**Dr. Jing Zhang, PHR, SHRM-SCP**

**Associate Professor of Management**

California State University, San Bernardino

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# Education

**2016 University of Houston**

Ph.D. in Industrial and Organizational Psychology

Dissertation title: Work-family conflict and child well-being: When work-family conflict really hits home

**2014 University of Houston**

Master of Arts in Industrial and Organizational Psychology

**2012 Peking University**

Master of Science in Applied Psychology

# Research

# Journal Publications

Tong, J., Van Egdom, D., French, K. & **Zhang, J**. Parent–Adolescent Transmission of Emotional Exhaustion: Testing a Social-Cognitive Spillover and Crossover Model. *Journal of Business Psychology* (2024). <https://doi.org/10.1007/s10869-024-09974-3> (SCI Impact factor: 3.7)

Jang, Y., **Zhang, J.** & Zheng, D. (2023). Do entrepreneurs mistreat probationary employees? The mediating role of perceived ethical climate and moderating roles of core job characteristics. *Management Research Review.* (SCI Impact factor: 3.1)

Van Egdom, D., Piszczek, M. M., Wen, X., **Zhang, J**., Granillo-Velasquez E. K., & Spitzmueller, C. (2023). I don’t want to leave my child: How mothers and fathers affect mother's breastfeeding duration and leave length. *Journal of Occupational and Organizational Psychology.* (SCI Impact factor: 4.56).

Eisenberger, R., Zheng, D., Wen, X., Yu, J., Stokes, S., **Zhang, J**., Wang, L., Kim, T., M., Zagenszyk, T. J., Joo, M., Mesdaghinia, S., Lee, D., & Kim T. (2023). Does felt obligation or gratitude better explain the relationship between perceived organizational support and outcomes? *Group & Organization Management.* <https://doi-org/10.1177/10596011231180388> (SCI Impact factor: 3.94).

McIntyre, M., Medina, P., **Zhang, J.**, & Ni, A. (2023). Understanding student intentions to take online courses: A theory-driven examination of adoption factors and prior experience. *Education and Information Technologies*. <https://doi.org/10.1007/s10639-023-11823-4> (SCI Impact factor: 2.92).

**Zhang, J.**, Dumont, G. E., Sumbera, G. B., Medina, S. P., Kordrostami, M., & Ni, A. (2023). Rising to the occasion: The importance of the pandemic for faculty adoption patterns. *Online Learning Journal*, *27*(1), 404-427, <https://doi.org/10.24059/olj.v27i1.3135>.

Zheng, D., Marbut, A., **Zhang, J**., Britt, A., & Nwadike, D. (2023). Thinking of how you think of me: working cancer survivors’ metaperceptions of competence and why they matter. *Journal of Managerial Psychology*, *38*(2), 158-173, <https://doi.org/10.1108/JMP-07-2022-0332> (SCI Impact factor: 3.61).

Medina, P., Vij, N., Ni, A., **Zhang, J.**, Hou, Y., & McIntyre, M. M. (2022). The “Mainstreaming” of Online Teaching and Conflicted Faculty Perceptions. *International Journal of Adult Education and Technology*, *13*(2), 1–16. <https://doi.org/10.4018/IJAET.313435>

Zheng, D., Marbut, R. A., **Zhang, J.**, & O’Keefe, C. L. (2022). The contribution of psychological resilience and job meaningfulness to wellbeing of working cancer survivors. *Workplace Health and Safety, 70*(10), 468-478*.* <https://doi.org/10.1177/21650799221085466> (Impact factor: 2.6).

Shanock, L. R., Shoss, M. K., Coyle-Shapiro, J., Shore, L. M., Zagenczyk, T. J., Buffardi, L. T., Caesens, G., Ford, M. T., Joo, M.-K., Karagonlar, G., Liu, Z., Mesdaghinia, S., Neves, P., Rousseau, D. M., Stinglhamber, F., Wen, X., **Zhang, J.**, & Zheng, D. (2022). Remembering Robert W. Eisenberger: A Tribute to His Life and His Work on Perceived Organizational Support. (Editorial) *Group & Organization Management*, *47*(4), 872–888. <https://doi.org/10.1177/10596011221110650> (Impact factor: 3.94).

