

STEVEN ZHOU

Curriculum Vitae

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RESEARCH INTERESTS

Leadership development, Measurement of leadership, Personality theory and measurement, Psychometrics and quantitative methodology, Careers and calling, Faith and workplace spirituality, Academic-practitioner gap, Higher education pedagogy and policy, Science communication

EDUCATION

Ph.D. Candidate, Industrial and Organizational Psychology (ABD) 2019 – (est.) 2024
with a Graduate Certificate in Computational Social Sciences

George Mason University – Fairfax, VA

Major Professors: Stephen J. Zaccaro, Ph.D. and Philseok Lee, Ph.D.

Dissertation: “The Negative Effects of Shared Leadership: Understanding Why & When Shared Leadership Does Not Work Through an Experiment and Agent-Based Modeling” (proposal approved June 2022)

Selected Coursework: Regression, Psychometrics, SEM/Meta, Big Data & Machine Learning, Social Psych, Leadership, Selection, Small Group Behavior, Careers, Teaching Practicum, Introduction to Computational Social Science, Social Network Analysis, Object-Oriented Modeling, Agent-Based Modeling

Additional Coursework: Mixture Modeling [CenterStat], Multilevel Modeling [CenterStat], Measurement Modeling [CenterStat], Web Scraping [CARMA], Introduction to Linear Algebra [Wolfram U]

Master’s of Divinity, with highest honors 2017 – 2019
Western Seminary – Online

M.A., Religion 2015 – 2017
Pepperdine University – Malibu, CA

Thesis: *Cultural diversity and transformational leadership*

Additional Coursework: Introduction to Communication Science [Coursera by University of Amsterdam], Student Affairs in Higher Education [Colorado State University Online]

B.A., Industrial and Organizational Psychology, *summa cum laude* 2012 – 2015
with an Undergraduate Certificate in Conflict Management, Straus Institute for Dispute Resolution
Pepperdine University – Malibu, CA

PUBLICATIONS

* denotes equal contribution, ^a student author

Peer-Reviewed Journal Publications

15. Zhou, S.^a, Aitken, J.^a, & Kuykendall, L. (2023). Callings can take different shapes: Scope, proximity, and duration as new complexifications of calling. *Journal of Occupational and Organizational Psychology*, Early View. <https://doi.org/10.1111/joop.12459> (2022 IF = 5.12)

