

JING ZHOU
Mary Gibbs Jones Professor of Management
Deputy Dean of Academic Affairs
Jesse H. Jones Graduate School of Business
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HIGHEST DEGREE

Ph.D. University of Illinois at Urbana-Champaign

ACADEMIC APPOINTMENTS

2018--present: *Mary Gibbs Jones Professor of Management*
Deputy Dean of Academic Affairs (2022-)
Area coordinator, OB (2016-22)
Director of Ph.D. program (2017-2022)

2009--2018: *Houston Endowment Professor of Management*

2007--present: *Professor of Management (with tenure),*
Director for Asian Management Research and Education (2007-2022)
Jones Graduate School of Business, Rice University.

2003--2007: *Associate Professor of Management (with tenure),* Jones Graduate School of Business, and *Associate Professor of Psychology (countesy appointment),* Psychology Department, Rice University.

2002--2003: *Associate Professor (with tenure) and Mays Fellow,* Department of Management, Texas A&M University.

1996--2002: *Assistant Professor,* Department of Management, Mays Business School, Texas A&M University.

LEADERSHIP AND ADMINISTRATIVE ROLES

Deputy Dean of Academic Affairs,

Jones Graduate School of Business, Rice University (2022-24)

Jones Graduate School of Business and Virani Undergraduate School of Business (2024-)

Area Coordinator, Organizational Behavior Area (2016—2022)

Director of Ph.D. Program, Jones Graduate School of Business (2017-22)

President, International Association for Chinese Management Research (IACMR) (2010-2012).
Main responsibilities: Providing overall leadership of the organization, such as managing office staff, coordinating activities related to conferences and workshops, membership development, relationships with universities and companies, etc.

IACMR is a premier international association dedicated to advancing high-quality research and evidence-based management in organizations. It has over 6,000 members from approximately 100 countries or regions worldwide.

Past President, International Association for Chinese Management Research (2012-2014).
Main responsibilities: Strategic planning, culture building, and leadership succession.

Chair, Organizational Behavior and Human Resource Management track, Academy of International Business (2002)
Main responsibilities: Managing the review and acceptance of conference submissions, and putting the conference program together.

Director for Asian Management Research and Education, Jones Graduate School of Business, Rice University (2007-2022).
Main responsibilities: Elevating Jones School's visibility and building its brand awareness; building and maintaining relationships with top business schools in China.

Co-chair, Department of Organizational Behavior and Human Resource Management, Tsinghua University (short-term visiting/honorary; June 1, 2012-2018)
Main responsibilities: Building a climate for high-quality, high-impact research; serving as an academic mentor to faculty and Ph.D. students.

KEY HONORS AND AWARDS

- Outstanding Reviewer Award, Strategic Entrepreneurship Journal, 2024
- Society of Organizational Behavior, inducted 2023
- IACMR Distinguished Scholarly Contribution Award (2023)
- A bibliometric study conducted by Febrati, Hansen, and Akhavan (2022) found that two major tracks have emerged in the creativity literature, and that two of my papers are among six leading papers defining one of these two major tracks.
- **Fellow**, Academy of Management (AOM), elected 2021

Academy of Management (AOM) is the largest and most prestigious professional organization of management scholars globally, having 20,000 members from 120 countries. Election as an AOM Fellow is a permanent designation and honors a highly select group of scholars who have made significant contributions to the science and practice of management and distinguished themselves at the top of their fields (Source: AOM).

- **Fellow**, American Psychological Association (APA)
- **Fellow**, Association for Psychological Sciences (APS)
- **Fellow**, Society for Industrial and Organizational Psychology (SIOP)
- **Elected leadership positions** at International Association for Chinese Management Research (over 6,000 members worldwide): Vice President and 2006 convention Program Chair (2004-2008), Senior Vice President (2008-2010), President (2010-2012), and Past President (2012-2014);
- **Associate Editor, *Journal of Applied Psychology***, 2009-2014
Incoming Associate Editor, 2008
- Invited to serve as **Associate Editor of *Academy of Management Review*** (2008)
(respectively declined due to earlier commitment to serving as an associate editor of JAP).
- **Journal of Management Best Paper Award (2019)**
Anderson, N., Potocnik, K., & Zhou, J. (2014). Innovation and creativity in organizations: A state-of-the-science review, prospective commentary, and guiding framework. *Journal of Management*, 40, 1297-1333. **(The five-year time lag was chosen to allow top papers with impact to emerge.)**
- **Journal of Management Best Paper Award (2009):**
Shalley, C. E., Zhou, J., & Oldham, G. R. (2004). The effects of personal and contextual characteristics on creativity: Where should we go from here? *Journal of Management*, 30, 933-958. **(The five-year time lag was chosen to allow top papers with impact to emerge.)**
- **Finalist, Responsible Research Award (2019)**, given at the 2019 Academy of Management annual convention. Liu, D., Gong, Y., Zhou, J., & Huang, J. (2017). Human resource systems, employee creativity, and firm innovation: The moderating role of firm ownership. *Academy of Management Journal*, 60, 1164-1188.
- **Research Excellence Award**, Jones Graduate School of Business, Rice University, 2018, 2020
- **Mary Gibbs Jones Professor of Management**, Rice University, 2018-
- **Houston Endowment Professor of Management**, Rice University, 2009-2018
- **Editorial board membership** (present and past) at leading journals in management, applied psychology, and entrepreneurship such as, *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Business Venturing*, *Journal*

of Management, Leadership Quarterly, Management and Organization Review, Organizational Psychology Review, and Strategic Entrepreneurship Journal.

- **Mays Fellow**, Mays Business School, Texas A&M University, 2002-2003
- **Distinguished Research Award**, Mays Business School, Texas A&M University, 2002
- **Fish Camp Namesake**, Texas A&M University, 2002
- **The Association of Former Students Distinguished Teaching Award**, Texas A&M University, 2001.
- **Montague** -- Center for Teaching Excellence Scholar (a Texas A&M University teaching award), Texas A&M University, 2000.

ADDITIONAL ACADEMIC HONORS, AWARDS, AND KEYNOTE SPEECHES

- “Microfoundations of organizational transformation”, keynote speech, International Association for Chinese Management Research, June 14, 2018, Wuhan, China.
- “Research on Workplace Creativity: Great Discoveries and Exciting New Directions”, Keynote Speech, EAWOP Small Group Meeting on Innovation in Organizations, Initiative and Creativity: A dialectic Perspective, September 19-21, 2013, Valencia, Spain.
- “Scholars’ Social Responsibility”, Presidential Speech, International Association for Chinese Management Research biennial conference, June 21, 2012, Hong Kong.
- “Doing Significant Research by Capturing Important Phenomena in China”, keynote panel speech, IACMR business meeting at the Academy of Management, August 8, 2010, Montreal, Canada.
- “Doing High-quality Research”, Presidential Inaugural Speech, International Association for Chinese Management Research, Closing Ceremony, June 19, 2010, Shanghai.
- “Negative Events, Leadership Styles, and ‘Chicken Soup For the Heart’: Exciting New Directions for Creativity Research”, keynote speech, International Association for Chinese Management Research, June 18, 2010, Shanghai.
- “Negativity and Creativity at Work: Toward a Sense-making Perspective of Creativity”, invited showcase panel speech, Association for Psychological Sciences, May 29, 2010, Boston.
- Research Fellow (honorary/visiting), Judge Business School, Cambridge University (2019-).
- Distinguished Visiting Chair Professor, co-chair of OB/HRM, School of Economics and Management, Tsinghua University (2012-18)

Short-term visiting/honorary professorships at Peking, Renmin, Shanghai Jiaotong, and Zhejiang universities (all top-10 business schools in China).

- Associate Editor, *APA Handbook of Industrial–Organizational Psychology* (2007-2009).
- Director of Research, Guanghua-Cisco Leadership Institute, Peking (Beijing) University (2009), jointly selected by Peking University and Cisco corporation.
- Advisory board, *Encyclopedia of Creativity* (2009-2010)
- International Editorial Advisory Board, *Major Works on Innovation and Knowledge Management* (2009)
- Ford Research Fellow, Center for Human Resource Management, Texas A&M University, 2000.
- OB/OMT Junior Faculty Consortium, Academy of Management meetings, Boston, Massachusetts, 1997.
- University of Illinois candidate to the HR Doctoral Student Consortium, Academy of Management meetings, Vancouver, Canada, 1995.
- University of Illinois candidate to the OB/OT/OD Doctoral Student Consortium, Academy of Management meetings, Dallas, Texas, 1994.
- Winner of the Graduate College competition for creative research projects, University of Illinois at Urbana-Champaign, 1994.
- Recipient of the Arnold Beckman Award, University of Illinois Research Board competition for research projects, 1993.
- Winner of the Graduate College competition for creative research projects, University of Illinois at Urbana-Champaign, 1993.
- Graduate Distinguished Fellowship, Institute of labor and Industrial Relations, University of Illinois, 1991-1992.
- Graduate Super-Fellowship, City University of New York, 1990-1991.

RESEARCH INTERESTS

1. Contextual effects on organizational creativity, innovation, and entrepreneurship; consequences of employee creativity; micro-macro linkages, especially employee creativity and firm performance; leadership.