Thomas, C. L., Murphy, L. D., Mills, M. J., **Zhang, J.**, Fisher, G. G., & Clancy, R. L. (2022). Employee lactation: A review and recommendations for research, practice, and policy. *Human Resource Management Review*, *32*(3), 100848. <https://doi.org/10.1016/j.hrmr.2021.100848> (SCI Impact factor: 7.44).

Van Wart, M., Ni, A., Medina, P., Canelon, J., Kordrostami, M., **Zhang, J.**, Liu, Y. (2020). Integrating students’ perspectives about online learning: A hierarchy of factors. *International Journal of Educational Technology in Higher Education*. <https://doi.org/10.1186/s41239-020-00229-8> (Impact factor: 7.61).

**Zhang, J.,** Addae, M. H., Bakeman, M., Boyraz, Flaherty, T. P., Habich, M., Johnson, A., Phillips, A., & Schreihans, C. (2020).Management students’ perceptions of online teaching quality. *e-Journal of Business Education & Scholarship of Teaching, 14*(2), 33-52.

Ohu, E., Spitzmueller, C., **Zhang, J**.,Osezua, A., & Thomas, C. (2018). When work-family conflict really hits home: Explaining how, when and why parental work-family conflict relates to child health. *Journal of Occupational Health Psychology,* *24*(5), 590–601*.* <https://doi.org/10.1037/ocp0000145> (Impact factor: 7.71).

Spitzmueller, C., **Zhang, J**., Thomas, C. L., Wang, Z., Fisher, G. G., Matthews, R. A., & Strathearn, L. (2018). Identifying job characteristics related to employed women's breastfeeding behaviors. *Journal of Occupational Health Psychology, 23*(4), 457-470. <https://doi.org/10.1037/ocp0000119> (Impact factor: 7.71).

Wang, Z., **Zhang, J.**, Thomas, C., Yu, J., & Spitzmueller, C. (2017). Explaining benefits of employee proactive personality: The role of engagement, team proactivity composition and perceived organizational support. *Journal of Vocational Behavior*, *101*, 90-103. <https://doi.org/10.1016/j.jvb.2017.04.002> (Impact factor: 12.08).

Spitzmueller, C., Wang, Z., **Zhang, J.**, Thomas, C. L., Fisher, G. G., Matthews, R. A., and Strathearn, L. (2016). Got milk? Workplace factors related to breastfeeding among working mothers. *Journal of Organizational Behavior*, *37*, 692– 718. <https://doi.org/10.1002/job.2061> (Impact factor: 10.08)*.*

# Book Chapters

**Zhang, J.,** Spitzmueller, C. & Keeton, K. (2017). Job rotation. In S. Rogelberg (Ed.), The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition (pp. 802-803). Thousand Oaks, CA: SAGE Publications, Inc. Doi: 10.4135/9781483386874.n276.

**Zhang J.**, Thomas C., Dirr B., Cone R., Spitzmueller C. (2016). Global maternity benefits and their impact on maternal and child well-being. In Spitzmueller C., Matthews R. (Eds) Research Perspectives on Work and the Transition to Motherhood. Springer, Cham. <https://doi-org.libproxy.lib.csusb.edu/10.1007/978-3-319-41121-7_8>.

# Manuscripts Under Review

Tong, J., Spitzmueller, C., & **Zhang, J.** When and why does psychological detachment matter? A moderated mediation model.