14. Albritton, B. H.^{*a}, Meyer, K. A.^{*a}, Holladay-Sandidge, H. D.^{*a}, Zhou, S.^a, Woznyj, H. M., & Rogelberg, S. G. (in press). Enhancing graduate student education through meaningful volunteer efforts [commentary]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. (2022 IF = 15.8)
13. Zhou, S.^a, Aitken, J.^a, McEachern, P. J.^a, & McCauley, R.^a (2022). Data from 990 public real-world job advertisements organized by O*NET categories. *Journal of Open Psychology Data*, 10(1), 17. <http://doi.org/10.5334/iopd.69>
12. Zhou, S.^a, & Kodama Muscente, K.^a (2022). Meta-analysis of volunteer motives using the Volunteer Functions Inventory (VFI) to explain volunteer satisfaction, commitment, and behavior. *Nonprofit and Volunteer Sector Quarterly*, Advance online publication. <https://doi.org/10.1177/08997640221129540> (2021 IF = 3.35)
11. Zhou, S.^a, & Lee, P. (2022). Spirituality in the context of teams and organizations: An investigation of boundary conditions using The Integration Profile workplace spirituality measure. *Journal of Management, Spirituality, and Religion*. <https://doi.org/10.51327/AELL2802> (2021 IF = 2.40)
10. Ahmad, A. S., Stagl, K. C., Zhou, S.^a, & Zaccaro, S. J. (2022). Optimizing an online I-O program: Tips and lessons learned from launching an online Master's program [commentary]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(2), 195-199. <https://doi.org/10.1017/iop.2022.22> (2020 IF = 7.24)
9. Zhou, S.^a (2022). Science communication: Eight perils, but one pearl to make it all worth it [commentary]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(2), 289-293. <https://doi.org/10.1017/iop.2022.2> (2020 IF = 7.24)
8. Campbell, L. N. P.^a, Torres, E. M.^a, Zaccaro, S. J., Zhou, S.^a, Hedrick, K. N.^a, Wallace, D. M., Luning, C. R., & Zakzewski, J. E.^a (2022). Examining multiteam systems across context and type: A historiometric analysis of failed MTS performance. *Frontiers in Psychology*, 13(813624), 1-22. <https://doi.org/10.3389/fpsyg.2022.813624> (2020 IF = 2.99)
7. Lee, P., Joo, S.-H., Zhou, S.^a, & Son, M.^a (2022). Investigating the impact of negatively keyed statements on multidimensional forced-choice personality measures: A comparison of partially ipsative and IRT scoring methods. *Personality and Individual Differences*, 191(111555), 1-15. <https://doi.org/10.1016/j.paid.2022.111555> (2020 IF = 3.00)
6. McCarron, G. P., Zhou, S.^a, Campbell, A.^a, Kodama Muscente, K., & Schierbeek, E.^a (2022). We're not working with a blank slate: Students' pre-college leadership activities and perceived parenting behavior as predictors of college-based leader emergence and leader self-efficacy. *Journal of Leadership Education*, 21(1), 33-47. <https://doi.org/10.12806/V21/I1/R3> (2020 IF = 1.45)
5. Maskell, S., McCarron, G. P., Cannon, J. A.^a, Zhou, S.^a, Zaccaro, S. J., & Goldstein, T. (2022). The leadership stories our children are told: An examination of the characteristics of leadership behaviors and orientations in popular youth TV shows. *Journal of Youth and Adolescence*. <https://doi.org/10.1007/s10964-021-01502-3> (2020 IF = 5.61)
4. Ahmad, A.^{*}, & Zhou, S.^{*a} (2021). Spreading the word: Equipping I-O students to use descriptive statistics for effective data visualization [commentary]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(4), 510-513. <https://doi.org/10.1017/iop.2021.115> (2020 IF = 7.24)
3. Zhou, S.^a, & Field, J. G. (2021). Many forces at play: Ethical dilemmas in academic research [commentary]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 360-366. <https://doi.org/10.1017/iop.2021.75> (2020 IF = 7.24)

2. Ahmad, A. S., Zhou, S.^a, & Ayers, T. (2020). The future of learning: Teaching industrial and organizational psychology in all modalities [commentary]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(4), 540-543. <https://doi.org/10.1017/iop.2020.105> (2020 IF = 7.24)
1. Zhou, S.^a & Ahmad, A. S. (2020). Who's your audience? Expanding I-O teaching to non-I-O students [commentary]. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(4), 585-589. <https://doi.org/10.1017/iop.2020.98> (2020 IF = 7.24).

Books

1. Zhou, S.^a, & McCarron, G. P. (under contract). *Where did we get started? Stories from peoples' first jobs*. Cambridge University Press. Forthcoming in 2025.

Book Chapters

2. Zaccaro, S. J., Zhou, S.^a, & Resick, C. (2023). CEO characteristics and organizational agility. In S. J. Zaccaro, N. J. Hiller, & R. J. Klimoski (Eds.), *Senior leadership teams and the agile organization* (pp. 187-222). Routledge.
1. Zhou, S.^a, & Klimoski, R. J. (2023). Creating the interpersonal context for enabling organizational agility: The underappreciated role of the chief of staff. In S. J. Zaccaro, N. J. Hiller, & R. J. Klimoski (Eds.), *Senior leadership teams and the agile organization* (pp. 166-186). Routledge.