2. Cross-cultural and diversity issues in organizational behavior and human resource management (e.g., cross-cultural differences in creativity-conducive conditions; cross-cultural differences in leadership perceptions and employee creativity; team diversity and creativity).

TEACHING INTERESTS

Negotiation; Leading Creativity and Innovation; Leadership; Global Leadership/International Management; Creativity and Entrepreneurship; Organizational Behavior.

RESEARCH IMPACT

A [recent study](https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000384) ranked me among the top 2% most influential researchers in business and management. Led by Stanford University professor John Loannidis, the authors analyzed the impacts of researchers globally across a broad range of disciplines.

<https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000384>

CITATION COUNT (GOOGLE SCHOLAR): 39,251

PUBLICATIONS

Yuan, F., Shin, S., & Zhou, J. (2024). Within-team individual power and creativity: Moderating effects of democratic team leadership and collectivistic value. *Creativity Research Journal*. accepted, 2024

Hoever, I., Betancourt, N., Chen, G., & Zhou, J. (2024). How others light the creative spark: When and why diverse environments trigger creativity through inspiration. *Organizational Behavior and Human Decision Processes*. accepted, 2023.

Zhou, J., Wu, J., & Wang, X. (2024). Interactive effects of receiver power and generator status on endorsement of creative ideas. *Journal of Management*, 50, 620-653.

Zhou, J., & Hoever, I. J. (2023). Understanding the dynamic interplay between actor and context for creativity: Progress and desirable directions. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 109-135.

Byron, K., Keem, S., Darden, T., Shalley, C. E., & Zhou, J. (2023). Building blocks of idea generation and implementation: A meta-analysis of team design and team creativity and innovation. *Personnel Psychology*, 1, 249-278.

Zhou, J., Oldham, G. R., Chuang, A., & Hsu, R. (2022). Enhancing employee creativity: Effects of choice, rewards and personality, *Journal of Applied Psychology*, 107, 503–513.

Zhang, Y., Zhang, Z., Law, K. Zhou, J. (2022). Paradoxical leadership, subjective ambivalence, and employee creativity: Effects of employee holistic thinking. *Journal of Management Studies*, 59, 695-723.

To, M., Fisher, C. D., Ashkanasy, N. M., & Zhou, J. (2021). Feeling differently, creating together: Affect heterogeneity and creativity in project teams. *Journal of Organizational Behavior*, 42, 1228-1243.

Zhou, J. Managing creativity under uncertainty. In Gudela Grote and Mark Griffin (eds.), *Oxford handbook on uncertainty management in work organizations*. Oxford University Press. Accepted in 2021.

Zhou, J. (2021). Building a systematic program of research into employee creativity and innovation. In X. Chen and H. K. Steensma (eds), *A journey toward influential scholarship: Insights from leading management scholars*. Oxford University Press.

Zhou, J. & Rouse, E. (2021) Shared foundations and diverse inquiries. In J. Zhou & E. Rouse (eds.), *Handbook of research on creativity and innovation*. Edward Elgar.

Zhou, J. (2021). Coherence, Courage, and Community: Lessons Learned from Professor Teresa Amabile. In Reiter-Palmon, R., Fisher, C. M., & Mueller, J. (Eds). *The componential theory of creativity (research): Uncovering new skills, experts, and motivations in the Field*. London, UK: Palgrave Publishing.

Zhou, J., Wang, X., Bavato, D., Tasselli, S., & Wu, J. (2019). Understanding the receiving side of creativity: A multidisciplinary review and implications for management research. *Journal of Management*, 45, 2570-2595.

Hoever, I. J., Zhou, J., & van Knippenberg, D. (2018). Different strokes for different teams: The contingent effects of positive and negative feedback on the creativity of informationally homogeneous and diverse teams. *Academy of Management Journal*, 61, 2159-2181.

Liao, H., Campbell, E., Chuang, A., Zhou, J., & Dong, Y. (2017). When one person's high performance creates resentment in your team. *Harvard Business Review*.

Zhang, X., Zhou, J., Kwon, H. K. (2017). Configuring challenge and hindrance contexts for introversion and creativity: Joint effects of task complexity and guanxi management. *Organizational Behavior and Human Decision Processes*, 143, 54-68.

(Zhang and Zhou contributed equally to this paper. Thus they share the first authorship.)

Campbell, E., Liao, H., Chuang, A., Zhou, J., & Dong, Y. (2017). Hot shot and cool reception: Social consequences of high performance at work. *Journal of Applied Psychology*, 102, 845-866.

Liu, D., Gong, Y., Zhou, J., & Huang, J. (2017). Human resource systems, employee creativity, and firm innovation: The moderating role of firm ownership. *Academy of Management Journal*, 60, 1164-1188.

(Finalist, Responsible Research Award. This paper appeared on AMJ's "most read articles" list.)

Zhou, J., Wang, X., Song, J., & Wu, J. (2017). Is it new? Personal and contextual influences on perceptions of novelty and creativity. *Journal of Applied Psychology*, 102, 180-202.

Lin, B., Law, K., & Zhou, J. (2017). Why is underemployment related to creativity and OCB? A task crafting explanation of the curvilinear moderated relations. *Academy of Management Journal*, 60, 156-177.

(This paper was featured in Financial Times, March 20, 2017; Quartz, March 13, 2017. Appeared on AMJ's "most read articles" list.)

Shin, S., Yuan, F., & Zhou, J. (2017). When perceived innovation job requirement increases employee innovative behavior: A sensemaking perspective. *Journal of Organizational Behavior*, 38, 68-86.

Liu, D., Jiang, K., Shalley, C., Keem, S., & Zhou, J. (2016). The underlying motivational mechanisms for employee creativity: A meta-analytic examination and theoretical extension of the creativity literature. *Organizational Behavior and Human Decision Processes*, 137, 236-263.

Yuan, F., & Zhou, J. (2015). The earth is not flat: Multi-level theorizing of the impact of high vs. low power-distance cultural context on group creativity and individual creativity in groups. *Journal of Organizational Behavior*, 36, 990-1007.

Dong, Y., Liao, H., Chuang, A., Zhou, J., & Campbell-Bush, E. (2015). Fostering employee service creativity: Joint effects of customer empowering behaviors and supervisory empowering leadership. *Journal of Applied Psychology*, 100, 1364-1380.

Hirst, G., van Knippenberg, D., Zhou, J., Quintane, E., & Zhu, C. (2015). Heard it through the grapevine: Indirect networks and employee creativity. *Journal of Applied Psychology*, 100, 567-574.

Shalley, C. E., Hitt, M. A., & Zhou, J. (2015). Integrating creativity, innovation and entrepreneurship to enhance the organization's capability to navigate in the new competitive landscape. In C. E. Shalley, M. A. Hitt, & J. Zhou, (Eds.), *The Oxford handbook of creativity, innovation, and entrepreneurship*. Oxford University Press.

Zhang, X., & Zhou, J. (equal contribution). (2014). Empowering leadership, uncertainty avoidance, trust and employee creativity: interaction effects and mediating processes. *Organizational Behavior and Human Decision Processes*, 124, 150-164.

(Zhang and Zhou contributed equally to this paper. Thus they share the first authorship.)

Anderson, N., Potocnik, K., & Zhou, J. (2014). Innovation and creativity in organizations: A state-of-the-science review, prospective commentary, and guiding framework. *Journal of Management*, 40, 1297-1333.

(Journal of Management 2019 Best Paper Award).

(Received “Citation of Excellence” from Emerald Publishing for being “one of the most highly cited and highly influential papers published in 2014 relating to the areas of Business Management, Finance, Accounting, Economics and Marketing”. Appeared on JoM’s “most read articles” list.)

Zhou, J., & Hoever, I. J. (equal contribution) (2014). Workplace creativity: A review and redirection. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 333-359.

Gong, Y., Zhou, J., & Chang, S. (2013). Core knowledge employee creativity and firm performance: The moderating role of riskiness orientation, firm size, and realized absorptive capacity. *Personnel Psychology*, 66, 443-482.

Song, J., Wu, J., & Zhou, J. (2012). Understanding creativity and innovation in Chinese organizations. In X. Huang and M. Bond (Eds.), *Handbook of Chinese organizational behavior: Integrating theory, research, and practice*. Edward Elgar.

Zhou, J., & Shalley, C. E. (2011). Deepening our understanding of creativity in the workplace. In S. Zedeck et al. (Eds.), *APA handbook of industrial–organizational psychology* (vol. 1, pp. 275-302). Washington, DC: American Psychological Association.

Zhou, J., & Ren, R. (2011). Striving for creativity: Building positive contexts in the workplace. K. S. Cameron and G. Spreitzer (eds.), *Handbook of positive organizational scholarship*. Oxford University Press: New York.

Zhou, J., & Su, Y. (2010). A missing piece of the puzzle: The organizational context in cultural patterns of creativity. *Management and Organization Review*, 6, 391-413.

Phan, P., Zhou, J., & Abrahamson, E. (2010). Creativity, innovation, and entrepreneurship in China. *Management and Organization Review*, 6, 175-194.

Zhou, J., Shin, S. J., Brass, D. J., Choi, J., & Zhang, Z. (2009). Social networks, personal values, and creativity: Evidence for curvilinear and interaction effects. *Journal of Applied Psychology*, 94, 1544-1552.

