

YIXUAN LI

Assistant Professor in Management
Warrington College of Business
University of Florida
Gainesville, FL 32611-7165
E-mail: yixuan.li@warrington.ufl.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

University of Florida, Warrington College of Business

Assistant Professor in Management, 2021-current

Purdue University, Krannert School of Management

Assistant Professor in Organizational Behavior and Human Resources, 2018-2021

RESEARCH INTERESTS

Strategic human resource management

Workplace diversity and inclusion

Learning and innovation

HONORS AND AWARDS

CAREER Award (US \$498,525)	2024
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Social, Behavioral and Economic Sciences, National Science Foundation

Emerging Scholar Award in Participation & Ownership (US \$1,500)	2022
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Human Resources Division, Academy of Management

REFEREED ARTICLES

(† denotes current or former Ph.D. student at time of submission; * denotes equal contribution)

Deng, H., Guan, Y., †Zhou, X., Li, Y., Cai, D., Li, N., & Liu, B. (in press). The “double-edged sword” effects of career support mentoring on newcomer turnover: How and when it helps or hurts. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001143>.

Li, Y., Turek, K., Henkens, K., & Wang, M. (2023). Retaining retirement-eligible older workers through training participation: The joint implications of individual growth

- need and organizational climates. *Journal of Applied Psychology*, 108, 954-976.
- Zhan, Y., Froidevaux, A. **Li, Y.**, Wang, M., & Shi, J. (2023). Preretirement resources and post-retirement life satisfaction change trajectory: Examining the mediating role of retiree experience during retirement transition phase. *Journal of Applied Psychology*, 108, 871-888.
- Tang, G., Ren, S., Wang, M., **Li, Y.**, & Zhang, S.[†] (2023). Employee green behavior: A review and recommendations for future research. *International Journal of Management Reviews*, 25, 297-317.
- Li, Y.**, [†]Shao, Y., Wang, M., Fang, Y., Gong, Y., & Li, C. (2022). From inclusive climate to organizational innovation: Examining internal and external enablers for knowledge management capacity. *Journal of Applied Psychology*, 107, 2285-2305.
- Li, Y.**, [†]Kleshinski, C. E., Wilson, K. S., Zhang, K. (2022). Age differences in affective responses to inclusion experience: A daily diary study. *Personnel Psychology*, 75, 805-832.
- * Earlier version in Academy of Management Best Paper Proceedings, GDO Division
- Dezső, C. L., **Li, Y.**, & Ross, D. G. (2022). Female CEOs and the compensation of other top managers. *Journal of Applied Psychology*, 107, 2306-2318.
- Li, Y.**, Koopmann, J., Lanaj, K., & Hollenbeck, J. R. (2022). When and how does gender diversity benefit performance in self-managing teams? An integration-and-learning perspective. *Journal of Applied Psychology*, 107, 1628-1639.
- 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.

Shao, Y., Yao, X., **Li, Y.**, & Huang, Z. (2013). Personality and life satisfaction in China: The birth order effect under the influence of national policy. *Personality and individual differences*, 54, 536-541.

Wang, Y., Cullen, K. L., Yao, X., & **Li, Y.** (2013). Personality, freshmen proactive social behavior, and college transition: Predictors beyond academic strategies. *Learning and Individual Differences*, 23, 205-212.

SELECTED CONFERENCE PRESENTATIONS

[†]Huang, Z., Hill, A. D., **Li, Y.**, Shao, Y., Wang, M., & Wu, Y. (2023, September). *A database with people of color and facial landmarks of S&P 1500 top managers, 2000-2019*. Paper presented at the 43rd Strategic Management Society Annual Conference, Toronto, CA.

* Finalist for the 2023 SMS Research Methods Paper Prize

Li, Y., Liu, H., [†]Huang, Z., Wang, M., Ji, Y., & Liu, S. (2023, August). *The antecedents and outcomes of organizational climate for work-life inclusion*. Paper presented at 83rd Academy of Management, Boston, MA.

Kleshinski, C., **Li, Y.**, [†]Huang, C., Wilson, K. S., & Tang, G. (2023, August). *Benefiting from balance: Positive nonwork event disclosure in the workplace*. Symposium paper presented at 83rd Academy of Management, Boston, MA.

Song, Y., **Li, Y.**, [†]Yang, J., & Zhang, K. (2023, August). *Examining the relationship between daily uniqueness striving and creative idea communication*. Symposium paper presented at 83rd Academy of Management, Boston, MA.

Li, Y., Song, Y., Wang, M., Wu, Y., Zhu, S., & Alonso, A. (2023, April). *Inclusion management as a pathway to enhance organizational resilience during the crisis*. Symposium paper to be presented at 38th Annual Society for Industrial/Organizational Psychology Conference, Boston, MA.

