

RUI ZHONG

Smeal College of Business, Pennsylvania State University
Tel: +1-8142808520 | Email: rui.zhong@psu.edu
Personal website: <https://ruizhonghammer.com>

ACADEMIC POSITION

Pennsylvania State University, Smeal College of Business State College, USA
Assistant Professor of Management 2023-Now

EDUCATION

University of British Columbia, Sauder School of Business Vancouver, Canada
Doctor of Philosophy in Organizational Behavior 2018-2023

Dissertation: Reducing the harmful influence of workplace mistreatment: An integrative review, a meta-analysis, and an empirical study

Committee: Professor Sandra L. Robinson (Chair, University of British Columbia)
Professor Lingtao Yu (University of British Columbia)
Professor Daan van Knippenberg (External member, Rice University)

Tianjin University, College of Management and Economics Tianjin, China
Bachelor of Management in Construction Management 2013-2017

RESEARCH IDENTITY

I identify myself as a positive scholar on negative phenomena. In terms of topics, I study a variety of negative phenomena, or phenomena that people generally have a negative connotation with. Specifically, I study negative behaviors (e.g., gossip, abusive supervision, and ostracism), emotions (e.g., shame and anxiety), and cognitions (e.g., death awareness). My research sheds a positive light on those negative phenomena, with a particular focus on 1) benefits of negative phenomena and 2) mitigators that reduce the harm of negative phenomena.

PUBLICATIONS

Journal Publications

Zhong, R., Yao, J., Wang, Y., & Lyubikh, Z., & Robinson, S. L. Workplace aggression and employee performance: A meta-analytic investigation of mediating mechanisms and cultural contingencies. Conditionally accepted at *Journal of Applied Psychology*.

Lyubikh, Z., Zhong, R., Vuong, T., Robinson, S. L., & Hershcovis, M. S. Understanding the impact of witnessed workplace mistreatment: A meta-analysis of observer deontic reactions and employee outcomes. Accepted at *Journal of Applied Psychology*.

Zhong, R., Tang, P. M., & Lee, S. (2024) The gossiper's high and low: Investigating the impact of negative gossip about the supervisor on work engagement. *Personnel Psychology*. 77 (2), 621–649

Zhong, R., Lian, H., Hershcovis, M. S., & Robinson, S. L. (2023) Mitigating or magnifying the harmful influence of workplace aggression: An integrative review. *Academy of Management Annals*. 17, 516–545

Zhong, R., Paluch, R., Shum, V., Zatzick, C., & Robinson, S. L. (2021). Hot, cold, or both? A person-centered perspective on death awareness during the COVID-19 pandemic. *Journal of Applied Psychology*. 106(6), 839-855

Zhong, R., & Robinson, S. L. (2021). What happens to bad actors in organizations? A review of actor-centric outcomes of negative behavior. *Journal of Management*. 47(6), 1430-1467

Jia, H., Zhong, R., & Xie, X. (2021). Helping others makes me fit better: Effects of helping behavior by newcomers and coworker-attributed motives on newcomers' adjustment. *Journal of Business and Psychology*, 36, 401-416

Xia, N., Zhong, R., Wang, X., & Tiong, R. (2018). Cross-domain negative effect of work-family conflict on project citizenship behavior: Study on Chinese project managers. *International Journal of Project Management*, 36(3), 512-524.

Xia, N., Zou, P. X., Griffin, M. A., Wang, X., & Zhong, R. (2018). Towards integrating construction risk management and stakeholder management: A systematic literature review and future research agendas. *International Journal of Project Management*, 36(5), 701-715.

Zhong, R., Xia, N., Hu, X., Wang, X., & Tiong, R. (2018). How to buffer the family costs of project citizenship behavior: Investigating the role of task self-efficacy and work meaningfulness. *Project Management Journal*, 49(5), 85-97.

Xia, N., Zhong, R., Wu, C., Wang, X., & Wang, S. (2017). Assessment of stakeholder-related risks in construction projects: Integrated analyses of risk attributes and stakeholder influences. *Journal of Construction Engineering and Management*, 143(8), 04017030.

Conference Proceedings

Zhong, R., Yu, L., & Zhu, J (2021). The role of team gossip in mitigating the detrimental consequences of team abusive supervision. *Best Paper Proceedings of the 81st Annual Meeting of the Academy of Management*.

PAPERS UNDER REVISION OR REVIEW

Zhong, R., Yu, L., Zhu, J., & Zhu, L. Negative gossip (Exact title removed to protect blind review process). 4th R&R at *Journal of Applied Psychology*.

Zhong, R., Yao, J., & Wang, Y. Secrecy (Exact title removed to protect blind review process). 2nd R&R at *Personnel Psychology*.

Zhong, R., Lee, S., Chen, J., & Wilson, K. Gossip (Exact title removed to protect blind review process). 2nd R&R at *Journal of Applied Psychology*.

*Daniels, M. A., *Zhong, R., Wang, M., & Robinson, S. L. Integrative conceptual review on employee rumination (Exact title removed to protect blind review process). 1st R&R at *Journal of Applied Psychology*.

*The first two authors jointly share the first authorship.