Hirst, G., van Knippenberg, D., & Zhou, J. (2009). A cross-level perspective on employee creativity: Goal orientation, team learning behavior, and individual creativity. *Academy of Management Journal*, 52, 280-293.

Yuan, F., & Zhou, J. (2008). Differential Effects of Expected External Evaluation on Different Parts of the Creative Idea Production Process and on Final Product Creativity. *Creativity Research Journal*, 20, 391-403.

Zhou, J., Shin, S. J., & Cannella, A. (2008). Employee self-perceived creativity after mergers and acquisitions: Interactive effects of threat--opportunity perception, access to resources, and support for creativity. *Journal of Applied Behavioral Science*, 44, 397-421.

Zhou, J., & Shalley, C. E. (2008). Expanding the scope and impact of organizational creativity research. In J. Zhou and C. E. Shalley (Eds.), *Handbook of organizational creativity* (pp. 347-368). Hillsdale, NJ: Lawrence Erlbaum.

Shalley, C. E., & Zhou, J. (2008). Organizational creativity research: A historical review. In J. Zhou and C. E. Shalley (Eds.), *Handbook of organizational creativity* (pp. 3-31). Hillsdale, NJ: Lawrence Erlbaum.

Zhou, J. (2008). Promoting creativity through feedback. In J. Zhou and C. E. Shalley (Eds.), *Handbook of organizational creativity* (pp. 125-145). Hillsdale, NJ: Lawrence Erlbaum.

Zhou, J. (2008). New look at creativity in the entrepreneurial process. *Strategic Entrepreneurship Journal*, 2, 1-5.

Shin, S., & Zhou, J. (2007). When is Educational Specialization Heterogeneity Related to Creativity in Research and Development Teams? Transformational Leadership as a Moderator *Journal of Applied Psychology*, 92, 1709-1721.

George, J. M., & Zhou, J. (2007). Dual tuning in a supportive context: Joint contributions of positive mood, negative mood, and supervisory behaviors to employee creativity. *Academy of Management Journal*, 50, 605-622.

Zhou, J. (2006). Leading for creativity: An employee-manager dyadic approach. In Marc J. Epstein, Tony Davila, and Robert Shelton (Eds.), *The creative enterprise*. Westport, CT: Praeger Publishers

Zhou, J. (2006). A Model of paternalistic organizational control and group creativity. In Beta Mannix, Maggie Neale, & Ya-ru Chen (Eds.), National Culture and Groups, *Research on managing groups and teams* (Vol. 9, pp. 75-94). Oxford, England: Elsevier Science.

Zhou, J. (2005). Creativity. In M. A. Hitt & R. D. Ireland (Eds.), *Entrepreneurship, the Blackwell encyclopedia of management* (2nd Ed.). Blackwell Publishing.

Shalley, C. E., Zhou, J., & Oldham, G. R. (2004). The effects of personal and contextual characteristics on creativity: Where should we go from here? *Journal of Management*, 30, 933-958.

(*Journal of Management* 2009 Best Paper Award).

Zhou, J., & George, J. M. (2003). Awakening employee creativity: The role of leader emotional intelligence. *Leadership Quarterly*, 14, 545-568.

Shin, S., & Zhou, J. (equal contribution; order of authorship alphabetical). (2003). Transformational leadership, conservation, and creativity: Evidence from Korea. *Academy of Management Journal*, 46, 703-714.

(Media mention: [Rice News](#))

Zhou, J. (2003). When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality. *Journal of Applied Psychology*, 88, 413-422.

(Featured in [Monitor on Psychology](#), November, 2003)

(Reprinted in [Work: Contexts and Consequences](#), co-edited by Cary L. Cooper and William H. Starbuck. London: Sage Publications, 2005. A collection of essential readings about work.)

Zhou, J., & Shalley, C. E. (2003). Research on employee creativity: A critical review and directions for future research. In J. J. Martocchio and G. R. Ferris (Eds.), *Research in personnel and human resource management* (Vol. 22, pp. 165-217). Oxford, England: Elsevier Science.

Zhou, J., & Woodman, R. W. (2003). Managers' recognition of employees' creative ideas. In L. V. Shavinina (Ed.), *International handbook on innovation* (pp. 631-640). Hillsdale, NJ: Lawrence Erlbaum.

George, J. M., & Zhou, J. (2002). Understanding when bad moods foster creativity and good ones don't: The role of context and clarity of feelings. *Journal of Applied Psychology*, 87, 687-697.

(Media mentions: [BusinessWeek](#); [Financial Times](#); [Inc.](#); [Monitor on Psychology](#), November, 2003; [New York Post](#))

Zhou, J., & Oldham, G. R. (2001). Enhancing creative performance: Effects of expected developmental assessment strategies and creative personality. *Journal of Creative Behavior*, 35, 151-167.

George, J. M., & Zhou, J. (2001). When openness to experience and conscientiousness are related to creative behavior: An interactional approach. *Journal of Applied Psychology*, 86, 513-524.

Zhou, J., & Martocchio, J. J. (2001). Chinese and American managers' compensation award decisions: A comparative policy-capturing study. *Personnel Psychology*, 54, 115-145.

Zhou, J., & George, J. M. (2001). When job dissatisfaction leads to creativity: Encouraging the expression of voice. *Academy of Management Journal*, 44, 682-696.

Perry, E., Kulik, C., & Zhou, J. (1999). A closer look at the effects of subordinate-supervisor age differences. *Journal of Organizational Behavior*, 20, 341-357.

Zhou, J. (1998). Feedback valence, feedback style, task autonomy, and achievement orientation: Interactive effects on creative performance. *Journal of Applied Psychology*, 83, 261-276.

(This work was featured in the October, 1998 issue of Psychology Today; Media mention: Rice News)

Zhou, J., Oldham, G. R. & Cummings, A. (1998). Employee reactions to the physical work environment: Effects of childhood residential attributes. *Journal of Applied Social Psychology*, 28, 2213-2238.

Ferris, G. R., Frink, D., Galang, M. C., Zhou, J., Kacmar, M., & Howard, J. (1996). Perceptions of organizational politics: Prediction, stress-related implications, and outcomes. *Human Relations*, 49, 233-266.

Ferris, G. R., Frink, D., Bhawuk, D., Zhou, J., & Gilmore, D. (1996). Reactions of diverse groups to politics in the workplace. *Journal of Management*, 22, 23-44.

(This paper has been given "Citation of Excellence" [cited with the "Highest Quality Rating"] by ANBAR Electronic Intelligence.)

Oldham, G. R., Cummings, A., Mischel, L., Schmidtke, J., & Zhou, J. (1996). Can personal stereos improve productivity? *HRMagazine*, April, 95-99.

Zhou, J., & Ferris, G. R. (1995). The dimensions and consequences of organizational politics perceptions: A confirmatory analysis. *Journal of Applied Social Psychology*, 25, 1747-1764.

Oldham, G. R., Cummings, A., Mischel, L., Schmidtke, J., & Zhou, J. (1995). Listen while you work?: Quasi-experimental relations between personal-stereo headset use and employee work responses. *Journal of Applied Psychology*, 80, 547-564.

(This paper has been cited in hundreds of newspapers and magazines worldwide.)

Oldham, G. R., Cummings, A., & Zhou, J. (1995). The spatial configuration of organizations. In G. R. Ferris (Ed.), *Research in personnel and human resource management* (pp. 1-37). Greenwich, CT: JAI Press.

BOOKS

4. J. Zhou & E. Rouse. (Eds.). *Handbook of research on creativity and innovation*. Edward Elgar. (2021)

This book bridges qualitative and quantitative research on some of the most conceptually interesting, practically relevant and timely phenomena including idea generation, co-creation, idea creation, evaluation and implementation in context, social networks and innovation, rigorous research design and qualitative research methods.

3. C. E. Shalley, M. A. Hitt, & J. Zhou, (Eds.). (2015). *The Oxford handbook of creativity, innovation, and entrepreneurship*. Oxford University Press.

This handbook provides an interesting multidisciplinary perspective integrating creativity, innovation and entrepreneurship based on cutting edge research. The handbook is being translated into Chinese and will be published by Peking University Press.

2. Associate Editor, *APA Handbook of Industrial–Organizational Psychology* (Three volumes) (2011). (Editor-in-Chief: Dr. Sheldon Zedeck)

1. J. Zhou & C. E. Shalley (Eds.) (2008). *Handbook of organizational creativity*. Hillsdale, NJ: Lawrence Erlbaum.

This book is the first volume focusing on creativity in organizations. It has been translated into Arabic and Chinese. The Chinese translation has been published by Peking University Press.

REFEREED CONFERENCE PROCEEDINGS

Dong, Liao, Chuang, Zhou, & Campbell-Bush (2012). An Invisible Hand in Employee Service Creativity: Customer Empowering Behaviors. Academy of Management Best Paper Proceedings.

Zhou, J., & Oldham, G. R. (1999). Expected evaluation and creative performance. Academy of Management Best Paper Proceedings.

Zhou, J., & Ferris, G. R. (1994). The dimensionality and consequences of organizational politics perceptions. Proceedings of the Conference on Causal Modeling. Purdue University, West Lafayette, Indiana.

