

# Songqi Liu

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## Education

- Ph.D. University of Maryland, College Park, MD, May 2011  
Major: *Industrial-Organizational Psychology*
- M.S. Portland State University, Portland, OR, August 2008  
Major: *Industrial-Organizational Psychology*
- B.S. & B.A. Peking University, Beijing, China, July 2006  
Majors: *Psychology* and *Economics*

## Employment History

- 2018 – present Associate Professor (with tenure)
- 2015 – 2018 Assistant Professor  
Department of Management  
J. Mack Robinson College of Business  
Georgia State University, Atlanta, GA
- 2011 – 2015 Assistant Professor  
Department of Psychology  
Pennsylvania State University, University Park, PA

## Honors and Awards

- Faculty Recognition Award for Outstanding Research Record, Robinson College of Business, Georgia State University (2019)
- Elected member, Personnel and Human Resources Research Group (PHRRG) (2019)
- William A. Owens Scholarly Achievement Award, the Society for Industrial and Organizational Psychology (2016)
- Emerald/EFMD Highly Commended Outstanding Doctoral Research Award in the Human Resource Management Category (2013)
- Outstanding Author Contribution Award, Emerald Literati Network Awards for Excellence (2013)
- Honorable mention, Best Intervention Competition, The Work, Stress and Health Conference, Los Angeles, CA (2013)
- Best Conference Paper Award, The Career Division of the Academy of Management, Chicago, IL (2009)

- Student Research Award, The Work, Stress and Health Conference, Washington DC (2008)
- Academically-Controlled Auxiliary Activities Award, Portland State University (2008)
- Actionable Insights Award, Personnel Research Group at Proctor & Gamble (2007)
- Academically-Controlled Auxiliary Activities Award, Portland State University (2007)
- President's Research Award, Peking University (2004)

### **Publications: Refereed Scholarly Journals**

\* denotes current or former graduate students

1. \*Boulamatsi, A., **Liu, S.**, Lambert, L. S., Yao, X., Guo, R., & \*Yin, J. (in press). Are learning adaptable newcomers innovative? Examining asymptotic effects, mechanisms, and boundary conditions. *Personnel Psychology*.
2. **Liu, S.**, Liu, P., Wang, M., Zhang, B. (in press). Effectiveness of stereotype threat interventions: A meta-analytic review. *Journal of Applied Psychology*.
3. Wanberg, C., van Hooft, E. A. J., **Liu, S.**, & Csillag, B. (in press). Can job seekers achieve more through networking? The role of networking intensity, self-efficacy, and proximal benefits. *Personnel Psychology*.
4. **Liu, S.**, Bamberger, P., Wang, M., Shi, J., & Bacharach, S. B. (2020). When onboarding becomes risky: Extending social learning theory to explain newcomers' adoption of heavy drinking with clients. *Human Relations*, 73, 682-710.
5. Zhang, X., Kamin, S. T., **Liu, S.**, Fung, H. H., & Lang, F. R. (2020). Negative self-perception of aging and mortality in very old Chinese adults: The mediation role of healthy lifestyle. *Journal of Gerontology: Psychological Sciences*, 75, 1001-1009.
6. Vannucci, A., Ohannessian, C., Finan, L., De Los Reyes, A., & **Liu, S.** (2019). Protective factors associated with daily affective reactivity and instability during adolescence. *Journal of Youth and Adolescence*, 48, 771-787.
7. \*Melloy, R., **Liu, S.**, Grandey, A. A., & Shi, J. (2018). Overcoming emotional and attentional obstacles: A dynamic multi-level model of goal maintenance for job seekers. *Journal of Vocational Behavior*, 108, 92-107.
8. Vannucci, A., Ohannessian, C., Flannery, K., De Los Reyes, A., & **Liu, S.** (2018). Association between friend conflict and affective states in the daily lives of adolescents. *Journal of Adolescence*, 65, 155-166.
9. **Liu, S.**, & Liu, Y. (2018). Team stress research: A review and recommendations for future investigations. *Occupational Health Science*, 2, 99-125.
10. Zhou, L., Wang, M., Chang, C.-H., **Liu, S.**, Zhan, Y., & Shi, J. (2017). Commuting stress process and self-regulation at work: Moderating roles of daily task significance, family interference with work, and commuting means efficacy. *Personnel Psychology*, 70, 891-922.
11. \*Krannitz, M. A., Grandey, A. A., **Liu, S.**, & Almeida, D. A. (2015). Workplace surface acting and marital partner discontent: Anxiety and exhaustion spillover mechanisms.