Manuscripts Under Review

5. Zhou, S.^a, Campbell, L. N. P.^a, & Fyffe, S.^a (R&R1). Quantifying the academic-practitioner gap: How do small business owners react to academic articles? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
4. Zhou, S.^a, Zaccaro, S. J., & Lee, P. (R&R2). Patterns of leadership behavior: A person-centered approach to assessing leadership stylistic profiles across gender and level. *Journal of Organizational Behavior*.
3. Zhou, S.^a, Lee, P., & Fyffe, S. (R&R2). New directions in multidimensional forced choice measures of personality: Is it fair and valid for different genders? *Human Resource Development Quarterly*.
2. Chen, T., Zaccaro, S. J., Zhou, S.^a, & Wolf, P. (R&R1). Personality and emergent state predictors of shared leadership. *Journal of Leadership and Organizational Studies*.
1. Zhou, S.^a, & Ong, X. W. (under review). Investigating the use of non-cognitive motivators to predict volunteer turnover using modern machine learning methods. *Nonprofit and Voluntary Sector Quarterly*.

PRESENTATIONS

* denotes equal contribution, ^a student author

Peer-Reviewed Conference Presentations

24. Zhou, S.^a, Campbell, L. N. P.^a, & Fyffe, S.^a (2023, April 19-22). Quantifying the academic-practitioner gap: How small businesses react to academic articles. In Campbell, L. N. P.^a, & Zhou, S.^a (Chairs), Nothing works and no one knows why: Regarding the academic-practitioner gap [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

23. Zhou, S.^a, & Price, N. (2023, April 19-22). *I-Os can improve academic administration: Case studies for professional development* [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
22. Martin, J. (Co-Chair), Zhou, S.^a (Co-Chair), Cox, G., Goro, M., Kantrowitz, T., Poeppelman, T., & Shen, W. (2023, April 19-22). *Making the most of your SIOP membership: Insights from member engagement data* [Invited Panel Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
21. Zhou, S.^a (2023, February 23-25). *Faculty perceptions on science communication: Reactions to academic articles cited in popular press outlets* [Poster]. Society for Personality and Social Psychology Annual Conference, Atlanta, GA, United States.
20. Zhou, S.^a (2023, February 23-25). *Using Tableau for data visualization in the psychological sciences* [Professional development workshop]. Society for Personality and Social Psychology Annual Conference, Atlanta, GA, United States.
19. Zhou, S.^a (2022, October 20-22). *Writing an op-ed: A workshop on teaching psychology students to write for public audiences, not for researchers* [Conference presentation]. Society for the Teaching of Psychology Annual Conference, Pittsburgh, PA, United States.
18. Zhou, S.^a (2022, October 20-22). *How psychological statistics faculty can incorporate data visualization into undergraduate statistics curriculum* [Conference presentation]. Society for the Teaching of Psychology Annual Conference, Pittsburgh, PA, United States.
17. McCarron, G. P. & Zhou, S.^a (2022, October 13-16). The seeds of wisdom: An examination of the major pre-college influences on leader self-efficacy. In Nelson, K. (Chair) & Bartlett, J. (Commenter), *Wisdom and leadership development: Intersections and transformation over the life cycle* [Symposium]. International Leadership Association Annual Conference, Washington, DC, United States.
16. Zhou, S.^a, Aitken, J. A.^a, Montañó, L.^a, & Kuykendall, L. (2022, April 28-30). *Complexifying calling: Exploring the multifaceted nature of calling* [Research Incubator]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
15. Zhou, S.^a, McEachern, P. J.^a, Aitken, J. A.^a, & Lee, P. (2022, April 28-30). Are we attracting the right candidates? A text analysis approach to understanding the applicability of O*NET in job advertising. In Zhou, S. (Co-Chair), McChesney, J. E. (Co-Chair), & Hoff, K. A. (Co-Chair), *Putting the O*NET into good use: A critical evaluation of the use and misuse of O*NET* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
14. Zhou, S.^a (2022, February 16-19). *Pursuing diversity in an inclusive manner: The impact of taboo topics on expression of diverse perspectives* [Poster session]. Society for Personality and Social Psychology Annual Convention, San Francisco, CA.
13. Zhou, S.^a (2021, October 20-25). Patterns of leadership behavior: A person-centered approach to assessing leadership styles across gender and level [Award Winner Spotlight Session]. International Leadership Association Annual Conference, Geneva, Switzerland.
12. Zhou, S.^a, & Kuykendall, L. (2021, April 15-17). *When infrastructure and ethics collide: A panel on ethical policy-making in higher ed* [Panel discussion]. Society for Industrial and Organizational Psychology Annual Convention, Online. [Presenters: Chen, G., Pierce, C. A., McAbee, S. T., & Thornton-Lugo, M. A.]