Manuscripts Invited to Revise and Resubmit or Under Review at Journals

(omitted to protect the double-blind review process)

CONFERENCE: REFEREED PAPER PRESENTATIONS AND PARTICIPATION

Discussant for the symposium titled “New Insights into the Decisions Creators and Evaluators Make During the Creative Process” presented at the 84th Annual Meeting of the Academy of Management, August 13, 2024, Chicago.

Discussant for the symposium titled “The Creative Journey: From Ideation to Evaluation” presented at the 84th Annual Meeting of the Academy of Management, August 13, 2024, Chicago.

Luan, L., Kim, Y. J., Zhou, J. AI's Creative Promise: For Better or For Worse? Paper presented at the 84th Annual Meeting of the Academy of Management, August 13, 2024, Chicago.

Zhou, J. Expert facilitator, OB Research Roundtable Forum. Professional Development Workshop, 2024 Academy of Management meetings, August 10, Chicago.

Chair of Roundtable titled “Creativity Research and Practice” at creativity conference, UCL, Sept. 8-10, 2023, London.

Discussant for the symposium titled “Creative or Not Creative? Differences in Criteria for Creativity Evaluation” presented at the 83rd Annual Meeting of the Academy of Management, August 4 – August 8, 2023, Boston.

Discussant for the symposium titled “Team Creativity and Innovation Research: Introducing Diverse Perspectives and Novel Insights” presented at the 83rd Annual Meeting of the Academy of Management, August 4 – August 8, 2023, Boston.

Hoever, Zhou, Sun, & Zhang, supervisors and coworkers as creative role models. Paper presented at the symposium entitled “Other People, My Creativity: Social Interactions, Networks, Role Models, and Individual Creativity” at the 83rd Annual Meeting of the Academy of Management, August 8, 2023, Boston.

Zhou, J. Expert facilitator, OB Research Roundtable Forum. Professional Development Workshop, 2023 Academy of Management meetings, August 5, Boston.

Sun, S., & Zhou, J. The Forgotten Consequences of Employee Innovation on Work-Family Conflicts and Psychological Health. Paper presented at the 82nd Annual Meeting of the Academy of Management, August 5 – August 9, 2022, Seattle.

Discussant on the symposium titled “Creativity Evaluations and Consequences in Organizations”. Symposium presented at the 82nd Annual Meeting of the Academy of Management, August 5 – August 9, 2022, Seattle.

Discussant on the symposium titled “Overcoming the Bias Against Novelty”. Symposium presented at the 82nd Annual Meeting of the Academy of Management, August 5 – August 9, 2022, Seattle.

Zhou, J. Expert facilitator, OB Research Roundtable Forum. Professional Development Workshop, 2022 Academy of Management meetings, August 6, Seattle.

Discussant on the symposium titled “Evaluation and selection of creative ideas in organizations”. Symposium presented at the virtual 81st Annual Meeting of the Academy of Management, July 29 – August 4, 2021.

Chi, W., Shen, W., Zhou, J., When do board chairs have their personal imprints on firm strategies?, paper presented at the virtual 81st Annual Meeting of the Academy of Management, July 29 – August 4, 2021.

Discussant on the symposium titled “Individual Differences in Context: Different Paths to Effect Individual and Team Creativity”. Symposium presented at the 80th Annual Meeting of the Academy of Management, 7-11 August 2020, in Vancouver, BC, Canada.

Byron, Keem, Darden, Shalley, & Zhou. How Information Diversity and Integration Relate to Team Creativity and Innovation: A Meta-Analysis. Paper presented at the 80th Annual Meeting of the Academy of Management, August 7-11, 2020, Vancouver, BC, Canada.

Chi, Shen, Zhou, & Qian. Board Chair Career Variety, Selection of Independent Directors, and Firm Innovation Outcomes. Paper presented at the 80th Annual Meeting of the Academy of Management, August 7-11, 2020, Vancouver, BC, Canada.

To, Fisher, Ashkanasy, & Zhou, Affective diversity and creativity in teams: The role of transactive memory. Paper presented at the 2019 Australia and New Zealand Academy of Management, Cairns, Australia, December, 2019.

Zhou, J., Wu, J., & Wang, X. Power and willingness to implement creative ideas. Paper presented as part of the symposium “Evaluation and Selection of Creative Ideas in Organizations”, Brendon M. Cumiskey, & Daehyeon Kim, organizers and chairs, 2019 Academy of Management meetings, August 12, Boston.

Zhou, J. Discussant. Evaluation and Selection of Creative Ideas in Organizations, Jack Zhang, organizers and chairpersons, symposium presented at 2019 Academy of Management meetings, August 12, Boston.

Zhou, J. Discussant. Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity, Lynne C. Vincent and Joel B. Carnevale organizers and chairpersons, symposium presented at 2019 Academy of Management meetings, August 13, Boston.

Dong, Y., Zhou, J., & Wei, C. Act versus assess. Paper presented at 2019 Academy of Management meetings, August 13, Boston.

Zhou, J. Expert facilitator, OB Research Roundtables. Professional Development Workshop, 2019 Academy of Management meetings, August 10, Boston.

To, Fisher, Ashkanasy, & Zhou Exploration of Emotions and Leadership in Organizations at Multiple Levels of Analysis. Paper presented at the 2018 Meeting of the Southern Management Association, Lexington, Kentucky, November 6-10.

Zhou, J. Discussant, “Breaking Ties and Bringing in Time: Shedding New Light on Social Networks and Creativity”, Amy Breidenthal and Gamze Koseoglu, organizers and chairpersons, symposium presented at 2018 Academy of Management meetings, August 14, Chicago.

Zhou, J. Discussant, "Solving Complexities in Creativity Research: Towards a Holistic Understanding across Levels", Till Nicolas Deuschel, organizer and chairperson symposium presented at 2018 Academy of Management meetings, August 14, Chicago.

Jeong, I., Shin, S., Zhou, J. & Chen, G. Self-transcendence value, creative self-efficacy, humble leadership, and creativity. Paper presented at the 2018 Society for Industrial and Organizational Psychology. April 21, Chicago.

Zhou, J. Microfoundations of organizational transformation, keynote speech, International Association for Chinese Management Research, June 14, 2018, Wuhan, China

Huang, E., Zhang, Y., Zhang, X., Zhou, J., Lee, C., Long, L. Job insecurity, commitment, and proactivity toward the Organization and Career. Paper presented at the 2017 Academy of Management Meetings, August 8, Atlanta, Georgia.

Zhou, J., Oldham, G. R., Chuang, A., & Hsu, R. S. A field quasi-experimental study of incentives, choice, and employee creativity. Paper presented as part of the symposium entitled, "Challenging the Status Quo in Organizations: From Subordinate Challenge to Superior Reactions" (Andrew Brodsky, chair). 2016 Academy of Management Meetings, August 5-9, Aneham, California.

Zhou, J. Discussant. Symposium entitled, "Recombination in teams" (Johnathan Cromwell and Jeffrey Sanchez-Burks, chairs). Symposium presented at the 2016 Academy of Management Meetings, August 5-9, Aneham, California.

Zhou, J. Discussant. Symposium entitled, "Creativity and innovation: A multilevel perspective on processes and outcomes" (Marilyn Uy and Siran Zhan, co-chairs). Symposium presented at the 2016 Academy of Management Meetings, August 5-9, Aneham, California.

Zhou, J. (2016). Faculty panelist, OB research incubator, OB Division, 2016 Academy of Management Meetings, August 6, Aneham, California.

Zhou, J. Chair, 2016 Inaugural TLC@IACMR, "Leading Thoughts, Transforming Lives: Creating Synergy btw Research & Teaching" workshop, June 15, 2016 at the International Association for Chinese Management Research biennial convention, Hangzhou, China.

Liu, D., Gong, Y., & Zhou, J. Human Resource Systems, Employee Creativity, and Firm Innovation in China: Does Firm Ownership Matter? Paper presented at the 2016 International Association for Chinese Management Research biennial convention, June 15-19, Hangzhou, China.

Zhou, Wang, Song, & Wu (2015). Do You See What I See? Personal and Contextual Effects on Recognition of Novel Ideas. Paper presented at the 2015 Academy of Management Meetings, August 7-11, Vancouver, Canada.

Hoeber, Zhou, & Chen (2015). Feeling inspired, being creative: Inspiration as a mechanism to fuel employee creativity. Paper presented at the 2015 Academy of Management Meetings, August 7-11, Vancouver, Canada.

To, Fisher, Ashkanasy, & Zhou (2015). I Don't Feel as You Do: Affect Heterogeneity, Transactive Memory Systems, and Team Creativity. Paper presented at the 2015 Academy of Management Meetings, August 7-11, Vancouver, Canada.

Zhou, J. (2015). Faculty panelist, OB research incubator, OB Division, 2015 Academy of Management Meetings, August 8, Vancouver, Canada.

Lin, B., Law, K. S., & Zhou, J. (2014). How underemployment benefits? The curvilinear mediated moderation mechanism of task crafting. Paper presented at the 2014 Academy of Management Meetings, August 4, Philadelphia.

Zhou, J. (2014). Faculty panelist, New member networking and research forum, OB Division, 2014 Academy of Management Meetings, August 2, Philadelphia.

Zhou, J. (2014). Faculty panelist, OB research incubator, OB Division, 2014 Academy of Management Meetings, August 2, Philadelphia.