- Journal of Occupational Health Psychology*, 20, 314-325.
12. **Liu, S.**, Wang, M., Bamberger, P., Shi, J., & Bacharach, S. B. (2015). The dark side of socialization: A longitudinal investigation of newcomer alcohol use. *Academy of Management Journal*, 58, 334-355.
  13. **Liu, S.**, Luksyte, A., Wang, M., Zhou, L., & Shi, J. (2015). Overqualification and counterproductive work behaviors: Examining a moderated mediation model. *Journal of Organizational Behavior*, 36, 250-271.
  14. **Liu, S.**, Wang, M., Liao, H., & Shi, J. (2014). Self-regulation during job search: The opposing effects of employment self-efficacy and job search behavior self-efficacy. *Journal of Applied Psychology*, 99, 1159-1172. [2013 Emerald/EFMD Highly Commended Outstanding Doctoral Research Award in the Human Resource Management Category]
  15. **Liu, S.**, Huang, J. L., & Wang, M. (2014). Effectiveness of job search interventions: A meta-analytic review. *Psychological Bulletin*, 140, 1009-1041. [2016 William A. Owens Scholarly Achievement Award, Society for Industrial and Organizational Psychology]
  16. \*Melloy, R., & **Liu, S.** (2014). Non-traditional employment history: A less obvious source of stereotype threat. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 461-466.
  17. Wang, M., **Liu, S.**, Liao, H., Gong, Y., Kammeyer-Mueller, J. D., & Shi, J. (2013). Can't get it out of my mind: Employee rumination after customer mistreatment and negative mood in the next morning. *Journal of Applied Psychology*, 98, 989-1004.
  18. **Liu, S.**, & Wang, M. (2012). Perceived overqualification: A review and recommendations for research and practice. *Research in Occupational Stress and Well Being*, 10, 1-42. [2013 Outstanding Author Contribution Award, Emerald Literati Network Awards for Excellence]
  19. **Liu, S.**, Zhan, Y., & Wang, M. (2011). Person-centric work psychology: Additional insights into its tradition, nature, and research methods. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 105-108.
  20. Wang, M., **Liu, S.**, Zhan, Y., & Shi, J. (2010). Daily work-family conflict and alcohol use: Testing the cross-level moderation effects of peer drinking norms and social support. *Journal of Applied Psychology*, 95, 377-386.
  21. **Liu, S.**, Wang, M., Zhan, Y., & Shi, J. (2009). Daily work stress and alcohol use: Testing the cross-level moderation effects of neuroticism and job involvement. *Personnel Psychology*, 62, 575-597.
  22. Zhan, Y., Wang, M., **Liu, S.**, & Shultz, K. S. (2009). Bridge employment and retirees' health: A longitudinal investigation. *Journal of Occupational Health Psychology*, 14, 374-389.
  23. Wang, M., Zhan, Y., **Liu, S.**, Shultz, K. S. (2008). Antecedents of bridge employment: A longitudinal investigation. *Journal of Applied Psychology*, 93, 818-830.
  24. **Liu, S.**, & Gan, Y. (2007). Organizational culture and job satisfaction: The moderating effect of personality. *Acta Scientiarum Naturalium Universitatis Pekinensis*, 43, 251-256.

### **Publications: Book Chapters**

1. Wang, M., Zhou, L., & **Liu, S.** (2014). Multilevel issues in leadership research. In D. Day (Ed.), *The Oxford Handbook of Leadership and Organizations* (pp. 146-166). New York: Oxford University Press.
2. Wang, M., **Liu, S.**, & Zhan, Y. (2009). Industrial and organizational psychology. In N. Zhang (Ed.), *Psychology – Series on Western Research on the Humanities and Social Sciences* (pp. 342-378). Beijing, China: China Renmin University Press.

