

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

- Chen, L., Gong, Y., **Song, Y.**, & Wang, M. (in press). From creative environment to administrative innovation: Creation and implementation in top management teams. *The Journal of Creative Behavior*. <https://doi.org/10.1002/jocb.475>
- Song, Y.**, Fang, Y., Wang, M., & Shi, J. (2020). A multiplex view of management team leadership structure. *Personnel Psychology*, *73*, 625-640. <https://doi.org/10.1111/peps.12388>
- Li, G., Fang, Y., **Song, Y.**, Chen, J., & Wang, M. (2019). Effects of family encouragement on migrant workers' return-to-hometown intention and turnover: The moderating role of career-related concerns. *Career Development International*, *2*, 165-185. <https://doi.org/10.1108/CDI-01-2019-0023>
- 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. <https://doi.org/10.5465/amj.2016.0448>
- 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. <https://doi.org/10.1037/apl0000279>
- 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. <https://doi.org/10.1037/apl0000209>

- 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. <https://doi.org/10.5465/amd.2014.0142>
- 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. <https://doi.org/10.1093/workar/wax012>
- 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. <https://doi.org/10.1111/apps.12055>
- 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. <https://doi.org/10.1108/S1479-355520150000013002>

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* (pp. 225-252). Washington, DC: APA. <https://doi.org/10.1037/0000115-011>

Conference Proceedings

- Chen, J., Bamberger, P. A., Vashdi, D. R., & **Song, Y.** (2016). The effects of Team Reflexivity on Emotional Well-being in Manufacturing Teams. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 16523). Briarcliff Manor, NY 10510: Academy of Management. <https://doi.org/10.5465/ambpp.2016.29>

Manuscripts under Review and Being Revised

- Liu, Y., **Song, Y.**, Trainer, H., Carter, D., Zhou, L. (revise and resubmit). [title removed for blind review]. *Journal of Applied Psychology*.
- Burmeister, A., **Song, Y.**, Wang, M., Hirschi, A. (under review) [title removed for blind review]. *Journal of Applied Psychology*.

Selected Working Papers (draft completed)

- Mo, S.*, **Song, Y.***, Fang, Y., Wang, M., Shi, J., & Zhao, X. Voice and promotability. *Final preparation for JAP submission*. *equal contribution
- Song, Y.**, Li, Y., Shao, Y., Wang, M., & Shi, J. Power differentiation in management teams. *Final preparation for AMJ submission*.

Selected Work in Progress

- Song, Y.**, Tu, M., Fang, Y., & Krishnan, S. Adaptive and maladaptive reactions to unachieved goals. *Writing stage*.

Tu, M., **Song, Y.**, & Krishnan, S. Recovering from daily commute stress. *Writing stage*.

Song, Y. Customer mistreatment: An identity-based approach. *Writing stage*.

Fang, Y., **Song, Y.**, Wang, M., Kammeyer-Mueller, J., Guan, H., & Shi, J. Employee migrant status and work adjustment. *Writing stage*.

Song Y., & Tu, M. Goal envisioning intervention and daily work behaviors. *Data analysis stage*.

Conference Presentations

Mo, S., & **Song, Y.** (2021, August). Performance goal orientation and unethical pro-organizational behavior. In L. Belkin, D. Kong, and E. Umphress (Chairs), *Crisis, culture, leader and interaction history: Contextual effects on unethical prosocial behavior*. Symposium accepted to be presented at the 81th Academy of Management Annual Meeting (virtual).

Song, Y., Fang, Y., Wang, M., Kammeyer-Mueller, J., Shi, J., & Guan, H. (2021, April). Employee migrant status and work adjustment: A social cohesion perspective. Poster to be presented at the 36th Annual Conference of Society for Industrial-Organizational Psychology (virtual).

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. Featured in <https://www.apa.org/monitor/2015/09/workplace>

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

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

Teaching Experience

Temple University

- HRM 1101 Leadership and Organizational Management (*Undergraduate*)
Spring 2021 Section 102
Fall 2020 Section 011 and Section 014
Spring 2020 Section 002

University of Florida

- MAN 3240 Organizational Structure and Behavior (*Undergraduate*)
Spring 2019, Spring 2018, and Spring 2017 (Instructor)
- MAN 6447 Art and Science of Negotiation (*Master*)
Fall 2017 and Spring 2018 (Teaching assistant)
- MAN 6616 Creativity in Entrepreneurship (*Master*)
Fall 2017 and Spring 2018 (Teaching assistant)
- MAN 7108 Seminar on Research Methods (*Ph.D.*)
Spring 2017 (Teaching assistant)

Professional Activities

Teaching

- Fox Online Teaching Certificate

Service

- *Journal of Applied Psychology* Editorial Board
- *Personnel Psychology* Editorial Board
- Ad Hoc Reviewer, *Journal of Applied Psychology*; *Personnel Psychology*; *Organizational Behavior and Human Decision Processes*; *Academy of Management Discoveries*, *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

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