Keynote speaker, creativity research and education in China, Professional Development Workshop, International Association for Chinese Management Research biennial conference, June 22, 2014, Beijing.

Zhou, J. (2014). Crafting a great paper: Seeing the journey from the lens of an editor. Professional Development Workshop, International Association for Chinese Management Research biennial conference, June 22, 2014, Beijing.

Zhou, J. (2014). Chair, Creativity and Innovation paper session. International Association for Chinese Management Research biennial conference, June 20, 2014, Beijing.

Shin, S., Zhou, J., Song, J., & Wu, J. (2014). When a "Good" Leadership Style Is Bad for Creativity. Society for Industrial and Organizational Psychology Annual Conference, May 16, Hawaii.

Zhang, X., & Zhou, J. (2014). Empowering leadership, uncertainty avoidance, trust, and creativity. Society for Industrial and Organizational Psychology Annual Conference, May 16, Hawaii.

Zhang, X., & Zhou, J. (2014). Is being introverted good or bad for creativity? Society for Industrial and Organizational Psychology Annual Conference, May 16, Hawaii.

Zhou, J. (2013). Faculty panelist, New member networking and research forum, OB Division, 2013 Academy of Management Meeting, August 10, Orlando.

Zhou, J. (2013). Panelist, editor's panel, Doctoral student and junior faculty consortia, HR Division, 2013 Academy of Management Meeting, August 10, Orlando.

Zhou, J. (2013). Faculty panelist, OB research incubator, OB Division, 2013 Academy of Management Meeting, August 10, Orlando.

Yuan, F., Shin, S., & Zhou, J. Social status and employee creativity in work teams: A multi-level and multi-source investigation. Presented at 2013 Academy of Management Meeting, Orlando.

Liu, D., Gong, Y., Zhou, J., & Huang, J. Human resource management and employee creativity: A cross-level examination of underlying mechanisms. Presented at 2013 Academy of Management Meeting, Orlando.

Zhang, Song, Zhou, Wu, & Lu. When and why dissatisfied employees become creative: Examining Moderated Mediation, April 11, 2013, Society for Industrial and Organizational Psychology Annual Conference, Houston.

Zhou, J. (2012). Faculty panelist, New member networking and research forum, OB Division, 2012 Academy of Management Meeting, August 4, Boston.

Zhou, J. (2012). Panelist, editor's panel, Doctoral student and junior faculty consortia, HR Division, 2012 Academy of Management Meeting, August 4, Boston.

Zhou, J. (2012). Faculty panelist, OB research incubator, OB Division, 2012 Academy of Management Meeting, August 4, Boston.

Hoever, I., & Zhou, J. The differential effect of feedback valence on the creativity of informationally diverse and homogeneous teams. Presented at 2012 Academy of Management Meeting, Boston.

Dong, Liao, Chuang, Zhou, & Campbell-Bush. An Invisible Hand in Employee Service Creativity: Customer Empowering Behaviors. Presented at 2012 Academy of Management Meeting, Boston.

(Winner of AOM OB Division's Most Innovative Student Paper Award)

Panelist, Editors Panel, June 24, , International Association for Chinese Management Research biennial conference, June 20-24, 2012, Hong Kong.

Chair and discussant, "How to promote creativity". June 23, International Association for Chinese Management Research biennial conference, June 20-24, 2012, Hong Kong.

Chair and discussant, Creativity, June 22, International Association for Chinese Management Research biennial conference, June 20-24, 2012, Hong Kong.

Zhou, J. Innovation frontier (Invited). INSEAD, May 11-12, 2012

Yuan, F., Shin, S., & Zhou, J. When job requirement for innovation increases employee innovative behavior at work: An interactionist perspective. Presentation as part of a symposium titled "International Advances in Innovation and Creativity in the Workplace" (Neil Anderson and Kristina Potocnik, chairpersons), Society for Industrial and Organizational Psychology annual convention, San Diego, April 25-28, 2012.

Zhang, X., & Zhou (equal contribution). Empowering leadership, uncertainty avoidance, trust relationship, and creativity: Interaction effects and mediating processes. Presented at 2011 Academy of Management Meeting, August 15, in San Antonio, Texas.

Social network and creativity in the Chinese pharmaceutical industry (with Hirst, Van Knippenberg, Quintane, and Zhu), presented at 2011 Academy of Management Meeting, August 12-16, in San Antonio, Texas.

Panelist, "Publishing in top-tier journals", Entrepreneurship Division, 2011 Academy of Management Meeting, August 16, in San Antonio, Texas.

Panelist, All-Academy Theme (AAT) program PDW, "When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy", 2011 Academy of Management Meeting, August 14, in San Antonio, Texas.

Moderator, deans panel "Cooperation and Competition among Leading Asian Business Schools", organized by "Chinese Scholar Community", 2011 Academy of Management Meeting, August 13, in San Antonio, Texas.

Zhou, J. (2011). Panelist, editor's panel, Doctoral student and junior faculty consortia, HR Division, 2011 Academy of Management Meeting, August 13, in San Antonio, Texas.

Zhou, J. (2011). Faculty panelist, "Help I'm stuck" PDW session, OB Division, 2011 Academy of Management Meeting, August 13, in San Antonio, Texas.

Zhang, X. & Zhou, J. (equal contribution). Supervisory empowerment behaviors and creativity: An investigation of moderators and a mediation sequence. 2011 Association of Psychological Sciences (APS) Annual Convention in Washington, DC (May 26-29, 2011)

Zhou, J. (2010). Showcase symposium on motivation and creativity, discussant, August 9, 2010 AoM, Montreal, Canada.

Zhou, J. (2010). Doing Significant Research by Capturing Important Phenomena in China. Invited keynote panel speech, IACMR business meeting at the Academy of Management, August 8, Montreal, Canada.

Zhou, J. (2010). Panelist, editor's panel, Doctoral student and junior faculty consortia, HR Division, August 7, 2010 AoM, Montreal, Canada.

Zhou, J. (2010). Panelist, editor's panel, Doctoral student and junior faculty consortia, Conflict Management Division, August 7, 2010 AoM, Montreal, Canada.

Zhou, J. (2010). Faculty panelist, "Help I'm stuck" PDW session, OB Division, August 5, 2010 AoM, Montreal, Canada.

Zhou, J. (2010). Editor's panel on how to publish high-quality research. International Association for Chinese Management Research, Professional Development Workshops, June 20, Shanghai.

Zhou, J. (2010). Presidential Inaugural Speech, International Association for Chinese Management Research, Closing Ceremony, June 19, Shanghai.

Zhou, J. (2010). Negative Events, Leadership Styles, and "Chicken Soup For the Heart": Exciting New Directions for Creativity Research. Keynote speech, International Association for Chinese Management Research, June 18, Shanghai.

Zhou, J. (2010). Negativity and Creativity at Work: Toward a Sense-making Perspective Creativity. Invited showcase panel speech, Association for Psychological Sciences, May 29, Boston.

Zhou, J. (2009). Faculty presenter and paper discussant, Junior Faculty Workshop for the OB Division at the 2009 AOM conference in Chicago.

Zhou, J., Shin, S.J., Brass, D.J., Choi, J., & Zhang, Z. Social networks, personal values, and creativity. Presented at Society of Organizational Behavior Conference, U. of New South Wales, Sydney, Australia, March 13-14, 2009.

Zhou, J. (2008). Does organizational control enhance everyday creativity and framebreaking creativity? Yes and No! Invited presentation at the Frontier Conference on Fostering Creativity and Innovation in Global Business, December 17-18, Hong Kong.

Zhou, J. (2008). Holistic Thinking and Creativity: Conceptualization and Preliminary Investigation. Paper presented at the Academy of Management Annual Conference, August 10-13, Anaheim, California.

Zhou, J. (2008). Meet the editors. Panelist on the editors' panel session at the Academy of Management Annual Conference, August 10-13, Anaheim, California.

Zhou, J. (2007). Research Conference on "Creativity, Entrepreneurship, and Organizations of the Future" A Harvard Business School Centennial Colloquium. Program Committee member, December 7-8, Boston

Zhou, J., Shin, J., Cannella, A. (2007). Employee Creativity after Mergers and Acquisitions: An Opportunity-threat Perception Perspective. Presented at Academy of Management Annual Conference, August 3-8, 2007, Philadelphia, Pennsylvania.

Zhou, J., & Shalley, C. E. (2007). Research on antecedents of employee and team creativity. Co-Chair, Professional Development Workshop, Academy of Management Annual Conference, August 3-8, 2007, Philadelphia, Pennsylvania.

Zhou, J. (2007). Creativity session moderator. Strategic Entrepreneurship Journal Inaugural conference, July 16-18, Chicago.

Shin, S., & Zhou, J. (2007). When is Educational Specialization Heterogeneity Related to Creativity in Research and Development Teams? Transformational Leadership as a Moderator. Presented at Society for Industrial and Organizational Psychology Annual Conference, April 27-29, 2007, New York, New York.

Zhou, J. (2004). Leadership and Organizational Culture (Discussant). International Association for Chinese Management Research Inaugural Conference. June 17-20, 2004, Beijing.