11. Zhou, S.^a, Cannon, J. A.^a, McEachern, P. J.^a, Zaccaro, S. J., & Lee, P. (2021, April 15-17). *A process-pattern model of personality and leader behaviors across gender and level* [Poster session]. Society for Industrial and Organizational Psychology Annual Convention, Online.
10. Zhou, S.^a, & Kodama Muscente, K.^a (2021, April 15-17). *Why do people work for free? A meta-analysis of volunteer motivations* [Poster session]. Society for Industrial and Organizational Psychology Annual Convention, Online.
9. Zhou, S.^a, & Lee, P. (2020, August 6-9). *Not much more than PsyCap? A new psychometric investigation using bi-factor exploratory SEM* [Poster session]. American Psychological Association Annual Convention, Washington, DC.
8. Lee, P., Joo, S. H., & Zhou, S.^a (2020, July 13-16). *Detecting ideal point-based DIF using dominance-based DIF methods* [Poster session]. International Meeting of the Psychometric Society 2020, College Park, MD. (Conference canceled)
7. Kodama Muscente, K.^a, Zhou, S.^a, McCarron, G. P., Schierbeek, E.^a, & Campbell, A.^a (2020, June 1 – Sept 1). *Identification of parenting behaviors in adolescence that predict leader self-efficacy* [Poster session]. APS Poster Showcase, Online.
6. Campbell, A.^a, Zhou, S.^a, McCarron, G. P., & Schierbeek, E.^a (2020, June 1 – Sept 1). *Predictors of leader self-efficacy and leader role from early childhood activities and education* [Poster session]. APS Poster Showcase, Online.
5. Zhou, S.^a, McCarron, G. P., Campbell, A.^a, & Schierbeek, E.^a (2020, May 21-25). *Using a new configuration approach to discover patterns of implicit leadership theories and its predictors in early childhood activities and parenting* [Poster session]. 32nd Annual Convention of the Association for Psychological Science, Chicago, IL. (Conference canceled)
4. Campbell, A.^a, Schierbeek, E.^a, & Zhou, S.^a (2020, January 9). *Leveraging pre-college leadership development influences towards supporting the whole GMU student* [Symposium session]. University Life Student Success Symposium, Fairfax, VA.
3. Zhou, S.^a (2017, March 24). *Cultural diversity in student ministry leadership* [Oral Presentation session]. Seaver College Research and Scholarly Achievement Symposium, Malibu, CA.
2. Zhou, S.^a (2016, April 1). *Spiritual formation as a method of leadership training: A case study at Pepperdine University* [Oral Presentation session]. Seaver College Research and Scholarly Achievement Symposium, Malibu, CA.
1. Zhou, S.^a, & Postlethwaite, B. E. (2014, March 21). *Prostitution as a business* [Oral Presentation session]. Seaver College Research and Scholarly Achievement Symposium, Malibu, CA.

Invited Talks

5. Zhou, S.^a (2023, May 23). *Using Tableau for data visualization in organizational psychology*. Invited workshop to the SIOP Membership Committee and friends, Online.
4. Zhou, S.^a (2022, October 13). *Academic publishing and its impact on speech*. Invited presentation to the Leadership Institute college student group, Florida State University, Tallahassee, FL.
3. Zhou, S.^a (2022, February 15). *Patterns of leadership behavior: A person-centered approach to assessing leadership stylistic profiles across gender and level*. Invited research presentation to the University of Amsterdam Leadership and Management Seminar Series, Online.
2. Zhou, S.^a (2021, December 5). *Introduction to I-O psychology and scientific research*. Invited talk to the Sycamore School, Arlington, Virginia.
1. Zhou, S.^a (2017, April 5). *Introduction to leadership theory and practice*. Invited talk to the Alibaba International – Aliexpress Chief Technology Officer and staff, Hangzhou, China.