The Comparative Importance of Active Learning Techniques in Online STEM Courses

# Manuscripts In Preparation

Liu, Y., Zhang, J., etc. Students’ Perceptions of and Experience with Online Test Preparation (Rehearsal) and Testing in an URM Serving University

Zhang, J., Spitzmueller, C., & Silard, A. Supervisor Employee Similarity Study

Zhang, J. Work-Family Conflict and Child Internet Usage Behaviors Study

Jang, Y & Zhang, J. Humane Entrepreneurship Orientation

# Conference Proceedings

Liu, X., Butts, M., Kaur, E., Mechem Rosokha, L., Siderits, I., Van Egdom, D., Baumann, H. M., Flynn, P., Hymer, C., Mulvey, P. W., Noble, S., Nsair, V., Tong, J. S., Wilson, K. S., & **Zhang, J.** (2022). Novel Perspectives on Employees’ Work-Family Dynamics. *Proceedings - Academy of Management*, 2022(1). <https://doi.org/10.5465/AMBPP.2022.14759symposium>

**Zhang, J.**, Addae, H., Bakeman, M., Boyraz, M., Flaherty, P., Habich, M., Johnson, A., Ni, Y., Phillips, A., Schreihans, C., & Van Wart, M. (2020). Students’ perceptions of online teaching: Student-centered success factors. *Proceedings*, 2020, <https://doi.org/10.5465/AMBPP.2020.21101abstract>

**Zhang, J**. (2015). Contributions of similarity and interaction frequency with supervisors on work engagement. *Proceedings*, 2015, <https://doi.org/10.5465/ambpp.2015.19082abstract>

**Zhang, J.** & Wang, L. (2012). The moderating role of social dominance orientation in justice and emotional exhaustion. *Proceedings*, 2012, <https://doi.org/10.5465/AMBPP.2012.16802abstract>

# Selected Conference Presentations

Van Egdom, D., **Zhang, J.**, Wen, X. & Spitzmueller, C. (2022). Is There a Tradeoff?: Examining a Breastfeeding Spillover and Crossover Model. Presented at the 2022 Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, Washington.

Zheng, D., **Zhang, J.**, & Britt, A. (2021). How Others Perceive Our Competence Matters: An Examination of Working Cancer Survivors’ Work Engagement and Turnover Intention. Presented at the Work, Stress, and Health Conference (Online).

Zheng, D., Marbut, A., & **Zhang, J.** (2020). *Resilience, job strain, and well-being of working cancer survivors.* Presented at the Annual Conference of the Society for Industrial and Organizational Psychology (Online).

**Zhang, J.** (2019). *Work-family conflict and child internet usage behaviors.* Presented at Pan Pacific Business Research Conference, San Bernardino, CA.

Eisenberger, R., Zheng, D., Yu, J., **Zhang, J.**, Joo, M., Stokes, S., & Zagenczyk, T. (2018). *Employee reciprocation of favorable treatment: Indebtedness or gratitude?* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ohu, E., **Zhang, J.**, Thomas, C., & Spitzmuller, C. (2018). *Low-income Nigerian worker work-family conflict & child family satisfaction.* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Jang, Y. & **Zhang, J.** (2017). *Entrepreneurship and Workplace Incivility: Moderating Effect of Task Characteristics.* Paper presented at the United States Association for Small Business and Entrepreneurship Annual Conference, Los Angeles, CA.

Yu, J., **Zhang, J**., Ohu, E., Kazmi, A. M., Tsao, A., Fedorowicz, N., Osezua, A., & Spitzmuller, C. (2017). *Beyond work-family conflict of working parents: The influence of school-family conflict and facilitation.* Paper presented at the Work, Stress, and Health Conference, Minneapolis, MN.

Ohu, E., Spitzmueller, C., **Zhang, J**., & Iyamabo, J. (2014). *Predicting Nigerian business owner’s tax evasion using organizational behavior models for ethical decision making.* Paper presented at the International Conference on Responsible Leadership, Pretoria, South Africa.

**Zhang, J**., Malone, G., Spitzmueller, C., Ratnasingam, P., & King, R. (2014). *Employee engagement: The contributions of deep-level similarity and interaction frequency.* Poster session presented at the Annual Conference of Society for Industrial and Organizational Psychology, Honolulu, HI.

**Zhang, J**., Spitzmueller, C., & Wu, H. (2013). *Abusive supervision, safety and individual voice: A multilevel analysis.* Paper presented at the International Conference on Occupational Stress and Health, Los Angeles, CA.