### **Publications: Refereed Conference Proceedings**

\* denotes graduate students

1. \*Boulamatsi, A., **Liu, S.**, Yao, X. (2016). Are adaptive newcomers innovative? The role of positive framing and supervisor uncertainty avoidance. *Academy of Management Proceedings*.
2. **Liu, S.**, Bamberger, P. A., Wang, M., Shi, J., & Bacharach, S. (2014). Onboard with an alcohol-focused work-style? An examination of newcomer emergent behavior patterns. *Academy of Management Proceedings*.
3. **Liu, S.**, Wang, M., Bamberger, P. A., Shi, J., Bacharach, S., & Alipour, K. (2013). The dark side of socialization: A longitudinal investigation of newcomer alcohol use. *Academy of Management Proceedings*.
4. Zhan, Y., Shi, J., & **Liu, S.** (2012). Influences of customer mistreatment: Moderating roles of employees' emotion regulation strategies. *Academy of Management Proceedings*.
5. **Liu, S.**, Shi, J., Zhan, Y., Zhou, L., & Zhu, W. (2012). Self-regulation during job search: Different roles of employment and behavior self-efficacy. *Academy of Management Proceedings*.
6. Zhan, Y., **Liu, S.**, Murphy, L., Wang, M., Bodner, T., & Zhang, Z. (2009). Predicting retirement decision: A meta-analytic review. *Academy of Management Proceedings*. [Best Conference Paper Award, Career Division of the Academy of Management]

### **Miscellaneous Publications**

1. **Liu, S.** (2020). 2019 SOHP membership survey overview. *Society for Occupational Health Psychology Newsletter*, 22, 4.

### **Manuscripts under Review**

1. **Liu, S.**, Bamberger, P. A., & Wang, M., Nahum-Shani, I., Larimer, M., Bacharach, S. (1<sup>st</sup> R&R). [Title masked for blind review]. *Personnel Psychology*.
2. French, K. A., **Liu, S.**, Ohannessian, C. M., & Tennen, H. (1<sup>st</sup> R&R). [Title masked for blind review]. *Journal of Applied Psychology*.
3. SimanTov-Nachlieli, I., Bamberger, A. P., **Liu, S.**, Wang, M., & Chen, J. (1<sup>st</sup> R&R). [Title masked for blind review]. *Journal of Applied Psychology*.

4. Bernerth, J., & **Liu, S.** (Reject and resubmit). [Title masked for blind review]. *Organizational Behavior and Human Decision Processes*.
5. Koopmann, J., Liu, Y., Liang, Y., & Liu, S. (under view). [Title masked for blind review]. *Journal of Applied Psychology*.

### **Selected Work In-Progress**

1. Liu, Y., Koopmann, J., **Liu, S.**, Wang, M., Alterman, V., & Shi, J. Team daily workload. Target Journal: *Journal of Management*.
2. **Liu, S.**, \*Watts, D., Feng, J., \*Yin, J., & \*Wu, Y. Newcomer socialization programs. Target Journal: *Psychological Bulletin*.
3. **Liu, S.**, Cheung, H.-K., Alterman, V., & \*Wu, Y. Work and parenting review. Target Journal: *Psychological Bulletin*.
4. Zhang, Y., Zhang, Y., **Liu, S.**, & Alterman, V. Occupational health interventions. Target Journal: *Journal of Applied Psychology*.
5. \*Boulamatsi, A., Dimotakis, N., **Liu, S.**, & Runnalls, B. Interactions between newcomers and veteran peers. Target journal: *Journal of Applied Psychology*.

