Jinfeng Phoenix Chen

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EDUCATION

Ph.D. Purdue University, Mitch Daniels School of Business — Anticipated 2027
Major: Organizational Behavior and Human Resource Management

Dissertation: *Navigating changes inside and outside work: Implications of work-life coordination episodes for social resource expansion and subsequent work-nonwork outcomes*

Committee: Kelly Schwind Wilson (Chair), Allie Gabriel, Jordan Nielsen, and Kate Zipay

Abstract: As employees navigate their professional and personal lives, they inevitably encounter positive and negative work-life coordination episodes that impact their social roles at work and outside work. Work-life coordination episodes refer to unplanned discrete events occurring over a short period (several days or weeks) that require employees to coordinate temporary changes with their close others in work and nonwork domains. Given the relevance of these events, employees need to access resources from their close relationships to effectively manage work and nonwork changes. In this dissertation, I draw upon the self-expansion theory to uncover employees' experience navigating positive and negative work-life coordination episodes via social resource expansion. Findings from these two studies will advance management scholarship and practices by providing insights into how multiple resources from work and nonwork close others during disruptive and critical events promote employee well-being and prosocial behaviors at work.

Status: Proposal defended in January 2025
Data collection completed in February 2026

B.S. California State Polytechnic University, Pomona — 2021
Major: Business Administration (Management and Human Resources Emphasis)
Minor: Psychology
Summa Cum Laude

RESEARCH INTERESTS

- Interpersonal relationships (dating experiences, couples' interactions)
- Work-nonwork interface (social resources across domains, integration of work and personal values)
- Challenges of working parents (navigating parenthood, impression management during pregnancy)

REFEREED JOURNAL PUBLICATIONS

Arena Jr., D. F., **Chen, J. P.**, Gabriel, A. S., Jones, K. P., & Nag, D. (in press). Emotional ambivalence contextualized: The antecedents and consequences of daily affective profiles during pregnancy. *Journal of Organizational Behavior*.

Zhong, R., Lee, S., **Chen, J. P.**, Wilson, K. S., & Deng, Y. (2026). Spilling the tea at home: The effects of sharing negative work gossip with one's partner. *Personnel Psychology*, *79*(3), 431–456.

MANUSCRIPTS UNDER REVIEW OR REVISION

Chen, J. P., Wilson, K. S., & Nielsen, J. D. [The influences of dating experiences on single workers' well-being and performance]. First round Revise & Resubmit at *Personnel Psychology*.

Arena Jr., D. F., **Chen, J. P.**, Gabriel, A. S., Jones, K. P., & Guerrero, P. H. [Impression management strategies during pregnancy to overcome workplace stereotypes]. First round Revise & Resubmit at *Academy of Management Journal*.

Jones, K. P., Dutli, A., Gabriel, A. S., Arena Jr., D. F., & **Chen, J. P.** [Review of infertility and work to support employees toward parenthood]. Proposal accepted at *Journal of Organizational Behavior*.

MANUSCRIPTS AND RESEARCH PROJECTS IN PROGRESS

Chen, J. P., & Wilson, K. S. (data analysis). Implications of social resource expansion for employees' coping for work-nonwork challenges.

Chen, J. P. (conceptual development). Planned self-reward strategies in motivating workplace success.

Wilson, K. S., **Chen, J. P.,*** & Zipay, K. P.* (manuscript preparation). Upholding personal values at work and fostering coworkers' positive perceptions. Target: *Journal of Applied Psychology.*

**Shared authorship*

Rosokha, L. M.*, Kleshinski, C. E.*, **Chen, J. P.**, Wilson, K. S., & Baumann, H. M. (manuscript preparation). Social evaluations of dual-earner couples in shaping their workplace performance. Target: *Organization Science.*

**Shared authorship*

Stevenson-Street, J. M., Wilson, K. S., & **Chen, J. P.** (data collection). Understanding the effects of social media usage on employee well-being.

Wilson, K. S., Gabriel, A. S., & **Chen, J. P.** (data collection). Support for empty nesters during life transitions.

