

# **YIXUAN LI**

Associate Professor in Management  
Warrington College of Business  
University of Florida  
Gainesville, FL 32611-7165  
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## **EDUCATION**

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### **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**

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### **University of Florida, Warrington College of Business**

Associate Professor in Management, 2025-current

Assistant Professor in Management, 2021-2025

### **Purdue University, Krannert School of Management**

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

## **RESEARCH INTERESTS**

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Strategic human resource management

Workplace integration and inclusion

Learning and innovation

## **HONORS AND AWARDS**

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CAREER Award (US \$498,525) 2024-2029

Social, Behavioral and Economic Sciences, National Science Foundation

Personnel Psychology Best Reviewer Award 2025

Excellence Award for Assistant Professors (US \$5,000) 2024

University of Florida

Emerging Scholar Award in Participation & Ownership (US \$1,500) 2022

Human Resources Division, Academy of Management

## **REFEREED ARTICLES**

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

Deng, H., Lam, C., **Li, Y.**, Guan, Y., Wang, M., & Johnson, R. (in press). When do people

prefer to be asked or told? The interplay between participative/directive advising style and expertise superiority in recommendation acceptance. *Journal of Applied Psychology*.

Wang, S., Liden, R. C., Liu, H., **Li, Y.**, Wang, H. (in press). The curvilinear effect of newcomer ingratiation on leader-member exchange: A dual-pathway model of supervisor attributions. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001292>.

**Li, Y.**, Song, Y., Wang, M., Wu, Y., Zhu, X. S., & Alonso, A. (2025). Inclusion management practices as a pathway to enhance organizational resilience in response to a crisis: An empirical test in the context of the COVID-19 pandemic. *Personnel Psychology*, 78, 177-203.

**Li, Y.**, <sup>†</sup>Huang, Z., Dineen, B., Wang, M., van Jaarsveld, D. D. (2025). Voluntary turnover rate fluctuations, human resource practices, and innovation: A within-organization investigation. *Personnel Psychology*, 78, 103-121.

Deng, H., Guan, Y., <sup>†</sup>Zhou, X., **Li, Y.**, Cai, D., Li, N., & Liu, B. (2024). The “double-edged sword” effects of career support mentoring on newcomer turnover: How and when it helps or hurts. *Journal of Applied Psychology*, 109, 1094-1114.

Zhang, K., **Li, Y.**, Yin, K., & Kleshinski, C. E. (2024). Perceived leader inclusion and employee work-to-family conflict: A daily diary study. *Journal of Managerial Psychology*, 39, 1030-1045.

**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.<sup>†</sup> (2023). Employee green behavior: A review and recommendations for future research. *International Journal of Management Reviews*, 25, 297-317.

**Li, Y.**, <sup>†</sup>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.**, <sup>†</sup>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.

Google Scholar: <https://scholar.google.com/citations?user=m6YFwLEAAAAJ&hl=en&oi=ao>

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## SELECTED CONFERENCE PRESENTATIONS

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†Huang, Z., **Li, Y.**, Jiang, K. (2025, July). Human resource practices and organizational performance dynamics during the pandemic crisis. Paper presented at 85<sup>th</sup> Academy of Management, Copenhagen, Denmark.

Wang, L., †Lu, B., **Li, Y.**, & †Meng, X. (2025, July). How construal level influences job

performance through problem-solving and task implementation. Paper presented at 85<sup>th</sup> Academy of Management, Copenhagen, Denmark.

Shao, Y., Fang, Y., **Li, Y.**, Shi, J. (2025, July). Employees' reactions to AI-based ethical feedback: A dual pathway model. Symposium paper presented at 85<sup>th</sup> Academy of Management, Copenhagen, Denmark.

**Li, Y.**, †Pang, X., Liu, H., †Huang, Z., Lanaj, K., Ji, Y., & Liu, S. (2024, August). Managing gender issues to mitigate shared climates of gender stereotypes. Symposium paper presented at 84<sup>th</sup> Academy of Management, Chicago, IL.

