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Organizational Behavior and Human Resource Management Department
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EDUCATION

Ph.D.	Purdue University Major: Organizational Behavior and Human Resource Management	Anticipated May 2028
M.S.	Shanghai Jiao Tong University Major: Business Administration	2021
B.M.	Jilin University Major: Human Resources Management	2018

RESEARCH INTERESTS

Work-nonwork Interface (e.g., leisure), Interpersonal Dynamics, Affect

PUBLICATIONS

Zhou, J., & Chen, J. (2023). Team reflexivity: A reflective process that promotes team learning. *Shanghai Management Science*, 45(01), 63–70. (In Chinese)

SELECTED WORKS IN PROCESS (author order tentative)

Nielsen, J., **Zhou, J.**, Hedrick-Miller, S., Jiang, W., & Thompson, J. (Writing). [Calling orientation and job performance].

Zhou, J., Zipay, K. P., & Hedrick-Miller, S. (Data collection). [Positive solitude].

Zipay, K. P., Shurman, M. W., **Zhou, J.**, & Chawla, N. (Data collection). [Proactive pushbacks].

Wilson, K. S., **Zhou, J.**, & Bui., P. K. (Designing field study). [Manage Your Boss].

Zipay, K. P., Gabriel, A. S., **Zhou, J.**, & Showalter, E. A. (Measurement design stage). [Intuitive working].

Shipp, A. J., Gabriel, A. S., & **Zhou, J.** (Idea generation). [Routines at work]

AWARDS

- *Center for Working Well Research Award 2023-2024*, Proactive pushbacks: Examining the Social Reactions to Micro-rebels at Work

CHAired CONFERENCE SESSIONS (* denotes equal contribution)

Dutli, A. *, Zipay, K. P. *, & **Zhou, J.** * (2024, August). The interface between work and home: Work recovery strategies. (Co-chairs). Symposium conducted at the 84th Academy of Management Annual Meeting, Chicago, IL.

REFEREED CONFERENCE PRESENTATIONS (* denotes presenter)

Nielsen, J. *, Jiang, W., **Zhou, J.**, Hedrick-Miller, S., & Thompson, J. (2025, July). Calling identity and reputation: A socioanalytic perspective on work orientation and job performance. In Jauron, D., & Colbert, A. E. (Chairs), I contain multitudes: How identity complexity informs meaning making and identity work. Symposium presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

Zhou, J. *, Zipay, K. P., & Hedrick-Miller, S. (2025, May). Taking time for me: Investigating employee positive solitude and its influence on work outcomes. Paper presented at the 2025 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Zipay, K. P., Shurman, M. W. *, **Zhou, J.**, & Chawla, N. (2025, May). Proactive pushbacks: Examining the social reactions to micorebels at work. Paper presented at the 2025 Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Zhou, J. *, Zipay, K. P., & Hedrick-Miller, S. (2025, May). Taking time for me: Investigating employee positive solitude and its influence on work outcomes. Presented at the 2025 Purdue-IU Gathering, Bloomington, IN.

Zhou, J. *, Zipay, K. P., & Hedrick-Miller, S. (2024, November). Taking time for me: Examining how me-time has an impact on employee outcomes. Paper presented at the 9th Annual KDSA Research Symposium.

Zipay, K. P., Shurman, M. W., & **Zhou, J.** * (2024, August). Proactive pushbacks: Examining the social reactions to work culture rebels. In Dutli, A., Zipay, K. P., & Zhou, J. (Chairs), The interface between work and home: Work recovery strategies. Symposium presented at the 84th Academy of Management Annual Meeting, Chicago, IL.

Kim, T.-Y., Zheng, M., Liu, Z., & **Zhou, J.** * (2024, August). Cognitive demand-ability fit and employee creativity: The moderating effect of task idiosyncratic deals. Paper presented at the 84th Academy of Management Annual Meeting, Chicago, IL.

Kwan, H. K. *, Kim, T.-Y., Liu, Z., & **Zhou, J.** (2024, June). A dual-pathway of perceived corporate social responsibility on managers' behaviors: High moral identifiers respond less. Paper presented at the 13th Asia Academy of Management Annual Conference, Malaysia.

Zhou, J. *, Zipay, K. P., & Shurman, M. W. (2023, November). How do micro pushbacks to work culture impact on peers' behaviors. Poster presented at the 8th Annual KDSA Research Symposium.

Zhou, J. *, Chen, J., & Liu, Y. (2023, April). Effect of team reflexivity on team performance: A meta-

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analysis. Poster presented at the 38th Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

PROFESSIONAL SERVICE

Reviewing

- Academy of Management: OB Division (2023 – present)
- Ad hoc reviewer for Journal of Occupational and Organizational Psychology

TEACHING EXPERIENCES

China Europe International Business School (Teaching Assistantship)

- Leadership (EMBA class)
- Behavioral Research Design and Methodology (DBA class)

Shanghai Jiao Tong University (Teaching Assistantship)

- Stress and Conflict (MBA class)
- Psychology and Behavior (Undergraduate class)
- Management Psychology (Undergraduate class)

PROFESSIONAL AFFILIATIONS

- Academy of Management (2023 – present)
- Center for Positive Organizations (2025 – present)
- Center for Working Well (2023 – present)

WORK EXPERIENCE

China Europe International Business School (CEIBS)

2021 – 2023

- Research Assistant for Dr. Tae-yeol Kim, Philips Chair in Management