### **Externally-Funded Research Projects**

- Research Grant (SES-2020883) (Total award: US \$349,758) 2020 – 2022  
National Science Foundation, USA  
Collaborative Research: Leader Behaviors and Experiences across Life Domains  
Role: co-PI
- Research Grant (SES-1461400/SES-1629222) (Total award: US \$456,354) 2016-2021  
National Science Foundation, USA  
Collaborative Research: Bidirectional Effects between Parental Work-Family Conflict and Adolescent Psychosocial Adjustment  
Role: co-PI
- Research Grant (Total award: US \$14,690) 2014-2015  
R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies,  
ILR School, Cornell University  
Social Networks of Student Job Seekers: A Within-Person Study  
Role: PI

### **Presentations at Professional Meetings**

\* denotes graduate students.

\*\* denotes undergraduate students.

1. **Liu, S.** (August, 2019). Employee overqualification: Advancing supervisor, career, and research design perspectives. Discussion presented at Academy of Management Annual Meeting, Boston, MA.
2. Wanberg, C. R., van Hooft, E. A. J., **Liu, S.**, & Csillag, B. (May, 2019). Enhancing job

- seeker networking self-efficacy, use, and benefits: Effects of an online training program. In K. Wehrle & U. Fasbender (Co-chairs), *Dealing with job search and career crises: Adjusting and developing one's career*. Symposium conducted at the European Association of Work and Organizational Psychology Congress Annual Meeting, Turin, Italy.
3. **Liu, S.**, French, K. A., Ohannessian, C. M., De Los Reyes, A., & Tennen, H. (April, 2019). Fathers' work to adolescent interaction spillover: The role of partner involvement. Poster presented at Society for Industrial and Organizational Psychology Annual Meeting, National Harbor, MD.
  4. **Liu, S.**, \*Wu, Y., \*Yin, J., \*Boulamatsi, A. (April, 2019). The effectiveness of newcomer retention interventions: A multi-level meta-analysis. In **S. Liu** & A. Boulamatsi (Co-chairs), *Newcomer socialization programs: Cumulative, experimental, and longitudinal evidence*. Symposium conducted at Society for Industrial and Organizational Psychology Annual Meeting, National Harbor, MD.
  5. \*Vannucci, A., Ohannessian, C., Flannery, K., De Los Reyes, A., & **Liu, S.** (June, 2018). Number of close friends moderates the lagged relationships between friend conflict and next day negative affect in the daily lives of adolescents. Poster presented at Journal of Clinical Child and Adolescent Psychology (JCCAP) Future Directions Forum, Washington, DC.
  6. **Liu, S.**, French, K. A., Ohannessian, C. M., De Los Reyes, A., & Tennen, H. (May, 2018). Daily adolescent-to-father crossover: The effects of adolescents' mood states on fathers' work-family conflict. Poster presented at American Psychological Society Annual Meeting, San Francisco, CA.
  7. French, K. A., **Liu, S.**, Ohannessian, C. M., De Los Reyes, A., & Tennen, H. (May, 2018). Daily parent work-to-adolescent spillover: Examining depletion and compensation pathways. Poster presented at American Psychological Society Annual Meeting, San Francisco, CA.
  8. \*Vannucci, A., Ohannessian, C., Flannery, K., De Los Reyes, A., & **Liu, S.** (April, 2018). Associations between friend conflict and affective states in the daily lives of adolescents. In L. Finan (Chair), *Diverse methodological approaches to studying when friendships go awry: A focus on conflict, lack of care, and dissolution*. Symposium conducted at Society for Research on Adolescence Biennial Meeting, Minneapolis, MN.
  9. Wanberg, C. R., van Hooft, E. A. J., **Liu, S.**, \*Csillag, B. (2018, April). Learning to network during job search: Effects of an online training program. In C. M. Porter (Chair), *New frontiers of professional networking research*. Symposium conducted at Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
  10. \*Wang, J. H., \*Kim, J. K., **Liu, S.**, Zhang, Z., \*Vaulont, M. (2017, August). A meta-analytic investigation of overqualification and its consequences. In J. H. Wang & J. K. Kim (Chairs), *Two sides to every coin: Unpacking the dark and bright sides of employee overqualification*. Symposium conducted at the Academy of Management Annual Meeting, Atlanta, GA.