Campus and Departmental Talks

5. Zhou, S.^a (2021, September 22). *Strategies for Non-Exam Assessments, Grading, and Giving Feedback: PSYC 300 Statistics in Psychology*. Campus panel presentation at the Innovations in Teaching and Learning conference, George Mason University, Fairfax, VA.
4. Zhou, S.^a (2021, January 25). *Introduction to Tableau for Data Visualization*. Departmental workshop to the Psychology Department, George Mason University, Fairfax, VA.
3. Zhou, S.^a (2020, September 1). *Introduction to R*. Departmental workshop to the Psychology Department, George Mason University, Fairfax, VA.
2. Zhou, S.^a (2016, August 18). *Introduction to Organizational Behavior*. Departmental talk to the Office of the Chaplain, Pepperdine University, Malibu, CA.
1. Zhou, S.^a (2014, August 29). *Organizational Leadership*. Departmental workshop at the Student Activities Leadership Conference, Pepperdine University, Malibu, CA.

GRANTS AND RESEARCH FUNDING

Awarded Internal Funding

2022	Dissertation on shared leadership [PI] Granter: <i>GMU Psychology Department</i>	\$400.00
2022	Revision for paper on leader behavior profiles, research for careers book [PI] Granter: <i>GMU I-O Graduate Student Fund</i>	\$7,645.33
2022	Research on Chief of Staff role [PI] Granter: <i>GMU I-O Graduate Student Fund</i>	\$1,434.88
2021	Research on leader behavior profiles [PI] Granter: <i>GMU I-O Graduate Student Fund</i>	\$3,200.00
2020	CenterStat workshops in Multilevel and Mixture Modeling [Attendee] Granter: <i>GMU I-O Graduate Student Fund</i>	\$1,590.00

Awarded External Funding

2023	Dissertation Research Award [PI] Granter: <i>American Psychological Association</i>	\$5,000.00
2023	Research on Chief of Staff [PI] Granter: <i>Institute for Humane Studies Publication Accelerator Grant</i>	\$5,000.00
2022	Research on publication bias [PI] Granter: <i>FIRE Foundation Free Inquiry Grant</i>	\$25,015.00
2022	Dissertation research [PI] Granter: <i>Society for Industrial and Organizational Psychology Graen Grant</i>	\$3,000.00
2022	Research on faith at work [PI] Granter: <i>Institute for Humane Studies Hayek Fund</i>	\$1,500.00

Other Grant Activities

- 2019 Early leadership development: The influence of leader memes and an enabling family environment on the construction of developmental templates in children
Role: Co-Project Manager
Granter: *George Mason University Faculty Development Research Award*
Total Funding: \$13,280

- 2016 CrossWays Youth Leadership Experience
 Role: Research Associate
 Granter: *Lilly Endowment*
 Total Funding: \$597,671
- 2013 Women who sell sex
 Role: Research Assistant
 Granter: *Pepperdine University Cross-Disciplinary/Interdisciplinary Undergraduate Research*
 Total Funding: \$19,200

