

YIXUAN LI

Purdue University, Krannert School of Management
403 W State St., West Lafayette, IN 47907
E-mail: yixuanli@purdue.edu

EDUCATION

University of Florida, Warrington College of Business

Ph.D. in Management, 2013-2018

Peking University, China

Bachelor of Laws, 2008-2012

Bachelor of Economics, 2009-2012

EMPLOYMENT HISTORY

Purdue University, Krannert School of Management

Assistant Professor in Organizational Behavior and Human Resources, 2018-current

University of Florida, Warrington College of Business

Research Assistant, Teaching Assistant, and Instructor, 2013-2018

RESEARCH INTERESTS

- Learning and innovation
- Workplace diversity and inclusion
- Human resource management
- Work groups and teams

PUBLICATIONS

Li, Y., Gong, Y., Burmeister, A., Wang, M., Alterman, V., Alonso, A., & Robinson, S. (2021). Leveraging age diversity for organizational performance: An intellectual capital perspective. *Journal of Applied Psychology*, 106, 71-91.

Burmeister, A., Li, Y., Wang, M., Shi, J., & Jin, Y. (2020). Team knowledge exchange: How and when does transformational leadership have an effect? *Journal of Organizational Behavior*, 41, 17-31.

Takeuchi, R., Li, Y., & Wang, M. (2019). Expatriates' performance profiles: Examining the effects of work experiences on the longitudinal change patterns. *Journal of Management*, 45, 451-475.

Li, Y., Wang, M., van Jaarsveld, D. D., Lee, G. K., & Ma, D. G. (2018). From employee-experienced high-involvement work system to innovation: An emergence-based human resource management framework. *Academy of Management Journal*, 51, 2000-2019.

Wang, M., Kammeyer-Mueller, J., Liu, Y., & Li, Y. (2015). Context, socialization, and newcomer learning. *Organizational Psychology Review*, 5, 3-25.

Li, Y., Yao, X., Chen, K., & Wang, Y. (2013). Different fit perceptions in an academic environment: Attitudinal and behavioral outcomes. *Journal of Career Assessment*, 21, 163-174.

MANUSCRIPTS UNDER REVISION

Li, Y., Lanaj, K., Koopmann, J., & Hollenbeck, J. R. (2nd revise and resubmit). Title removed for blind review. *Journal of Applied Psychology*.

Dezső, C. L., Li, Y., & Ross, D. G. (2nd revise and resubmit). Title removed for blind review. *Journal of Applied Psychology*.

Li, Y., Kleshinski, C. E., Wilson, K. S., Zhang, K. (1st revise and resubmit). Title removed for blind review. *Personnel Psychology*.

Li, Y., Shao, Y., Wang, M., Fang, Y., Gong, Y., & Li, C. (1st revise and resubmit). Title removed for blind review. *Journal of Applied Psychology*.

Zhan, Y., Froidevaux, A. Li, Y., Wang, M., & Shi, J. (1st revise and resubmit). Title removed for blind review. *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW

Li, Y., Turek, K., Henkens, K., & Wang, M. Title removed for blind review. *Academy of Management Journal*.

Liu, H., Li, Y., Wang, S., & Wang, M. Title removed for blind review. *Journal of Applied Psychology*.

WORKING PAPERS

Li, Y., Burmeister, A., Shao, Y., Asencio, R., Jin, Y., & Zhu, Y. Age diversity, knowledge exchange, and team innovation: The moderating role of team task reflexivity. Writing stage.

Li, Y., Wang, M., Takeuchi, R., & van Jaarsveld, D. D., & Lee, G. K. How and when negative financial performance hurts innovation: A human capital resource perspective. Writing stage.

Li, Y., Dineen, B. R., Wang, M., & van Jaarsveld, D. D. Human capital loss, human resource management, and organizational innovation. Writing stage.

Li, Y., Shao, Y., Wang, M., & Xie, J. The virtues and evils of inequality in management teams: When does power disparity help or hurt team collaboration. Writing stage.

Li, Y., Burmeister, A., Zhang, Z., Wang, M., Alterman, V., & Shi, J. Individual-team interface

in relationship conflict management: A multilevel perspective. Writing stage.

Li, Y., Ross, D., Roberson, Q., Shao, Y., & Wang, M. An examination of race and pay in top management. Writing stage.

Song, Y., **Li, Y.,** Wang, M., & Shi, J. Equally in charge but not equally influential: The interaction effects of legitimate power structure and actual power exertion in management teams. Writing stage.

Shao, Y., Song, Y., Tu, M., **Li, Y.,** Wang, M., & Xie, J. Voice rejected and feeling frustrated: The moderating roles of need for dominance and competition network density. Writing stage.

SELECTED CONFERENCE PRESENTATIONS

Li, Y., Burmeister, A., Wang, M., Asencio, R., Jin, Y., & Zhu, Y. (2020, July). *Age diversity, knowledge exchange, and team innovation: The moderating role of team task reflexivity.* Symposium paper presented at 80th Academy of Management (virtual meeting).

Zhan, Y., Froidevaux, A. **Li, Y.,** Wang, M., & Shi, J. (2020, July). *How to successfully adjust to retirement? Examining the role of pre-retirement resources.* Paper presented at the 80th Academy of Management (virtual meeting).