Zhou, J. (2004). Writing Skills for Top Tier Journals (Chair and organizer). International Association for Chinese Management Research Inaugural Conference. June 17-20, 2004, Beijing.

Shin, S., & Zhou, J. (2003). We believe we can: Collective creativity efficacy and its antecedents and group creativity in Korea. Academy of Management Annual Meetings, Seattle, Washington.

Zhou, J. (2003). Worker response to constraints. Academy of Management Annual Meetings, Seattle, Washington. [Discussant]

Zhou, J. (2002). Organizational Citizenship Behavior. Academy of Management Annual Meetings, Denver, Colorado. [Session Chair]

Yuan, F., & Zhou, J. (2002). Expected Evaluation and Creativity: A New Look at an Old Problem. Paper presented at the Academy of Management Annual Meetings, Denver, Colorado.

George, J. M., & Zhou, J. (2002). Effects of Leaders' Emotional Intelligence on Employees' Creative Performance. Paper presented at the Academy of Management Annual Meetings, Denver, Colorado.

Zhou, J. (2002). New Directions for International Management Research. Symposium presented at the 2002 Academy of International Business Annual Conference, San Juan, Puerto Rico. [Symposium organizer and chair]

Zhou, J. (2002). East Meets West: New Directions of Chinese Management Research. Symposium presented at the 2002 Society for Industrial and Organizational Psychology Annual Conference, Toronto, Canada. [Symposium organizer and chair]

Shin, S. & Zhou, J. (equal contribution; order of authorship alphabetical). (2002). Transformational leadership, value congruence, and employee creativity: Evidence from Korea. Paper presented at the 2002 Society for Industrial and Organizational Psychology Annual Conference, Toronto, Canada.

Zhou, J. (2001). Modeling creative co-workers: Effects of supervisor developmental feedback and close monitoring. Paper presented at the Academy of Management Annual Meetings, Washington, D. C.

George, J. M., & Zhou, J. (2001). Understanding when bad moods foster creativity and good ones don't: The role of context and clarity of feelings. Paper presented at the Academy of Management Annual Meetings, Washington, D. C.

Zhou, J., & Oldham, G. R. (2001). Enhancing creative performance: Effects of expected developmental assessment strategies and creative personality. Paper presented at the 2001 Society for Industrial and Organizational Psychology Annual Conference, San Diego, California.

Oldham, G. R., Zhou, J., & Cummings, A. (2001). Characteristics of childhood home environments and adult creativity in the workplace. Paper presented at the 2001 Society for Industrial and Organizational Psychology Annual Conference, San Diego, California.

George, J. M., & Zhou, J. (2000). When openness to experience and conscientiousness are related to creativity in the workplace. Paper presented at the Academy of Management Annual Meetings, Toronto, Canada.

Zhou, J. & George, J. M. (2000). When job dissatisfaction leads to creativity: Encouraging the expression of voice. Paper presented at the 2000 Society for Industrial and Organizational Psychology Annual Conference, New Orleans, Louisiana.

Zhou, J., & Oldham, G. R. (1999). Expected evaluation and creative performance. Paper presented at the Academy of Management Annual Meetings, Chicago.

Zhou, J., & Woodman, R. W. (1999). Managers' recognition of employee creative ideas: A social-cognitive approach. Paper presented at the Academy of Management Annual Meetings, Chicago, August 6-11.

Zhou, J., Griffin, R. W., Wei, X., & Jeong, E. (1998). Chinese employees' leadership conceptualizations: An inductive approach and some preliminary results. Paper presented at the Academy of International Business Annual Meeting, Vienna, Austria.

Zhou, J., & Martocchio, J. J. (1998). Chinese and U.S. managers' compensation award decisions: A comparative policy-capturing study. Paper presented at the Academy of Management Annual Meetings, San Diego.

Zhou, J. (1998). Managers' recognition of employee creative ideas: A social-cognitive approach. Paper presented at "The 21st Century Change Imperative: Evolving Organizations & Emerging Networks" Conference, Center for the Study of Organizational Change, University of Missouri-Columbia, June 12-14.

Zhou, J. (1998). Antecedents of intrinsic motivation in Chinese R&D organizations. Paper presented at the 1998 Society for Industrial and Organizational Psychology Annual Conference, Dallas, Texas.

Zhou, J. (1997). Interactive effects of feedback sign, feedback style, and autonomy on creative performance. Paper presented at the Academy of Management Annual Meetings, Boston, Massachusetts.

Zhou, J. (1997). Group creativity in Chinese organizations: An investigation of multi-level predictors. Paper presented at the Academy of Management Annual Meetings, Boston, Massachusetts.

Zhou, J., & Martocchio, J. J. (1997). Chinese managers' compensation award decisions: A policy-capturing study. Paper presented at the 1997 Society for Industrial and Organizational Psychology Annual Conference, St. Louis, Missouri.

Zhou, J., Oldham, G. R., & Cummings, A. (1996). Employee reactions to the physical work environment: The role of childhood residential attributes. Paper presented at the Academy of Management Annual Meetings, Cincinnati, Ohio.

Zhou, J., Perry, E., & Kulik, C. (1996). A closer look at the effects of subordinate-supervisor age differences. Paper presented at the 1996 Society for Industrial and Organizational Psychology Annual Conference, San Diego, California.

Zhou, J., & Ferris, G. R. (1994). The dimensionality and consequences of politics perceptions. Paper presented at the Conference of Causal Modeling, Academy of Management, West Lafayette, Indiana.

Ferris, G. R., Frink, D., Galang, M. C., Zhou, J., Kacmar, M., & Howard, J. (1994). Political work environment. Paper presented at the 1994 Society for Industrial and Organizational Psychology Annual Meetings, Nashville, Tennessee.

Cummings, A., Zhou, J., & Oldham, G. R. (1993). Demographic differences and employee work outcomes: Effects of multiple comparison groups. Paper presented at the Academy of Management Annual Meetings, Atlanta, Georgia.

INVITED PRESENTATIONS, WORKSHOPS, TALKS

- 2023 Society of Organizational Behavior, University of Florida, October.
- 2023 Uncertainty Summer School invited faculty presenter, ETH Zürich, June.
- 2023 University at Buffalo, The State University of New York, School of Management, Dean's Speakers Series on Innovation, Entrepreneurship, and Leadership, April 14.
- 2022 University of Cambridge, September 15
- 2022 Universidad Carlos III de Madrid, June 13
- 2022 TAMU, March 4
- 2020 Panelist, JGSB students and alum forum on using OB research to inform managers on how to lead effectively during the pandemic
- 2020 IACMR distinguished researcher series, invited speaker
- 2020 University of Cambridge (postponed due to the pandemic)
- 2020 Universidad Carlos III de Madrid, March 2 (postponed due to the pandemic)
- 2019 Wharton School, University of Pennsylvania, Nov. 9.
- 2019 University of Washington, Nov. 1.
- 2019 University of Groningen, October 3-4.
- 2019 Harvard Business School, Creativity Conference: Festschrift in Honor of Teresa Amabile, August 14.
- 2019 London Business School, May 30.
- 2019 University College London, May 29 (rescheduled. originally April 26, 2017).
- 2019 Leading innovation, Scientia, Rice University, February 19.
- 2017 Keynote speaker Micro Meets Macro conference, Arizona State University, March 1-3.
- 2016 Hong Kong Polytechnic University, July 12.
- 2015 Rotman School of Management, University of Toronto, November 10-12.

- 2015 Business Research Unit (BRU-IUL) of the Instituto Universitário de Lisboa (ISCTE-IUL), May.
- 2015 National University of Singapore, April/May.
- 2015 University of Illinois at Urbana-Champaign, April 2-3.
- 2014 How to build effective research collaborations. Tsinghua University, December 16.
- 2014 Have we been looking for creativity in the right places? Toward closing the gap between what's happening in China and creativity research. Invited speech. Management and Organization Review Inaugural Research Frontiers Conference "Globalization of Knowledge Creation and Innovation in the Context of Emerging Economies". Dec. 4-7, Hong Kong.
- 2014 How to publish in top journals. Hong Kong Baptist University, December 8.
- 2014 Fostering creativity in the workplace. School of Management, Huazhong University of Science and Technology, May 20.
- 2014 Fostering creativity in organizations. Great discoveries, exciting new directions. School of Psychology, Huazhong Normal University, May 20.
- 2013 Having an enjoyable academic career: Research, teaching, and work-life balance. Tsinghua University, Dec. 17.
- 2013 Launching a successful career in academia: The dos and don'ts as a Ph.D. student. Tsinghua University, Dec. 16.
- 2013 Workplace creativity. Keynote speech at the conference "Innovation in Organizations, Initiative and Creativity: A Dialectic Perspective", Valencia, Spain, September 21.
- 2012 Leadership research: Is there an East-West divide?, Tsinghua University, Dec. 11.
- 2012 Employee creativity and firm performance, Tsinghua University, Dec. 10.
- 2012 Creativity, Antai School of Management, Shanghai Jiaotong University, July 2.
- 2012 Rigorous and relevant research, School of Economics and Management, Tsinghua University, June 18.
- 2012 Distinguished speaker, Leeds School of Business, University of Colorado at Boulder, February 24th.