11. \*Park, J., Han, J. H., Kim, S., & **Liu, S.** (2017, August). How can labor market entrants overcome perceived overqualification? The moderating role of work change and turnover. In J. H. Wang & J. K. Kim (Chairs), *Two sides to every coin: Unpacking the dark and bright sides of employee overqualification*. Symposium conducted at the Academy of Management Annual Meeting, Atlanta, GA.
12. **Liu, S.**, & \*Alterman, V. (2017, June). Effects of work characteristics on parenting: A meta-analysis. Paper presented at the Work, Stress and Health Conference, Minneapolis, MN.
13. \*Boulamatsi, A., **Liu, S.**, Yao, X. (2017, April). Future-oriented newcomers achieve higher advice network centrality via proactive networking. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Orlando, FL.
14. **Liu, S.**, Bamberger, P. A., Wang, M., Shi, J., & Bacharach, S. (2016, November). Predicting newcomer adoption patterns of modeled risky behavior: The role of prior experience and guidance by socialization agents. Paper presented at the Smithers Institute Conference: Recent Advances in Work-site Alcohol Research, Ithaca, NY.
15. \*Boulamatsi, A., **Liu, S.**, Yao, X. (2016, August). Are adaptive newcomers innovative? The role of positive framing and supervisor uncertainty avoidance. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
16. **Liu, S.**, Wang, M., Bamberger, P., Shi, J., & Bacharach, S. (2015, August). A dynamic model of change in job search intensity: The role of information and support from job seekers' social networks. In S. J. Golden & L. Van Dyne (Chairs), *Challenging the status quo: Advances in behavior change research*. Symposium conducted at the Academy of Management Annual Meeting, Vancouver, BC.
17. **Liu, S.** (2015, April). Statistical and methodological procedures for meta-analysis. Friday seminar chaired at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.
18. \*\*Cheung, H., **Liu, S.** (2015, April). Comparing effectiveness of promotive and prohibitive voices. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.
19. \*Melloy, R., **Liu, S.**, & Shi, J. (2015, April). Shielding the job search goal against obstacles: A longitudinal study. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Philadelphia, PA.
20. **Liu, S.** (2014, August). Generational differences in the new work context: Issues of job flexibility and work-life balance. Symposium chaired at the Academy of Management Annual Meeting, Philadelphia, PA.
21. **Liu, S.**, Bamberger, P., Wang, M., Shi, J., Bacharach, S. B., & \*Melloy, R. (2014, August). Onboard with an alcohol-focused work-style? An examination of newcomer emergent behavior patterns. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

22. **Liu, S.**, Bamberger, P., Wang, M., Shi, J., & Bacharach, S. B. (2014, June). Onboarding with an alcohol-focused work-style: The impact of veteran peer sensegiving on newcomer emergent behavior patterns. Paper presented at the HR Division International Conference, Beijing, China.
23. Zhou, L., Wang, M., Liu, Y., Shi, J., & **Liu, S.** (2014, May). Congruence between follower- and leader-rated ethical leadership and follower outcomes. In K. M. Shockley (Chair), *All about fit: Using polynomial regression to advance stressor-wellbeing research*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, Honolulu, HI.
24. \*\*Li, A., \*\*Christie, C., Zhang, F., & **Liu, S.** (2014, February). The effectiveness of an online mindfulness-based stress reduction program. Poster presented at the AAAS Annual Meeting, Chicago, IL.
25. **Liu, S.**, Wang, M., Bamberger, P., Shi, J., & Bacharach, S. B. (2013, August). The dark side of socialization: A longitudinal investigation of newcomer alcohol use. Paper presented at the Academy of Management Annual Meeting, Orlando, FL.
26. **Liu, S.**, Huang, J. L., & Wang, M. (2013, May). Effectiveness of job search interventions: A meta-analysis. Poster presented at the Work, Stress and Health Conference, Los Angeles, CA.
27. **Liu, S.** (2013, May). Job demands and musculoskeletal symptoms. Symposium chaired at the Work, Stress and Health Conference, Los Angeles, CA.
28. **Liu, S.**, Wang, M., Bamberger, P., Shi, J., & Bacharach, S. B. (2013, April). The dark side of socialization: Newcomer alcohol use. In **S. Liu** & P. Bamberger (Co-chairs), *Newcomer health and wellbeing*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, Houston, TX.
29. Zhu, W., He, H., Trevino, L. K., Chao, M., Wang, W., & **Liu, S.** (2013, April). Ethical leadership effects: Roles of identifications and entity morality theory. In W. Zhu & R. E. Riggio (Co-chairs), *Leadership and follower and organizational identities*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, Houston, TX.
30. **Liu, S.**, Shi, J., Zhan, Y., Zhou, L., & Zhu, W. (2012, August). Self-regulation during job search: Different roles of employment and behavior self-efficacy. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
31. Zhan, Y., Shi, J., & **Liu, S.** (2012, August). Influences of customer mistreatment: Moderating roles of employees' emotion regulation strategies. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
32. Wang, M., Zhou, L., **Liu, S.**, & Yao, X. (2012, April). Team employee development climate and team effectiveness: Testing Mediators. In M. G. Ehrhart (Chair), *Focused organizational climates: New directions and new possibilities*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego,



