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

Assistant Professor of Management

California State University, San Bernardino

5500 University Parkway, San Bernardino CA 92407

jing.zhang@csusb.edu

# 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

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. Accepted at *International Journal of Educational Technology in Higher Education*. Doi: 10.1186/s41239-020-00229-8. (Impact factor: 3.08).

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*.* (Impact factor: 7.37).

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.(Impact factor: 7.37).

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. (Impact factor: 4.08).

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. (Impact factor: 5.03)*.*

# 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

**Zhang, J.,** et al.,Students’ Perceptions of Online Teaching Quality. Under review at *e-Journal of Business Education & Scholarship of Teaching.*

Tong, J., Spitzmueller, C., & **Zhang, J.** Psychological Detachment.Under review at Academy of Management Journal.

Eisenberger, R., et al., & **Zhang, J.** Exchange in the Employee-Organization Relationship. Under review at Academy of Management Journal.

Jang, Y., **Zhang, J.** & Zheng, D. Workplace Incivility for Entrepreneurial Ventures. Under review at Journal of Business Ethics.

# Conference Proceedings

**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>

# Conference Presentations

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.

Jang, Y. & **Zhang, J.** (2019). *Entrepreneurship and workplace incivility: Moderating effect of task characteristics.* Paper presented at the United States Association for Small Business and Entrepreneurship Annual Conference, St. Pete Beach, FL.

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. (2016). *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

# Assistant Professor, California State University, San Bernardino

Human Resources Management (face to face and online) 2016-Present

Developing an Effective Workforce (face to face, hybrid, and online) 2018-Present

# Instructor, University of Houston

Introduction to Psychology Fall 2015, Summer 2016

Introduction to Psychological Statistics Spring 2015, Spring 2016

# Teaching Assistant, University of Houston

Introduction to Health Psychology Spring 2014, Fall 2014

Cultural Psychology Fall 2014

Introduction to Psychology Fall 2013, Spring 2014

Introduction to Industrial and Organizational Psychology Summer 2013

Interviewing Spring 2013

Introduction to Psychological Statistics Fall 2012, Summer 2014

# Professional Service

* Reviewer for Occupational Health Science Journal
* Reviewed one submission for the Journal of Business and Psychology
* Reviewed eight submissions for Annual Conference of the Society for Industrial and Organizational Psychology
* Reviewed 11 submissions for Annual Meeting of the Academy of Management
* Reviewed eight submissions for USASBE Conference
* Reviewed three submissions for Journal of the Iberoamerican Academy of Management
* Reviewed seven draft chapters of Performance Appraisal and Management by Kevin Murphy, Jeanette Cleveland, and Madison Hanscom from SAGE Publishing

# Other Service

* CSUSB Institutional Review Board Member 2018-Present
* CSUSB OSR Awards Committee Member 2019-Present
* Thesis Committee Member of Ashley Gomez from the Industrial/Organizational Psychology, CSUSB
* CSUSB Teaching Academy Cabinet Member 2017-Present
* CSUSB Teaching Academy Member 2016-2017
* Department of Management Advising Committee Member 2019-Present
* Department of Management Recruitment Committee Member 2018-2019, 2019-2020
* Department of Management Curriculum Committee Member 2018-2019
* Department of Management Comprehensive Exam Committee Chair 2016-2017, 2017-2018

# Awards and Recognitions

* 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 Summer Innovative Course Development Grants ($4,700) 2019
* CSUSB Teaching Skill Study Award ($995) 2018
* CSUSB Summer Research Fellowship Award ($3,000) 2017
* CSUSB Affordable Learning Material Award ($1,000) 2016

# Project Experience

**Needs and Task Analysis Consultant (Contract)**, ExxonMobil, Houston Jan 2014-July 2014

* Conducted structured face-to-face interviews with subject matter experts (SMEs)
* Created task inventory based on interview findings
* Developed and administered task inventory rating surveys
* Analyzed survey ratings across task categories
* Prepared technical reports with critical indicators for high performance

**Employee Engagement Assessor (Contract)**, Willbros, Houston Nov 2012-July 2013

* Prepared online and paper surveys by interviewing directors and SMEs of seven divisions
* Administered surveys to 1,500 employees
* Examined survey ratings using multiple statistical techniques
* Developed presentations and technical reports organization-wide and by division

**Supervisor Evaluation Consultant (Contract)**, City of Houston, Houston Oct 2012-Feb 2013

* Obtained leadership competencies through focused group and 360-degree ratings from supervisors, managers, and executives
* Delivered feedback to two supervisors

**Training Effectiveness Evaluation Consultant (Contract)**, BP, Houston Aug 2012-Dec 2012

* Transcribed interviews with SMEs
* Created implementation, process, and outcome categories to ensure measurable metrics of the developmental program

# 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)

# Media Coverage

* The paper my co-authors and I published in the Journal of Occupational Health Psychology (titled “When work-family conflict hits home: Parental work-family conflict and child health”) was reported by a few media including [Fatherly](https://www.fatherly.com/love-money/your-work-stress-could-be-affecting-your-kids-health/), [ScienceDaily](https://www.sciencedaily.com/releases/2019/01/190102112855.htm), [Medical Xpress](https://medicalxpress.com/news/2019-01-work-family-conflict-home.html), and [MBN Market Business News](https://marketbusinessnews.com/parents-work-life-health-children/193047/).
* The paper was also featured in [work family researchers network newsfeed](https://us6.campaign-archive.com/?e=6a2e962faf&u=c10a1fa4849fbf4d6715271a5&id=9737c05c48). The work and family researchers network discovers and produces reliable information that is valuable to researchers, teachers, human resource professionals, policy advocates, and caregivers.