- 2011 Doing good work and getting published in top journals, Tsinghua University, School of Economics and Management, December 20, Beijing.
- 2011 Is being introverted good for creativity? University of Michigan, April 8th.
- 2010 Workplace Obstacles, Support for Learning, and Creativity: Toward a Sense-making Perspective, Tsinghua University, School of Economics and Management, July 13, Beijing.
- 2010 When necessity is the mother of invention, Olin Business School at Washington University, February 11-12.
- 2010 When necessity is the mother of invention, Social Psychology speaker, Psychology Department, Texas A&M University, February 26.
- 2010 When necessity is the mother of invention, Department of Psychology, Rice University, January 22.
- 2009 Research on creativity in organizations: Great discoveries, exciting new directions. OB/HRM Guru Forum, Renmin University, November 2, 2009.
- 2009 Tulane University, Freeman School of Business, March 5: When necessity is the mother of invention: Workplace obstacles, learning, and creativity.
- 2009 INSEAD, February 10: When necessity is the mother of invention: Work obstacles, learning, and creativity.
- 2007 Competitive Advantage in the 21st Century: Leveraging Cultural Intelligence for Creativity and Innovation. Keynote speech at the “Overseas Scholars and Building a Harmonious and Innovative China” Conference, Houston
- 2007 Institute of Psychology, Chinese Academy of Sciences: When is Educational Specialization Heterogeneity Related to Creativity in Research and Development Teams? Transformational Leadership as a Moderator. Beijing
- 2007 Department of Psychology, Rice University: When is Educational Specialization Heterogeneity Related to Creativity in Research and Development Teams? Transformational Leadership as a Moderator
- 2002 Department of Psychology, Texas A&M University: Work group creativity in China: A paternalistic organizational control perspective.
- 2002 Center for Human Resource Management and Center for International Business Studies, University of Illinois: Work group creativity in China: A paternalistic organizational control perspective.

- 2002 Graduate School of Management, University of California at Irvine: When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality.
- 2001 University of Washington Business School, Seattle: When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality.
- 2001 Marshall School of Business, University of Southern California: When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality.
- 2001 Department of Management, University of Texas at Arlington: When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality.
- 2001 School of Management, University of Texas at Dallas: When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality.
- 2001 Jesse H. Jones Graduate School of Management, Rice University: When the presence of creative coworkers is related to creativity: Role of supervisor close monitoring, developmental feedback, and creative personality.
- 2001 Advanced research tutorials for researchers, Society for Industrial and Organizational Psychology 2001 Conference, San Diego, California: Creativity in work organizations (with Greg Oldham).
- 2001 Haas School of Business, University of California, Berkeley: When job dissatisfaction leads to creativity: Encouraging the expression of voice.
- 2001 Hong Kong University of Science and Technology: When job dissatisfaction leads to creativity: Encouraging the expression of voice.
- 2001 Guanghua School of Management, Peking (Beijing) University: When job dissatisfaction leads to creativity: Encouraging the expression of voice.
- 2000 Ivey School of Business, University of Western Ontario: When openness to experience and conscientiousness are related to creativity in the workplace.
- 1999 The Wharton School, University of Pennsylvania: When openness to experience and conscientiousness are related to creativity in the workplace.

TEACHING EXPERIENCE

Graduate level

Ph.D. Seminar:

Micro foundations of organization and management
Research in Organizational Behavior
Research on Employee Creativity
Advanced OB research
Strategic management prosem

Executive MBA:

Negotiation
Breakthrough negotiations in applied contexts
Leading Creativity and Innovation
Organizational Behavior
Leadership
Global Leadership

Professional MBA:

Negotiation
Breakthrough negotiations in applied contexts

Full-time MBA:

Negotiation
Breakthrough negotiations in applied contexts
Leading Creativity and Innovation

MBA@Rice:

Negotiation

Coordinator, Mastering Creativity and Innovation Concentration, Jones School, Rice U.

Master's independent study, Entrepreneurship and Creativity, Spring, 1998

Ph.D. independent studies:

Various students (names omitted)

Undergraduate level

Creativity and Innovation in Business (undergraduate elective)

Organizational Behavior (undergraduate core)

Executive Education

Leadership; Corporate Innovation; Leading Creativity and Innovation (open and customized programs); Customized programs for numerous companies on Building a Culture for Innovation, Breakthrough Negotiations, Cross-cultural Negotiation,

Leadership and Creative Problem-solving, Managing People Effectively, Managing Human Resources for Competitive Advantage, Negotiate Globally, Negotiation and Influence in Healthcare (incomplete list).

Dissertation Committee and Ph.D. Student Advising

The OB area in the Jones Graduate School of Business at Rice University did not have a Ph.D. program in the first 20 years that I served on the faculty: 2003-2023. The first cohort of Ph.D. students started in Fall, 2023.

Christoph Wagner, Shepherd School of Music, Rice University (defended 2023).

Yeun Joon Kim, University of Toronto (defended 2019)

Amy Shaw, Psychology, Rice Univ, dissertation proposal defense, March, 2017 (defended 2017).

Junfeng Wu, University of Illinois at Chicago (defended 2017)

Jia Yu, Department of Management, University of Houston

Marina McCarthy, Rutgers Business School (defended 2015).

Inga Hoever, Rotterdam School of Management, Erasmus University Rotterdam (defended 2013).

Dong, Liao, Chuang, Zhou, & Campbell-Bush. An Invisible Hand in Employee Service Creativity: Customer Empowering Behaviors. **Two authors were Ph.D. student at the time the research was conducted and paper written; winner of AOM OB Division's Most Innovative Student Paper Award.**

University of Illinois at Urbana-Champaign

Shuhong Wang (2007-09) final dissertation defense on May 1, 2009.

Management Department, Texas A&M University:

Brenny Bachoo (Organizational Behavior/Human Resource Management; member; completed in 2002)

Ann McFadyen (Strategy; member; completed in 2000)

Wei Shen (Strategy; member; completed in 1999)

Shung Jae Shin (Human Resource Management; member; completed in 2003)

Soo Min Toh (Human Resource Management; member, completed in 2003)

Scott Williams (Organizational Behavior; member; completed in 1999)

Feirong Yuan (Organizational Behavior; member)

Other Departments:

Toby (Industrial and Organizational Psychology)
Xiaobo Yang (Education Administration)
Yuegang Zhou (M.A. in Economics)

Graduate Council Representative:

Karen Hernadeuz (School Psychology) (2002)
Zachary Lewis (Microbiology) (2000)
Shariful Huq (Civil Engineering) (1998, substitute for Ramona Paetzold)

Faculty advisor, 2009 IACMR Dissertation Proposal Development Workshop

External examiner of dissertation

McMaster University, Canada (2008-09)

U of South Australia, Australia (2006)

Thesis Advising

Xiaoman Yin (Undergraduate thesis in Psychology at Peking University; co-advisor; completed in 2002)

SERVICE**Professional Associations**

- Academy of International Business

Chair, Organizational Behavior and Human Resource Management track, Academy of International Business (2002)

Reviewer, Academy of International Business Meetings (Southwest) (1997, 1998, 1999)

- Academy of Management

2008 Outstanding Publication in Organizational Behavior (OPOB) Award Committee

Representative-at-large, Organizational Behavior Division (2005-06)

Member, Carolyn Dexter Best International Paper Award Committee (2004)

Member, Program Committee, Organizational Behavior Division, Academy of Management Conference (1999, 2000, 2001, 2002, 2003)

Invited faculty panelist, Junior Faculty Consortium, Organizational Behavior and Human Resource Management (2009, 2010); Doctoral Student Consortium, Human Resource Management Division (1999, 2000, 2003, 2009, 2010), Academy of Management Conference

- Asia Academy of Management

Reviewer, Inaugural Conference (1998)

- Decision Sciences Institute

Reviewer, Organizational Behavior/Organizational Theory Track, Decision Sciences Institute Annual Meeting (2000, 2001)

- International Association on Chinese Management Research (IACMR)

Program Chair, Vice President, Senior Vice President, President, Past President, member of executive committee, 2004-2014

Chair, Past President Fellows, 2012-

Chair, Best Paper Awards (micro) Committee, 2014

Chair, Management and Organization Review editor search committee, 2012

Faculty Advisor, Dissertation Proposal Development workshop in 2009, Chengdu; 2011, Taipei and Xiamen, IACMR

Member, Inaugural Conference Program Committee, 2003-04

Member, Inaugural Conference Planning Committee, 2003

Member, Nomination and Election Committee, 2003

- Society for Industrial and Organizational Psychology (SIOP)

Associate Program Chair, SIOP 2002 Conference

Member, SIOP Strategic Program Planning Subcommittee; Awards Committee (2001, 2002)

Member, SIOP Program Committee (1998, 1999, 2001)

Professional Journals, Books, Grants, and Advisory Committees

Scientific Committee, The Fourth Israel Organizational Behavior Conference (2018)

Deputy Editor-in-Chief, Management and Organization Review (2015)

Associate Editor, Journal of Applied Psychology (2009-2014)
Incoming Associate Editor, 2008

Advisory board, *Encyclopedia of Creativity* (2009-2010)

International Editorial Advisory Board member, Major Works on Innovation and Knowledge Management (I&KM) (a four-volume collection of major works), edited by Neil Anderson and Ana Cristina Costa, Sage

Associate Editor, Handbook of Industrial and Organizational Psychology (2007-09)
(American Psychological Association has decided to publish handbooks in all disciplines of psychology, and has decided to start with this one.)