CA.

33. Zhou, L., Wang, M., Belanger, J., Zhan, Y., & **Liu, S.** (2012, April). Mood influence on training motivation and training transfer. In M. Wang & L. Zhou (Co-chairs), *New development in training motivation and training transfer research*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
34. **Liu, S.**, & Wang, M. (2011, May). Analysis of daily diary data: Non-normal outcomes, mediation, and moderated mediation. In L. M. Kath & V. J. Magley (Co-chairs), *Methodology in occupational health research: A continual learning effort*. Symposium conducted at the Work, Stress and Health Conference, Orlando, FL.
35. Zhou, L., Wolkoff, L., **Liu, S.**, Zhan, Y., Wang, M., Shi, J. (2011, May). Commuting stress and self-regulation at work: Moderating roles of commuting means efficacy and task significance. Poster presented at the Work, Stress and Health Conference, Orlando, FL.
36. **Liu, S.**, Wang, M., Zhan, Y., Zhou, L., Wolkoff, L., & Shi, J. (2011, April). A study of the antecedents of perceived overqualification. In A. Meade & E. Lobene (Chairs), *Perceived overqualification: New developments in research*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, Chicago, IL.
37. Wang, M., **Liu, S.**, Liao, H., Shi, J. (2010, August). Daily customer mistreatment and employees' negative mood: The rumination process. In R. Shao (Chair), *Taking workplace justice abroad: Daring to care about the differences*. Symposium conducted at the Academy of Management Annual Meeting, Montreal, Canada.
38. **Liu, S.**, Wang, M., Zhan, Y., & Zhou, L. (2010, April). Multilevel mediation analyses: A new procedure using bootstrap method. In H. K., Sin & C. Nye (Chairs), *Toward better structural modeling: Effect size, residuals, and multilevel mediation*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
39. **Liu, S.**, Wang, M., Zhan, Y., Zhou, L., Liao, F., & Shi, J. (2010, April). Counterproductive work behaviors as a result of overqualification. In A. Schroeder & P. Rosopa (Chairs), *An examination of the sources and targets of workplace deviance*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
40. Zhan, Y., **Liu, S.**, Murphy, L., Wang, M., Bodner, T., & Zhou, L. (2010, April). Retirement decision: A meta-analytic review of its predictors. In A. Loignon, G. Yun, & Mitchell, T. (Chairs), *An aging workforce: Processes, outcomes, and solutions*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.
41. Zhan, Y., Wang, M., McCune, E., Truxillo, D., Zhou, L., & **Liu, S.** (2010, April). Adaptability and newcomer outcomes: The mediating role of P-O fit. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.