Li, Y., Shao, Y., [†]Huang, Z., Tang, G., Zhu, S., Alonso, A., Prosperi, M., & Wang, M. (2023, April). Conflict culture profiles and organizational innovation. Poster to be presented at 38th Annual Society for Industrial/Organizational Psychology Conference, Boston, MA.

Li, Y., [†]Huang, C., Methot, J., & Tang, G. (2022, August). *Enhancing employees' daily inclusion at work*. Paper presented at 82nd Academy of Management, Seattle, WA.

Li, Y., [†]Shao, Y., [†]Huang, Z., & Tang, G. (2022, August). *Conflict culture profiles and organizational innovation*. Symposium paper presented at 82nd Academy of Management, Seattle, WA.

Li, Y., Turek, K., Henkens, K., & Wang, M. (2022, August). *Retaining retirement-eligible workers through human capital development*. Symposium paper presented at 82nd

Academy of Management, Seattle, WA.

- Li, Y.,** Song, Y., Wang, M., Wu, Y., Zhu, S., & Alonso, A. (2022, March). *Inclusion management as a pathway to enhance organizational resilience during the crisis*. Paper presented at 3rd Dismantling Bias Conference, West Lafayette, IN.
- Li, Y.,** [†]Kleshinski, C. E., Wilson, K. S., Zhang, K. (2021, August). *Age differences in affective shifts in response to daily inclusion*. Symposium paper presented at 81st Academy of Management (virtual meeting).
- Li, Y.** (2020, September). *Toward inclusive organizations*. Presented at 2020 Attrition and Retention Consortium Annual Conference (virtual meeting).
- Li, Y.,** Burmeister, A., Wang, M., Asencio, R., Jin, Y., & Zhu, Y. (2020, July). *Age diversity, knowledge exchange, and team innovation*. 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*. 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.

GRANTS

CAREER Award (SES-2336679), National Science Foundation, USA	2024-2029
CAREER: Enhancing Organizational Learning: Leveraging Unified Diversity through Human Resource Management PI (US \$498,525)	
Workshop Grant (SES-2221818), National Science Foundation, USA	2022-2023
Workshop on AI Governance in For-profit and Not-for profit Organizations Co-PI (US \$59,970)	
Research Grant, Purdue Research Foundation, USA (US \$8,000)	2020

INVITED PRESENTATIONS

Oklahoma State University, Stillwater, OK	2022
University of Florida, Gainesville, FL	2020
Temple University, Philadelphia, PA	2017
University of British Columbia, Vancouver, Canada	2017
Purdue University, West Lafayette, IN	2017
Pennsylvania State University, State College, PA	2017
Georgia Institute of Technology, Atlanta, GA	2017

PROFESSIONAL ACTIVITIES

Professional Affiliations

Academy of Management
Society for Industrial and Organizational Psychology
Strategic Management Society

Editorial Board Member

Journal of Applied Psychology (2020-current)
Personnel Psychology (2020-current)
Work, Aging and Retirement (2021-current)

Grant Review Panel

National Science Foundation (2023)

Ad Hoc Reviewer

Academy of Management Journal
Strategic Management Journal
Organizational Behavior and Human Decision Processes
Journal of Management
Human Relations
Human Resource Management Journal
Journal of Organizational Behavior
Journal of Management Studies
Journal of Business Research
Strategy Science
Journal of Organization Design

Chaired Professional Committees

Chair of the Academy of Management Human Resources Division Employee Participation and Ownership Scholarly Research Award Committee (2023)

Professional Committee Members

Personnel Psychology Best Paper Award Committee (2023)

TEACHING EXPERIENCE

University of Florida, Warrington College of Business

MAN 6930 Human Capital Analysis
MAN 6366 Organizational Staffing
MAN 5246 Organizational Behavior

Purdue University, Krannert School of Management

OBHR 33000 Introduction to Organizational Behavior

University of Florida, Warrington College of Business

GRADUATE STUDENT ADVISING

Doctoral Dissertation (Committee Member)

Purdue University

Benjamin Pratt (2021)

Catherine Kleshinski (2021)

COLLEGE COMMITTEES

Committee Members

University of Florida

Faculty Search Committee, Department of Management (2021-2022)

Purdue University

Ph.D. Committee, OBHR Division, Krannert School of Management (2020-2021)

Data Analytics Committee, Krannert School of Management (2019-2020)

STAR Review Committee, Krannert School of Management (2019-2020)

Digital Footprint Committee, Krannert School of Management (2018-2019)