SELECTED MEDIA AND POPULAR PRESS

15. Zhou, S. (2022, August 11). Three roadblocks in academia that limit science communication. *Heterodox: The Blog*. Retrieved from <https://heterodoxacademy.org/blog/three-roadblocks-in-academia-that-limit-science-communication/>
14. Zhou, S. (2022, February 25). The academic bait-and-switch: Do professors make good administrators? *The James G. Martin Center for Academic Renewal*. Retrieved from <https://www.jamesgmartin.center/2022/02/the-academic-bait-and-switch-do-professors-make-good-administrators>
13. Zhou, S. (2021, November 17). Are students learning the right skills? Why academia needs to go back to the “basics”. *The James G. Martin Center for Academic Renewal*. Retrieved from <https://www.jamesgmartin.center/2021/11/are-students-learning-the-right-skills-why-academia-needs-to-go-back-to-the-basics>
12. Zhou, S. (2021, November 16). Failure isn’t really failure: What academia can learn from start-up culture. *Heterodox: The Blog*. Retrieved from <https://heterodoxacademy.org/blog/failure-isnt-really-failure-what-academia-can-learn-from-start-up-culture>
11. Zhou, S. (2021, August 25). Why people of faith should be leading the charge for religious diversity. *Heterodox: The Blog*. Retrieved from <https://heterodoxacademy.org/blog/why-people-of-faith-should-be-leading-the-charge-for-religious-diversity>
10. Zhou, S. (2021, June 7). 3 warning signs to consider before using a personality test. *Fast Company*. Retrieved from <https://www.fastcompany.com/90643890/3-warnings-signs-to-consider-before-using-a-personality-test>
9. Zhou, S. (2021, May 12). The shift from liberal arts to STEM comes at a cost. *RealClearEducation*. Retrieved from https://www.realcleareducation.com/articles/2021/05/12/the_shift_from_liberal_arts_to_stem_comes_at_a_cost_110576.html
8. Zhou, S. (2020, August 10). Permanent work from home can be a wolf in sheep’s clothing. *Washington Examiner*. Retrieved from <https://www.washingtonexaminer.com/opinion/oped/permanent-work-from-home-can-be-a-wolf-in-sheeps-clothing>
7. Zhou, S. (2020, May 15). Embracing the opportunity to teach. *The I-ON*. Retrieved from https://d101vc9winf8ln.cloudfront.net/documents/35539/original/ION_Spring_2020.pdf
6. Zhou, S. (2020, April 27). It’s good to share your opinions. *Fourth Estate*. Retrieved from <http://gmufourthestate.com/2020/04/27/its-good-to-share-your-opinions>
5. Zhou, S. (2020, March 23). Teach inquiry, not knowledge. *Fourth Estate*. Retrieved from <http://gmufourthestate.com/2020/04/27/its-good-to-share-your-opinions>

4. Zhou, S. (2020, January 27). Scholarships don't just grow on trees. *Fourth Estate*. Retrieved from <http://gmufourthestate.com/2020/01/27/scholarships-dont-just-grow-on-trees>
3. Zhou, S. (2019, September 18). How Christian higher education prepared me for the real world. *Pepperdine Spiritual Life Blogcast*. Retrieved from <https://www.pepperdine.edu/spiritual-life/blogcast/posts/how-christian-higher-education-prepared-me-for-the-real-world.htm>
2. Zhou, S. (2019, September 16). Returning academia to the hands of academics. *Fourth Estate*. Retrieved from <http://gmufourthestate.com/2019/09/16/returning-academia-to-the-hands-of-academics>
1. Zhou, S. (2019, June 24). What psychology offers Christians amid political polarization. *Christianity Today*. Retrieved from <https://www.christianitytoday.com/ct/2019/june-web-only/psychology-offers-christians-amid-political-polarization.html>

AWARDS AND HONORS

2023	First Place Winner in the Three Minute Thesis Competition, <i>George Mason University</i> (\$1000)
2022	Top 8 Finalist in the Psych Science-in-3 Competition, <i>American Psychological Association</i>
2022	Course ReDesign Academy Participant, <i>Stearns Center for Teaching and Learning</i> (\$800)
2021	Kenneth E. Clark Student Research Award, <i>International Leadership Association and the Center for Creative Leadership</i> (\$1,000 + travel)
2021	Impact Award, <i>GMU Human Resources</i> (\$300)
2021	Outstanding Graduate Student Instructor, <i>GMU Department of Psychology</i> (\$250)
2020	Outstanding Graduate Student Teaching Assistant, <i>GMU Department of Psychology</i> (\$250)
2019	Graduate Student Consulting Challenge Winner, <i>Personnel Testing Council – Metropolitan Washington Division</i> (\$333)
2018	Religious Scholars Program Awardee, <i>Church Mutual Cares</i> (\$5,000)
2017-2018	President's Pathway Scholar, <i>Western Seminary</i> (\$10,520)
2016	Student Employee of the Year, <i>Pepperdine University</i> (\$100)
2012-2015	Regent's Scholar, <i>Pepperdine University</i> (\$28,000 per year for three years)