42. Zhan, Y., Wang, M., **Liu, S.**, & Shi, J. (2009, November). Daily negative mood and emotional labor: Moderating roles of emotional intelligence and perceived emotional demand. Symposium conducted at the Work, Stress and Health Conference, San Juan, Puerto Rico.
43. Zhan, Y., **Liu, S.**, Murphy, L. A., Wang, M., Bodner, T., & Zhang, Z. (2009). Predicting retirement decision: A meta-analytic review. In D. Alexander-Houle (Chair), *Transitioning to roads less traveled*. Symposium conducted at the Academy of Management Annual Meeting, Chicago, IL.
44. **Liu, S.**, Wang, M., Liao, F., Costa, A., Zhan, Y., Shi, J. (2009, April). Work–family conflict and alcohol use: A daily study. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
45. Wang, M., Burlacu, G., Costa, A., Liao, F., Zhan, Y., & **Liu, S.** (2009, April). Predicting longitudinal change patterns of bridge employment: A dynamic perspective. In J. L. Barnes-Farrell & A. McGonagle (Chairs), *Making strides to understand an aging workforce*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
46. Zhan, Y., Wang, M., **Liu, S.**, & Shi, J. (2008, August). Individual adaptability and work-related outcomes: Organizational tenure as a moderator. Poster presented at the 2008 APA Convention, Boston, MA.
47. Mohr, C., Wang, M., Wendt, S., & **Liu, S.** (2008, July). Work stress and alcohol use across cultures. Symposium conducted at the 29th International Congress of Psychology, Berlin, Germany.
48. **Liu, S.**, Wang, M., Piccolo, R. F., Zhan, Y., & Shi, J. (2008, April). Core self-evaluation in China: Predictive effects on job satisfaction and job performance. Poster presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Francisco, CA.
49. **Liu, S.**, Wang, M., & Zhan, Y. (2008, March). Work stress, work family conflict and alcohol use: A daily study. In I. Schonfeld (Chair), *The application of daily diary methods to occupational stress research*. Symposium conducted at the Work, Stress and Health Conference, Washington DC.
50. Wang, M., Ford, D., **Liu, S.**, & Zhan, Y. (2007, April). Examining stable and temporal variance components in the abridged job in general scale: A longitudinal investigation. In N. A. Bowling (Chair), *Overlooked issues in the measurement of job satisfaction*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, New York.
51. Wang, M., Shultz, K., Zhan, Y, & **Liu, S.** (2007, April). Antecedents and health outcomes of bridge employment: A longitudinal investigation. In G. G. Fisher (Chair), *Work and retirement process: International perspective on older workers*. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Meeting, New York.

## Teaching Experiences

Multivariate Method I (Doctoral course)  
Multivariate Method II (Doctoral course)  
Human Resource Management (Doctoral course)  
Talent Acquisition and Development (MBA course)  
Human Resource Selection (Undergraduate course)  
Management People in Organizations (Undergraduate course)  
Occupational Health Psychology (Undergraduate course)  
Industrial and Organizational Psychology (Undergraduate course)

## Supervision of Graduate Students

### Dissertation Committee Member

1. Artemis Boulamatsi. 2018. *Veteran peers' perceptions and reactions to high status and proactive newcomers. The effects on newcomers' adjustment and veteran peers' outcomes.*
2. Tanja Darden, 2018. *Psychological contracts from the employer's perspective: The role of the supervisor's emotions in positive and negative employee-targeted outcomes.*
3. Lawrence Houston. 2015. *From categorization to individuation: A new perspective on self-presentations and the socialization of racial minorities.*
4. Morgan Krannitz. 2015. *Fueling the Fire: Applying self-expansion theory to work passion.*
5. Nicole Ginther. 2014. *The search is on: Utilizing rigorous assessment to identify high potential employees.*

### Thesis Committee Chair

6. Bobby Melloy. 2014. *Maintaining the job search goal against obstacles: A within- and between-person study.*

### Thesis Committee Member

7. Shereen Fatimah. 2014. *What makes proactive employees proactive? The integration of proactive personality within an approach/avoidance framework.*
8. Morgan Kranitz. 2013. *Appraising organizational scandal as threat or opportunity: Self-concept and strain of frontline employees.*
9. Nicole Ginther. 2012. *Polychronicity for personnel selection: An investigation of correlates and contextual determinants.*