Burmeister, A., Schweitzer, V., Venz, L., Gerpott, F., Fasbender, U., & **Li, Y.** (2024, August). The daily social implications of hybrid working: A within-person perspective. Symposium paper presented at 84<sup>th</sup> Academy of Management, Chicago, IL.

†Huang, Z., **Li, Y.**, Hill, A. D., Wang, M., & van Jaarsveld, D. D. (2024, August). Competing for talent: Employee incentives for nonprofits to gain an advantage in human capital. Paper presented at 84<sup>th</sup> Academy of Management, Chicago, IL.

†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 83<sup>rd</sup> 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 83<sup>rd</sup> 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 83<sup>rd</sup> 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 presented at 38<sup>th</sup> 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 presented at 38<sup>th</sup> 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 82<sup>nd</sup> 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 82<sup>nd</sup> 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 82<sup>nd</sup> 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 3<sup>rd</sup> 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 81<sup>st</sup> 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 80<sup>th</sup> 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 80<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 78<sup>th</sup> 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 78<sup>th</sup> 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 33<sup>th</sup> Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.

Altermann, 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 76<sup>th</sup> 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 75<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 29<sup>th</sup> 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 27<sup>th</sup> Annual Society for Industrial/Organizational Psychology Conference, San Diego, CA.

## GRANTS

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CAREER Award (SES-2336679), National Science Foundation, USA CAREER: Enhancing Organizational Learning: Leveraging Unified Diversity through Human Resource Management PI (US \$498,525)	2024-2029
Workshop Grant, University of Florida, USA (US \$3,000)	2024
Workshop Grant (SES-2221818), National Science Foundation, USA Workshop on AI Governance in For-profit and Not-for profit Organizations Co-PI (US \$59,970)	2022-2023
Research Grant, Purdue Research Foundation, USA (US \$8,000)	2020

## **INVITED PRESENTATIONS**

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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**

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### **Professional Affiliations**

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

### **Guest Editor**

**Editor-in-Chief**, Special Issue on “Navigating Inclusion and Exclusion to Improve Employee Experiences at Work”, *Personnel Psychology* (2025)  
**Co-Editor**, Special Issue on “Work Design, Aging and Age Diversity”, *Work, Aging and Retirement* (2024)

### **Editorial Board Member**

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

### **Grant Review Panelist**

Directorate for Social, Behavioral and Economic Sciences, National Science Foundation (2023)

### **Ad Hoc Reviewer**

*Academy of Management Journal*  
*Strategic Management Journal*  
*Organization Science*  
*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*  
*Personnel Review*  
*Proceedings of the National Academy of Sciences*

### **Chaired Professional Committees**

Chair of the Society for Industrial and Organizational Psychology George C. Thornton, III  
Graduate Scholarship Committee (2025)

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**

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### **University of Florida, Warrington College of Business**

MAN 5246 Organizational Behavior  
MAN 6366 Organizational Staffing  
MAN 6930 Human Capital Analysis  
MAN 7267 Work Groups & Teams in Organizations

### **Purdue University, Krannert School of Management**

OBHR 33000 Introduction to Organizational Behavior

### **University of Florida, Warrington College of Business**

MAN 4301 Human Resource Management

## **GRADUATE STUDENT ADVISING**

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### **Doctoral Dissertation (Committee Co-chair)**

**University of Florida**

Zhefan Huang (2025)

### **Doctoral Dissertation (Committee Member)**

**Purdue University**

Benjamin Pratt (2021)

Catherine Kleshinski (2021)

## **COLLEGE COMMITTEES**

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### **Committee Members**

**University of Florida**

Faculty Search Committee (Assistant Professor in Organizational Behavior), Department of Management (2025-2026)

Faculty Search Committee (Assistant Professor in Organizational Behavior), Department of Management (2024-2025)

Faculty Search Committee (Assistant Professor in Strategy), Department of Management

(2024-2025)

Faculty Search Committee (Open-rank Professor in Management), 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)