CHAIRED CONFERENCE SYMPOSIA

Chen, J. P., & Mucci-Ferris, M. (2026, August). Being myself at work: Understanding how nonwork identities and values enter the workplace. Symposium conducted at the 86th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Chen, J. P., Fogel, B. & Wilson, K. S. (2024, August). Evolving approaches to spillover research: The implications of diverse, nonwork encounters. Symposium conducted at the 84th Annual Meeting of the Academy of Management, Chicago, Illinois.

CONFERENCE PRESENTATIONS

Chen, J. P., Arena Jr., D. F., Guerrero, P. H., & Jones, K. P. (2026, August). Examining antecedents and consequences of daily professional impression management profiles during pregnancy. In E. R. Bailey (Chair), The disparate gendered experiences and beliefs that shape workplace outcomes for parents. Symposium conducted at the 86th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Chen, J. P., Rosokha, L. M., Wilson, K. S., Bartels, A. L., & Wu, L. (2026, August). Profiles of relational functions: Configuration(s) of leader-follower dyads. In R. K. Jepsen (Chair), No need to lead on empty: The social exchanges that fill a leader's tank. Symposium conducted at the 86th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Wilson, K. S., **Chen, J. P.,** & Zipay, K. P. (2026, August). Living personal values at work: The benefits of integrated authenticity on employee capability and workplace influence. In **J. Chen** & Mucci-Ferris, M. (Chairs), Being myself at work: Understanding how nonwork identities and values enter the workplace. Symposium conducted at the 86th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Wilson, K. S., **Chen, J. P.,** & Gabriel, A. S. (2026, May). Parenting transitions: The work and non-work experiences of empty nesters. Poster presented at Working Well Research Conference, West Lafayette, Indiana.

Chen, J. P., & Wilson, K. S. (2025, July). Social resource expansion after work-life disruptions. In A. Garcia & C. L. Nguyen (Chairs), The labor of love: Exploring employee well-being, interpersonal resources, and the spillover between work-family dynamics and romantic partnerships. Symposium conducted at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Chen, J. P., Arena Jr., D. F., Guerrero, P. H., Gabriel, A. S., & Jones, K. P. (2025, April). Exploring and understanding profiles of daily prenatal impression management at work. In S. D. Oney & M. A. Clark (Chairs), From taboo to hot topics: Cutting edge research on women's work-related experiences. Symposium conducted at the 38th Annual Meeting of the Society for Industrial Organizational Psychology, Denver, Colorado.

Jones, K. P., Gabriel, A. S, Arena Jr., D. F., **Chen, J. P.**, & Dutli A. (2025, April). The intersection of infertility and work: A review and research agenda to support aspiring parents. In A. R. Grotto (Chair), Unseen journeys: Uncovering women's infertility experiences at work. Symposium conducted at the 38th Annual Meeting of the Society for Industrial Organizational Psychology, Denver, Colorado.

Chen, J. P., Wilson, K. S., & Nielsen, J. D. (2024, November). Love in the digital age: Impact of dating apps on employee well-being and performance. Symposium conducted at the 2024 Purdue HR Conference, West Lafayette, Indiana.

Chen, J. P., Wilson, K. S., & Nielsen, J. D. (2024, August). "Swiping left or right": Individual dating app experiences and the influence on work. In **J. Chen**, B. Fogel & Wilson, K. S. (Chairs), Evolving approaches to spillover research: The implications of diverse, nonwork encounters. Symposium conducted at the 84th Annual Meeting of the Academy of Management, Chicago, Illinois.

Chen, J. P., Arena Jr., D. F., Jones, K. P., Nag, D. & Gabriel, A. S. (2024, April). I've got some feeling(s): Understanding profiles of daily prenatal affective states. In A. M. Waiwood & T. D. Allen (Chairs), Affective and psychological processes in the maternity-work intersection. Symposium conducted at the 37th Annual Meeting of the Society for Industrial Organizational Psychology, Chicago, Illinois.