## Service Activities Internal to the University

1. Chair, Post-Tenure Review Committee, Department of Management (2020-)
2. Member, Promotion and Tenure Committee, Department of Managerial Sciences (2019-)
3. Member, Faculty Affairs Committee, Robinson College of Business (2019-)
4. Member, University Senate Research Committee (2019-)
5. Member, University Senate Planning and Development Committee (2019-)
6. Member, Pre-Tenure faculty structured review committee, Department of Managerial Sciences (2019-)
7. Member, Clinical Faculty Structured Review Committee, Department of Managerial Sciences (2019-)
8. Member, Faculty Team for the HR Concentration of MS in MGS (2018-2019)
9. Chair of the Tenure Track OBHR Faculty Search Committee (2018)
10. Member, faculty team for the Enterprise Transformation/Digital Transformation of Organizations Pathway, Robinson College of Business (2018).
11. Member of the Non-Tenure Track OBHR Faculty Search Committee (2017-2018)
12. Member of Department Committee designing and launching the cohort MGS-MS program (2015-2016)
13. Participation in PhD Student Recruitment (2015-)
14. Faculty Advisor of the Research Subject Pool (2017-)
15. Faculty Mentor of the Cohort MS-MGS Student (2017)

### **Service Activities in Academic and Professional Organizations**

#### Consulting Editor

1. *Work, Aging and Retirement* (2020-present)

#### Panelist

1. *National Science Foundation* (2018-2019)

#### Editorial Board Member

1. *Psychological Bulletin* (2020-present)
2. *Personnel Psychology* (2017-present)

3. *Journal of Management* (2017-present)
4. *Occupational Health Science* (2016-present)
5. *Organizational Research Methods* (2015-present)
6. *Journal of Applied Psychology* (2014-present)
7. *Work, Aging and Retirement* (2014-present)

Ad Hoc Reviewer

1. *Academy of Management Journal*
2. *Applied Psychology: An international Review*
3. *European Journal of Work and Organizational Psychology*
4. *Human Performance*
5. *Human Relations*
6. *Human Resource Management*
7. *Journal of Organizational Behavior*
8. *Journal of Studies on Alcohol and Drugs*
9. *Journal of Vocational Behavior*
10. *Organizational Behavior and Human Decision Processes*
11. *Stress & Health*
12. Annual Academy of Management Conference
13. Annual Society for Industrial and Organizational Psychology Conference
14. Biannual International Conference on Work, Stress, and Health
15. National Science Foundation

Professional Committee Chair

1. AOM Research Methods Doctoral and Junior Faculty Consortium, Micro Track (2020)
2. Society for Occupational Health Psychology Membership Committee (2019-2021)

3. Society for Industrial and Organizational Psychology Conference Friday Seminar Committee (2015-2016)

Professional Committee Member

1. Society for Industrial and Organizational Psychology, Williams A. Owens Scholarly Achievement Award Committee (2019, 2020)
2. Academy of Management, HR division, Best Paper Award Committee (2017)
3. Society for Industrial and Organizational Psychology Conference Friday Seminar Committee (2014-2015)
4. Student Research Award Committee, Work, Stress and Health Conference (2013 – 2019)
5. Society for Industrial and Organizational Psychology Membership Committee (2012 – 2014)
6. Society for Industrial and Organizational Psychology Hawaii Outreach Taskforce (2012 – 2014)

Invited Colloquia

1. Work Science Center, School of Psychology, Georgia Institute of Technology, February 2021
2. Oregon Healthy Workforce Center, Oregon Institute of Occupational Health Science, July 2020
3. Ascend Atlanta and Earnest & Young, May 2020
4. Department of Psychology, Baruch College, October 2019
5. Department of Psychology, University of Georgia, March 2019
6. Department of Management and Organisations, The University of Western Australia, Perth, Australia, November 2015
7. Faculty of Business and Economics, The University of Hong Kong, Hong Kong, November 2015
8. Department of Psychology, Peking University, Beijing, China, June 2014
9. The School of Labor & Employment Relations, Pennsylvania State University, April 2014
10. Sun Yat-Sen Business School, Guangzhou, China, July 2012