Spitzmueller, C., Wang, Z., Matthews, R., Fisher, G., Perks, C., **Zhang, J.**, & Strathearn, L. (2013). *Got milk? Workplace factors related to breastfeeding among nursing mothers.* Paper presented at Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

# Teaching

# California State University, San Bernardino

Organizational Behavior

Staffing

Compensation and Performance

Human Resources Management

Developing an Effective Workforce

# Instructor, University of Houston (2015-2016)

Introduction to Psychology

Introduction to Psychological Statistics

# Professional Service

* Reviewer for Occupational Health Science Journal
* Reviewed for the Journal of Business and Psychology
* Reviewed for the International Journal of Manpower
* Reviewed for the Pan Pacific Journal of Business Research
* Reviewed for the Journal of Family and Economic Issues
* Reviewed for Management Research Review
* Reviewed for Economic Analysis and Policy
* Reviewed annual submissions for the Annual Conference of the Society for Industrial and Organizational Psychology
* Reviewed annual submissions for USASBE Conference
* Reviewed annual submissions for the Annual Meeting of the Academy of Management
* Reviewed seven draft chapters of Performance Appraisal and Management by Kevin Murphy, Jeanette Cleveland, and Madison Hanscom from SAGE Publishing
* Reviewed textbook Human Resource Management: People, Data, and Analytics by Talya Bauer from SAGE Publishing

# Other Service

* CSUSB Faculty Senate Member 2024-Present
* CSUSB Institutional Review Board Member 2018-Present
* CSUSB Graduate Student Research Competition Committee Member 2019-Present
* CSUSB Teaching Academy Member 2017-Present
* CSUSB Student Perceptions of Teaching Committee Member 2022-Present
* CSUSB Asian Faculty, Staff, and Student Association Executive Board Member 2021-Present
* JHBC Professional Awards Committee 2020-2022, 2024-2026
* CSUSB Graduate Council 2020-2022
* Department of Management Advising Committee Member 2019-Present
* Department of Management Recruitment Committee Member
* 2018-2019, 2019-2020, 2023-2024
* Department of Management Chair Search Committee Member 2020-2021
* Department of Management Evaluation Committee Member2023-2024
* Department of Management Chair Evaluation Committee Member Spring 2024
* Department of Management Leave Committee Member(Ad-hoc) Spring 2024
* Department of Management Lecturer Evaluation Committee Chair 2024 -2025
* Department of Management Curriculum Committee Member 2018-2019
* Department of Management Comprehensive Exam Committee Chair 2016-2017, 2017-2018
* Thesis Committee Member of Ashley Gomez 2017

# Awards and Recognitions

* CSUSB Summer Research Fellowship Award ($3,000) 2024
* JHBC Outstanding Researcher Award 2023
* CSUSB Mini-Grant Award ($6,500) 2023
* Finalist of 2022 Human Resource Management Review Best Article Award 2022
* JHBC Emerging Scholar/ Researcher Award 2020
* CSUSB Summer Research Fellowship Award ($3,000) 2020
* Distinguished Paper Award from Pan Pacific Business Research Conference 2020
* Distinguished Paper Award from Pan Pacific Business Research Conference 2019
* CSUSB New(er) Faculty Learning Community Award ($1,500) 2019
* CSUSB Teaching Skill Study Award ($995) 2018
* CSUSB Summer Research Fellowship Award ($3,000) 2017
* CSUSB Affordable Learning Material Award ($1,000) 2016

# Grant Activity

* CSUSB 2019 Summer Innovative Course Development Grants ($4,700)
* NSF 22-545. National Science Foundation. $199,952. 10/01/2022-09/30/2024. HSI Pilot Project: Improving Online STEM Education for Undergraduate Students at HSIs. (Senior Staff)

# Professional Affiliations

* Member of the Academy of Management (AOM)
* Member of the Society of Industrial Organizational Psychology (SIOP)
* Member of the Society of Human Resources Management (SHRM)

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