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EDUCATION

Ph.D. **Purdue University** Anticipated May 2028
Major: Organizational Behavior and Human Resource Management

M.S. **Shanghai Jiao Tong University** 2021
Major: Business Administration

B.M. **Jilin University** 2018
Major: Human Resources Management

RESEARCH INTERESTS

Work-nonwork interface (e.g., leisure, recovery), Sustainable ways of working, Interpersonal dynamics (e.g., leader-follower relationships)

PUBLICATIONS

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

MANUSCRIPTS UNDER REVIEW OR REVISION

Nielsen, J., Jiang, W., **Zhou, J.**, Hedrick-Miller, S., & Thompson, J. [Title removed for blind peer review process]. *Under Review at Organization Science*

SELECTED WORKS IN PROCESS (author order tentative)

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

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

Zhou, J., Wilson, K. S., Lennard, A. C., & Bui., P. K. (Data collection). [Manage Your Boss].

Zipay, K. P., Gabriel, A. S., & **Zhou, J.** (Scale development; Design an intervention). [Intuitive working].

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

AWARDS

- *Center for Working Well Research Award 2023-2024*, Proactive pushbacks: Examining the Social Reactions to Micro-rebels at Work
- *Best Reviewer Award 2026,* Organizational Behavior Division, Academy of Management

CHAIRED CONFERENCE SESSIONS (* denotes equal contribution)

Zhou, J.* & Chico, R.* (2026, August). Rethinking aloneness: Exploring the spectrum from loneliness to solitude to connection. (Co-chairs). Symposium conducted at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

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)

Zhou, J.*, Zipay, K. P., & Hedrick-Miller, S. (2026, August). Taking time for me: Investigating employee positive solitude and its influence on work outcomes. In Zhou, J., & Chico, R. (Chairs), Rethinking aloneness: Exploring the spectrum from loneliness to solitude to connection. Symposium presented at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

Zhou, J.*, Zipay, K. P., & Hedrick-Miller, S. (2026, May). Taking time for me: Investigating employee positive solitude and its influence on work outcomes. Paper presented at the inaugural Center for Working Well Conference, West Lafayette, IN.

Zhou, J.*, Wilson, K. S., Lennard, A. C., & Bui., P. K. (2026, May). Why do employees manage up? Exploring the antecedents and underlying motives of Managing Your Boss behaviors. Presented at the 2026 Purdue-IU Gathering, West Lafayette, IN.

Zhou, J.*, Zipay, K. P., & Hedrick-Miller, S. (2025, November). Taking time for me: The impact of positive solitude on employee work outcomes. Paper presented at the 10th Annual KDSA Research Symposium.

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 microrebels 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-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
    - Leisure Sciences

TEACHING EXPERIENCES

Purdue University

- Instructor, OBHR33000: Introduction to Organizational Behavior (Fall 2026 TBD/5.0)
- Invited Guest Lecturer, MGMT44362: Leadership in a Changing World for Dr. Kate Zipay (Spring 2026)

China Europe International Business School

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

Shanghai Jiao Tong University

- Teaching Assistantship, Stress and Conflict (MBA class)

- Teaching Assistantship, Psychology and Behavior (Undergraduate class)
- Teaching Assistantship, 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