Guest editor, Special Issue on Creativity, Innovation, and Entrepreneurship, Management and Organization Review, (2006-present)

Editorial board member, Academy of Management Journal (first term: 2004- 07; second term: 2007-10; third term 2010-13)

Editorial board member, Academy of Management Review (first term: 2005-2008; second term: 2008-11; third term: 2011-2014)

Editorial board member, Journal of Applied Psychology (2003-2007; 2014-)

Editorial board member, Journal of Business Venturing (2009-2019-)

Editorial board member, Journal of Management (first term: 2001-2002; second term: 2003-2005; third term: 2006-2008; fourth term: 2014-)

Editorial board member, Leadership Quarterly (2015-2022)

Editorial board member, Management and Organization Review (2003-2016)

Editorial board member, Organizational Analysis (2003-2005)

Editorial board member, Organizational Psychology Review (2009-present)

Editorial board member, Strategic Entrepreneurship Journal (2007-present)

Editorial Board, Society for Industrial and Organizational Psychology Research Frontiers Book Series (2019-2022)

Ad Hoc reviews:

Reviewer, Academy of Management Journal (1998-present)

Reviewer, Academy of Management Review (1998-present)

Reviewer, Administrative Science Quarterly

Reviewer, Applied Psychology: An International Review (2003-present)

Reviewer, Asia Pacific Journal of Management (2001-present)

Reviewer, Creativity Research Journal (2005-present)

Reviewer, European Journal of Work and Organizational Psychology (2005-present)

Reviewer, Human Relations (1999-present)

Reviewer, Human Resource Management Journal (2004-present)

Reviewer, IEEE Transactions on Engineering Management (2003-present)

Reviewer, Industrial Relations Journal (2001-present)
Reviewer, Journal of Applied Psychology (1998-2003)
Reviewer, Journal of Business Research (2002-present)
Reviewer, The Journal of Creative Behavior (2000-present)
Reviewer, Journal of Management (2000-present)
Reviewer, Journal of Management Studies (2005-present)
Reviewer, Journal of Managerial Psychology (2003-present)
Reviewer, Journal of Occupational and Organizational Psychology (2004-present)
Reviewer, Journal of Organizational Behavior (1997-present)
Reviewer, Organization Science (2002-present)
Reviewer, Organizational Behavior and Human Decision Process (2002-present)
Reviewer, Personnel Psychology (2005-present)

Reviewer, Oxford University Press (1999-)
Reviewer, Prentice Hall (1999-)

Reviewer, Research Grants Board, Economic and Social Research Council, UK (2008-)

Reviewer, Hong Kong Research Grants Council (equivalent to US NSF in funding basic and applied research) (2000-)

Reviewer, The Dutch Social Science Research Council of the Netherlands Organisation for Scientific Research (NWO) (2003-)

Reviewer, U.S. National Science Foundation (2003-)

External Evaluator for Promotions, Tenure, and Contract Renewal

Numerous of cases for faculty in other universities worldwide. The vast majority of the cases were either being considered for promotion to associate professor with tenure or were being considered for promotion to full professor. A few cases involved contract renewal (tenure-track assistant professor's "mid-term" evaluation).

Other Service to Profession

Co-chair (with Russell Coff, Washington University/Emory University) of the professional development workshop "How to make Academy sessions exciting!" (co-sponsored by OB and BPS Divisions), Academy of Management 1999 Conference. The document we created based on the discussions and handouts at the workshop was posted on the AoM Web page by the Program Chair of the 2000 AoM Conference. The participants of the 2000, 2001, and 2002 conferences were encouraged to use this document as a guide for preparing their presentations and discussions. The Vice President and Program Chair of the 2002 Academy of International Business also encouraged AIB conference participants to use this document as a guide. The document was posted on the 2003 AoM Conference Web site.

Co-chair (with Anne Cummings, University of Pennsylvania) of the symposium entitled "Creative approaches to studying creativity," which was jointly sponsored by the OB, OCD, and TIM divisions for presentation at the 1997 Academy of Management Conference

Interviewed by CCTV (the national television network in China) on the comparison between business education in the U.S. and in China. The program was broadcasted several times nationwide in China in Spring, 1999.

Rice University—Jones Graduate School of Business

Ph.D. program director, JGSB Ph.D. program (July, 2017-22)

Area coordinator, Organizational Behavior (July, 2016-22)

Executive education faculty committee (2019-22)

Undergraduate business major steering committee (2021-22)

Undergraduate business major task force (2020-21)

Innovating MBA curriculum task force (2019-20)

Faculty council (2019-22)

Corporate engagement speaker, ExxonMobil, September 9, 2019

Faculty research presenter, Leading a creative organization, Council of Overseers (May, 2018)

Invited speaker, Jones Alumni Reunion, April, 2016

Faculty speaker as part of JGS community outreach (Dow Chemical, September 15, 2015)

Speaker, Jones Partners Roundtable (October 16, 2014)

New degrees advisory committee (2015)

Chair, MBA programs committee (2011-2012; 2012-13; 2013-14)

Faculty Council member (2013-14; 2014-2017; 2019-22)

Promotion & Tenure Committee (2017-2019; 2021-22)

Chair, Promotion & Tenure Committee (2010-11; 2016-17), Jones School, Rice Univ.

Main responsibilities: managing the process of conducting annual performance reviews for all tenured, tenure-track, and non-tenure track faculty in the School and the process of making tenure and promotion decisions.

Director for Asian Management Research and Education (2007-22)

Dean's Senior Advisor on International Affairs (2014-22)

2017 Jones Citizenship Committee

Dean's Advisory Committee (2007-08)

Curriculum Committee (2007-08; 2008-09)

Faculty Advisor, Asian Business Students Association (2007-08)

International Alliance (2006-)

Ph.D. Program Proposal Committee 2006-2007

Academic Standards Committee

Member 2003-06

Chair 2006-2007

Promoting creativity in organizations. Presentation at the Council of Overseers meeting
2006

OB speakers series coordinator 2007-2008

Strategy Chair Search Committee 2004-2005

EMBA Program Review Committee 2004-2005

Advisory Committee member, Women in Leadership GWIB Conference (2004-05)

Rice University—University Level

Dean of Natural Sciences (Dean Thomas Killian) Review Committee, 2024

Provost Search Committee, co-chair, 2019

Global Engagement Advisory Committee, 2018-22

Evidence-based approaches to teaching and learning focus group, 2015

Provost search advisory committee, 2014-15

Provost's task force on international strategy, 2010

University Promotion and Tenure Committee 2007-08

(President's) China Strategy Committee 2005-

Faculty Associate, Martel College 2003-

Texas A&M University--Management Department and Mays Business School

Coordinator, faculty recruiting, organizational behavior area (2002)

Member, Computer User Committee (Mays Business School, 2000-)

Member, Department Head Search Advisory Committee (Mays Business School, 2000)

Member, MBA/Department of Management Interface task force
(Management Department, 1999-2000)

Member, Doctoral Policy Committee (Management Department, 1998-2002)

Member, CHRM assessment committee (Mays Business School, 1997-1998)

Faculty Advisor, Phi Beta Lambda (1997-2002)

Member, undergraduate curriculum task force (Management Department, 1997)

Texas A&M University--University Level

Faculty Mini-Grant Committee (Fall, 1999, substitute for Bert Cannella)

Community Service and Outreach

Trustee, Board of Trustees, St. John's School, 2024-
Audit Committee
Community and Inclusion Committee
Strategic Planning Committee

Houston Chinese Physician Association, "Leadership", Nov. 11, 2023

Invited speaker, Rice women alumni association, "Creativity in Business", Feb. 13, 2023.

Scholarship awards committee, Chinese Professional Club (2017).

Invited speaker, "Using your company's whole brain: Fostering employee creativity in the workplace", Chapter 100 Houston, River Oaks Country Club, Feb. 11, 2015.

Invited speaker, Asian petroleum professional association, August, BP, 2014.

Trustee, Board of Trustees, The Post Oak School, 2007-09

BP (May 24, 2007), Asian Pacific Employee Association invited speaker

Shell (May 10, 2007), Downstream Finance Women's Conference invited speaker

Chinese American Petroleum Association career management seminar invited speaker (June 3, 2006; August 2014), Leadership and career management

Leadership Houston invited speaker (April 19, 2005), Leading Creativity and Innovation

Keynote Speaker, The Association of Chinese Professionals annual convention (Sept. 4, 2004): Leadership

Shell Hispanic Employee Network Annual Conference invited speaker (Sept. 17, 2004): Managing for Creativity and Innovation

Shell Women's Network invited speaker (Sept. 28, 2004): Cross-cultural Negotiation

Invited speaker on Leading Creativity and Innovation at New Century Educational Leadership Academy, Education Foundation of Harris County (4/8/05)

PROFESSIONAL AFFILIATIONS

Academy of International Business

Academy of Management

American Psychological Association

Asia Academy of Management (Founding member)

Association for Psychological Science

International Association on Chinese Management Research (Founding member)

Society for Industrial and Organizational Psychology

Society for Personality and Social Psychology

REFERENCES

Available upon request.