Chen, J. P., Rosokha, L. M., & Wilson, K. S. (2023, November). Dual-earner couples' carryover of social evaluations at home to self-evaluations at work. Paper presented at Krannert Doctoral Student Association Research Symposium, West Lafayette, Indiana*.

**Best Presentation Awardee*

Chen J. (2021, April). Factors associated with employee job security, flow, distraction, and anxiety during the Covid-19 pandemic. Paper presented at Ronald E. McNair Scholars annual symposium, Pomona, California.

Chen J. (2020, August). Like learning about different cultures? It's good news for your creativity. Paper presented at Cal Poly Pomona Creative Activities and Research annual symposium, virtual.

TEACHING EXPERIENCE

Instructor of Record, OBHR 33000: Introduction to Organizational Behavior (Fall 2025 4.7/5.0)*

* *Mitch Daniels School of Business Certificate for Distinguished Teaching Awardee*

Instructor of Record, OBHR 33000: Introduction to Organizational Behavior (Fall 2023 4.5/5.0)*

* *Mitch Daniels School of Business Certificate for Distinguished Teaching Awardee*

Invited Guest Lecturer, OBHR 61500: Research Methods II for Dr. Allison S. Gabriel (Spring 2026)

Invited Guest Lecturer, MGMT 44690: Negotiation & Decision Making for Dr. Jordan Nielsen (Fall 2025)

ACADEMIC HONORS AND AWARDS

Mitch Daniels School of Business Certificate for Distinguished Teaching	2026
Mitch Daniels School of Business Certificate for Distinguished Teaching	2024
Mitch Daniels School of Business Doctoral Research Funds	2024
Mitch Daniels School of Business Special Employee Performance Recognition Award	2024
Purdue Center for Working Well Research Award	2024
Krannert Doctoral Research Funds	2023
Krannert Doctoral Student Association Research Symposium Best Presentation Awardee	2023
Cal Poly Pomona Management and Human Resources Student of the Year Award	2021
Cal Poly Pomona President's Discovery Fellow	2020 – 2021
Introduction to Diversity in Doctoral Education and Scholarship (IDDEAS)*	2020
**Selected by University of Chicago and Northwestern University*	
Ronald E. McNair Scholarship	2019 – 2021
Cal Poly Pomona University Advancement Scholar	2019
National Society of Leadership and Success Exemplary Leader Award	2019
Cal Poly Pomona Kellogg Honors Scholarship	2018 – 2021
Cal Poly Pomona Emerging Scholar Scholarships	2017 – 2018

PROFESSIONAL AFFILIATIONS

Student Affiliate, Academy of Management, HR Division	2021 – Present
Student Affiliate, Academy of Management, OB Division	2021 – Present

EXTERNAL PROFESSIONAL SERVICES

Student Reviewer	The Academy of Management Review Bridge Reviewer Program	Present
Student Interviewer	The Administrative Science Quarterly Blog	2024 – 2025
Student co-reviewer	Journal of Applied Psychology	2024
Ad-hoc Reviewer	Academy of Management, HR Division	2021 – Present
Ad-hoc Reviewer	Academy of Management, OB Division	2021 – Present

INTERNAL PROFESSIONAL SERVICES

PhD Student Host for OBHR Speaker Series	2025 – 2026
Krannert Doctoral Students Association Senator for Management & OBHR	2023 – 2024

PROFESSIONAL EXPERIENCES

International Collegiate Business Strategy Competition*, Long Beach, CA 2021
**Ranked "Best Overall Performance" and "Winner Best Documents"*
Project Management Officer, Northrop Grumman Collaboration Project, Pomona, CA 2020 – 2021
Success Strategist, Cal Poly Pomona Student Support and Equity Program, Pomona, CA 2019 – 2021
Network of International Business Schools Worldwide Case Competition*, Germany 2019 – 2020
**Best-performing team from the United States*

REFERENCES

Allison S. Gabriel, Ph.D.
Thomas J. Howatt Chair in Management
Professor of Management
Purdue University
Mitch Daniels School of Business
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Jordan Nielsen, Ph.D.
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