CONFERENCE PRESENTATIONS

Zhong, R., Lee, S., and Yang, M., (August 2023) Attack or repair? Unpacking employees' mixed responses to perceived negative gossip. Symposium report presented at 83rd Annual Meeting of the Academy of Management. Boston, MA

Lyubykh, Z., Zhong, R., Vuong, T., Robinson, S. L., & Hershcovis, M. S. A review of witnessed workplace mistreatment: Boundary conditions and relative importance. Paper presented at 83rd Annual Meeting of the Academy of Management. Boston, MA

Wang, Y., Zhong, R., and Yao, Y. (August 2022). Filling the secrecy vacuum: How perceived leader secrecy invites gossip and feedback seeking? Paper presented at 82nd Annual Meeting of the Academy of Management. Seattle, WA

Zhong, R., Tang, P. M., and Lee, S. (August 2022). The influence of negative gossip about the supervisor on gossipers' work engagement. Symposium report presented at 82nd Annual Meeting of the Academy of Management. Seattle, WA

Zhong, R., Yu, L., & Zhu, J. (August 2021) The role of team gossip in mitigating the detrimental consequences of team abusive supervision. Paper presented at 81st Annual Meeting of the Academy of Management (Online)

Zhong, R., Paluch, R., Shum, V., Zatzick, C., and Robinson, S. (August 2021). Hot, cold, or both?: A person-centered perspective of death awareness during the covid-19 pandemic. Paper presented at 81st Annual Meeting of the Academy of Management (Online)

Zhong, R., Yu, L., Zhu, J., & Wang, Y. (August 2020) Team gossip prevents the negative effect of abusive supervision on team norms and effectiveness. Paper presented at 80th Annual Meeting of the Academy of Management. Vancouver, BC (Online)

Zhong, R., & Robinson, S. L. (August 2020) Examining different implications of task and personal ostracism. Symposium report presented at 80th Annual Meeting of the Academy of Management. Vancouver, BC (Online)

Zhong, R., & Daniels, M. A., & Robinson, S. L. (August 2020) "I am ashamed of you!" Examining the impact of follower unethical behavior on leader outcomes. Symposium report presented at 80th Annual Meeting of the Academy of Management. Vancouver, BC (Online)

Zhong, R., & Tang, P. M. (April 2019) "You know what? My supervisor sucks!": Investigating daily costs and benefits of gossiping about the supervisor. Symposium report presented at 34th Annual Conference of the Society for Industrial and Organizational Psychology. National Harbor, MD

Zhong, R., Zhu, J., Tang, P. M., & Song, Z. (August 2019) Leader "ha-ha" ignites team "a-ha": The influence of leader humor on team creativity. Paper presented at 79th Annual Meeting of the Academy of Management. Boston, MA.

ORGANIZED SYMPOSIUMS & WORKSHOPS

Zhong, R., & Robinson, S. L. (Chairs, August 2020) New perspectives on workplace ostracism: Examining its dimensionality, antecedents, and outcomes. Symposium at 80th Annual Meeting of the Academy of Management. Vancouver, BC (Online)

SELECT AWARDS & GRANTS

Smeal Small Research Grants (\$2,000)

2023

Four Year Fellowships (FYF) For PhD Students	2018-2022
President's Academic Excellence Initiative PhD Award	2020-2022
Responsible Leadership Development Grant, University of British Columbia (\$9,700)	2021
The Dhillon Centre Business for Social Good Grant, University of British Columbia	2019, 2021

TEACHING EXPERIENCES

Instructor

Organizational Behavior and Design (MGMT 326; Undergraduate course)	Fall, 2023
Smeal College of Business, Penn State University	
4.7/5.0, 4.8/5.0, 4.5/5.0 overall mean rating; three sections; 111 students combined	
Management and Organizational Behavior (COMM 292; Undergraduate course)	Spring, 2022
Sauder School of Business, University of British Columbia	
4.4/5.0 overall mean rating; one section; 54 students	

Teaching Assistant

Creativity (COMM 562; MBA program)	Spring, 2019
Sauder School of Business, University of British Columbia	
Power and Politics (BAHR 580B; MBA program)	Fall, 2022
Sauder School of Business, University of British Columbia	
Leadership Development (BA 564; MBA program)	Spring, 2023
Sauder School of Business, University of British Columbia	
Leadership (BAHR 505; Master of Management program)	Spring, 2023
Sauder School of Business, University of British Columbia	
IMBA Vancouver Residency (BA 514; International MBA program)	Spring, 2023
Sauder School of Business, University of British Columbia	

INVITED TALKS & PRESENTATIONS

Beijing Institute of Technology	2023
Southeast University (China)	2022
Penn State University	2022
Purdue University	2022
Singapore Management University	2022
The University of Texas at Dallas	2022
Indiana University (Bloomington)	2022
University of Illinois Chicago	2022

Hong Kong University of Science and Technology	2022
City University of Hong Kong	2022
The Hong Kong Polytechnic University	2022
Tianjin University	2019

UNIVERSITY & ACADEMIC SERVICES

To Penn State University

Aman Kabra second-year paper committee	2023
Ricky Gettys second-year paper committee	2024

To University of British Columbia

PhD Student Event Coordinator: OBHR division, Sauder School of Business	2020-2023
---	-----------

To the Field

Reviewer: Academy of Management OB and HR divisions	2018-Present
Reviewer: The Society for Industrial and Organizational Psychology	2023-Present
Ad hoc reviewer: <i>Journal of Applied Psychology</i>	2023-Present
Ad hoc reviewer: <i>Personnel Psychology</i>	2023-Present
Ad hoc reviewer: <i>Organizational Behavior and Human Decision Processes</i>	2023-Present
Ad hoc reviewer: <i>Journal of Organizational Behavior</i>	2023-Present
Ad hoc reviewer: <i>Journal of Business Ethics</i>	2023-Present
Ad hoc reviewer: <i>Journal of Experimental Social Psychology</i>	2024-Present
Ad hoc reviewer: <i>Humanities and Social Sciences Communications</i>	2024-Present