (*Undergraduate*)
Instructor Spring 2017 (60 students): Rating 4.54/5.00 (Department mean 4.38)
Instructor Spring 2018 (73 students): Rating 4.67/5.00 (Department mean 4.26)
Instructor Spring 2019 (53 students): Rating 4.92/5.00 (Department mean 4.41)
- MAN 6447 Art and Science of Negotiation (*Master*)
Teaching assistant Fall 2017 and Spring 2018
- MAN 6616 Creativity in Entrepreneurship (*Master*)
Teaching assistant Fall 2017 and Spring 2018
- MAN 7108 Seminar on Research Methods (*Ph.D.*)
Teaching assistant Spring 2017

Professional Activities

Service

- Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes; Work, Aging and Retirement; Journal of Business Research*
- Ad Hoc Reviewer, *Academy of Management Annual Meeting* (2015 – present)
- Student Representative, *Academy of Management Research Methods Division* (2017 – 2019)

Professional Affiliations

- Society for Industrial/Organizational Psychology
- Academy of Management (Organizational Behavior, Human Resource, and Research Method Divisions)