Li, Y., Gong, Y., Burmeister, A., Alterman, V., Alonso, A., & Robinson, S. (2019, August). *Linking age diversity to organizational performance: The mediating role of intellectual capital and moderating role of age-inclusive management.* Symposium paper presented at 79th Academy of Management, Boston, MA.

Liu, H., **Li, Y.,** Wang, S., & Wang, M. (2019, August). *The asymmetrical effects of valence in affect transfer: A motivated information-processing perspective.* Symposium paper presented at 79th Academy of Management, Boston, MA.

Lanaj, K., Koopman, J., **Li, Y.,** & Hollenbeck, J. R. (2018, August). *Gender diversity and leadership patterns in self-managing teams: A structural-emergence theory perspective.* Symposium paper presented at 78th Academy of Management, Chicago, IL.

Burmeister, A., **Li, Y.,** Wang, M., Shi, J., & Jin, Y. (2018, August). *Team knowledge exchange: How and when does transformational leadership have an effect?.* Symposium paper presented at 78th Academy of Management, Chicago, IL.

Zhang, K., **Li, Y.,** & Tang, N. (2018, April). *Team members' relative power distance orientation and perceived inclusion by leader.* Poster presented at 33th Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.

- Alterman, V., Liu, Y., **Li, Y.**, Song, Y., Wang, M., & Shi, J. (2017, June). *All stressed out: Investigating the formation and consequences of daily team stress*. Paper presented at Work, Stress, and Health Conference, Minneapolis, MN.
- Li, Y.**, Wang, M., Altman, V., Song, Y., Liu, Y., Koopmann, J., & Shi, J. (2016, August). *The impact of relative leader treatment on team members' conflict management process and outcomes*. Symposium paper presented at 76th Academy of Management, Anaheim, CA.
- Li, Y.**, Lee, G. K., & Walker, G. (2015, August). *Social capital, transaction cost and firm capability: Make-or-buy decisions at a startup in China*. Paper presented at the discussion paper session at 75th Academy of Management, Vancouver, Canada.
- Li, Y.**, Wang, M., Yao, X., & Huang, Z. (2015, April). *Exploring the role of coping using the daily diary method*. Symposium paper presented at 30th Annual Society for Industrial/Organizational Psychology Conference, Philadelphia, PA.
- Zhan, Y., **Li, Y.**, Wang, M., & Shi, J. (2015, April). *Sleep quality, vigor, and extra-role behaviors: A daily diary study*. Symposium paper presented at 30th Annual Society for Industrial/Organizational Psychology Conference, Philadelphia, PA.
- Zhou, L., Gelfand, M. J., **Li, Y.**, Wang, M., Aktas, M., Frick, S. E. (2014, May). *Interaction between Leader Network Ties and Subordinate Cultural Values*. Poster presented at 29th Annual Society for Industrial/Organizational Psychology Conference, Honolulu, Hawaii.
- Li, Y.**, Yao, X., & Wang, Y. (2012, April). *Different fit perceptions in an academic environment: Attitudinal and behavioral outcomes*. Poster presented at 27th Annual Society for Industrial/Organizational Psychology Conference, San Diego, CA.

INVITED PRESENTATIONS

- University of Florida (Feb, 2020)
- Zhejiang Gongshang University (Jun, 2019)
- Peking University (Jun, 2019)
- Purdue University (Industrial/Organizational Psychology) (Apr, 2019)
- Temple University (Nov, 2017)
- University of British Columbia (Oct, 2017)
- Pennsylvania State University (Oct, 2017)
- Georgia Institute of Technology (Sep, 2017)
- California State University Fullerton (Sep, 2017)
- University of North Carolina at Greensboro (Sep, 2017)

TEACHING EXPERIENCE

Purdue University, Krannert School of Management

Instructor

- OBHR 33000 Introduction to Organizational Behavior (Section 3), Fall 2020
- OBHR 33000 Introduction to Organizational Behavior (Sections 4, 6, and 7), Fall 2019
- OBHR 33000 Introduction to Organizational Behavior (Sections 7 and 8), Spring 2019

University of Florida, Warrington College of Business

Instructor

- MAN 4301 Human Resource Management, Spring 2017
- MAN 4301 Human Resource Management, Fall 2015

Teaching Assistant

- MAN 7108 Ph.D. Seminar on Research Methods, Spring 2017

PROFESSIONAL SERVICE

- Purdue University: Ph.D. Committee (2020-2021), Data Analytics Research and Teaching Committee (2019-2020), STAR Review Committee (2019-2020), Digital Footprint Committee (2018-2019)
- Editorial Board Member
Journal of Applied Psychology, Personnel Psychology, Work, Aging and Retirement
- Ad Hoc Reviewer
Human Relations, Human Resource Management Journal, Journal of Management Studies, Journal of Business Research
- Ph.D. student dissertation
Benjamin Pratt (committee member, Purdue University)
Catherine Kleshinski (committee member, Purdue University)

PROFESSIONAL AFFILIATIONS AND EXPERIENCE

- Member of Academy of Management (Human Resources Division and Organizational Behavior Division)
- Member of Society for Industrial and Organizational Psychology
- Visiting Scholar, Sauder School of Business, University of British Columbia (Summer, 2014; Summer, 2015; Summer, 2016; Summer, 2017)
- Deloitte Consulting Co., Ltd. Beijing Branch (2011)
- IMS Market Research Consulting Co., Ltd. Beijing Branch (2010)