

## Jinfeng “Phoenix” Chen

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### EDUCATION

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

Dissertation: *Navigating changes inside and outside work: Implications of work-life disruptions 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 disruptions that impact their roles at work and outside work. Work-life disruptions 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 disruptive events, employees need to access resources from their close relationships to effectively manage work and nonwork changes after such events. In this dissertation, I draw upon the self-expansion theory to uncover employees' experience navigating positive and negative work-life disruptions via social resource expansion. Findings from two studies will advance current understanding by uncovering the work and nonwork implications of employee self-expansion through simultaneously accessing multiple resources from work and nonwork close others.

Status: Proposal defended in January 2025  
Data collection for pilot study completed in July 2025  
Preparing for field study data collection for October 2025

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

### RESEARCH INTERESTS

- Employee well-being (navigating parenthood, impression management)
- Interpersonal relationships (dating experiences, couples' interactions)
- Work-nonwork interface (social resources across domains, work and nonwork role balance)

### MANUSCRIPTS UNDER REVIEW OR REVISION

Arena Jr., D. F., **Chen, J.**, Gabriel, A. S., Jones, K. P., & Nag, D. Pregnant women's affective experiences at work. First round Revise & Resubmit at *Journal of Organizational Behavior*.

Jones, K. P., Gabriel, A. S., Arena Jr., D. F., **Chen, J.** & Dutli, A. Infertility and work review. Proposal under review at *Journal of Management*.

Zhong, R., Lee, S., **Chen, J.**, & Wilson, K. S. Impact of gossip at home. Under review at *Personnel Psychology*.

### **MANUSCRIPTS AND RESEARCH PROJECTS IN PROGRESS**

**Chen, J.**, & Wilson, K. S. (data collection). Social resource expansion inside and outside of work.

**Chen, J.**, Arena Jr., D. F., Gabriel, A. S., Guerrero, P. H., & Jones, K. P. Impression management at work during pregnancy. Target: *Academy of Management Journal*.

**Chen, J.**, Wilson, K. S., & Nielsen, J. D. Dating experiences and work. Target: *Personnel Psychology*.

Rosokha, L. M.\* , Kleshinski, C. E.\* , **Chen, J.**, Wilson, K. S., & Baumann, H. M. (data collection). Social evaluations of dual-earner couples.

*\*Shared authorship*

Wilson, K. S., **Chen, J.\*** & Zipay, K. P.\* (data analysis). Work-nonwork authenticity.

*\*Shared authorship*

Wilson, K. S., **Chen, J.**, & Zipay, K. P. (conceptual development). Work-nonwork paradox.

### **CHAired CONFERENCE SYMPOSIA**

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

### **CONFERENCE PRESENTATIONS**

**Chen, J.**, & 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 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen, Denmark.

**Chen, J.**, 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 38<sup>th</sup> Annual Meeting of the Society for Industrial Organizational Psychology, Denver, Colorado.

Jones, K. P., Gabriel, A. S., Arena Jr., D. F., **Chen, J.**, & 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 38<sup>th</sup> Annual Meeting of the Society for Industrial Organizational Psychology, Denver, Colorado.

**Chen, J.,** 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.,** 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 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, Illinois.

**Chen, J.,** 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 37<sup>th</sup> Annual Meeting of the Society for Industrial Organizational Psychology, Chicago, Illinois.

**Chen, J.,** 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**

OBHR 33000: Introduction to Organizational Behavior (Fall 2023 4.5/5.0)\*

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

## **ACADEMIC HONORS AND AWARDS**

Daniels School of Business Certificate for Distinguished Teaching	2024
Daniels School of Business Doctoral Research Funds	2024
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
<i>*Selected by University of Chicago and Northwestern University</i>	
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**

Speaker Event Student Host for Purdue OBHR PhD Program	2025 – Present
Krannert Doctoral Students Association Senator for Management & OBHR	2023 – 2024

**PROFESSIONAL EXPERIENCES**

International Collegiate Business Strategy Competition*, Long Beach, CA	2021
<i>*Ranked “Best Overall Performance” and “Winner Best Documents”</i>	
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
<i>*Best-performing team from the United States</i>	

## **REFERENCES**

Allison S. Gabriel, Ph.D.  
Thomas J. Howatt Chair in Management  
Professor of Management  
Purdue University  
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