TEACHING EXPERIENCE

Graduate Courses

- GTA, PSYC 601 Applied Data Analytics I, *George Mason University* (Spring 2022)
- GTA, PSYC 792 Practicum, *George Mason University* (Summer 2020, Fall 2020)
- GTA, PSYC 616 Selection, *George Mason University* (Summer 2020)
- GTA, PSYC 603 Research Methods, *George Mason University* (Summer 2020, Spring 2021)

Undergraduate Courses

- Instructor of Record, PSYC 324 Personality Theory, *George Mason University* (Summer 2023)
- Adjunct Faculty, BA 216 Statistical Analysis for Business, *Pepperdine University* (Summer 2022)
- Instructor of Record, PSYC 320 Psyc Tests & Assessments, *George Mason University* (Spring 2022)
- Instructor of Record, PSYC 300 Statistics, *George Mason University* (Spring 2021, Fall 2021)
- Instructor of Record, PSYC 379 Cross-Cultural Psych, *George Mason University* (Summer 2021)

- Lab Instructor, PSYC 300 Statistics, *George Mason University* (Fall 2019, Spring 2020)
- GTA, MGMT 313 Organizational Behavior, *George Mason University* (Spring 2020)
- GTA, BA 366 Organizational Behavior, *Pepperdine University* (Fall 2016, Spring 2017)
- GTA, HUM 212 Western Culture II, *Pepperdine University* (Spring 2016)
- GTA, HUM 313 Western Culture III, *Pepperdine University* (Fall 2015)

Other Teaching Experience

- Coach, Speech and Debate, *George Mason High School* (2019-2021)
- Instructor, Middle School Lincoln-Douglas Debate, *Young Genius* (2017-2018)
- Coach, Speech and Debate, *Oaks Christian High School* (2017)
- Program Director, CHARACTER Student Leadership Cohort, *Pepperdine University* (2016-2017)

Selected Student Evaluations

BA 216-31 (Summer 2022)

- All ratings above 4.0/5.0; top ratings in: “The course has increased my knowledge or understanding of the subject” (4.88/5.00) and “The course is well-organized” (4.75/5.00)
- Exemplar comments: “I have always dreaded stats and other math classes until I took Professor Zhou. His teaching style compliments my learning style and this helped me get ahead and absorb the course content.”; “I really enjoyed how it made me think. Through this course I was able to realize just how much data there is in the world and that everything is able to be analyzed.”; “Honestly, I have liked this course because of Professor Zhou. He is one of the most passionate teachers about his subject material that I have ever had. The way he teaches the subjects in an engaging and almost fun way, makes the class time enjoyable and the environment great to learn in. He is one of the best professors I have ever had and if he taught another class, I would definitely take him again.”

PSYC 300-007 (Fall 2021)

- Overall rating of the teaching: 4.90/5.00. For comparison: departmental average = 4.42, university average = 4.32.
- Overall rating of the course: 4.55/5.00. For comparison: departmental average = 4.36, university average = 4.16

INSTITUTIONAL AND PROFESSIONAL SERVICE

Service to *George Mason University*

- Graduate Student Rep, University Board of Visitors (2021-2022)
- Graduate Student Voting Rep, University Graduate Council (2021-2022)
- Graduate Student Rep, University Strategic Steering Committee (2021-2022)
- Member, Graduate Education Reimagined Task Force (2021-2022)
- Director of Communications, Graduate and Professional Student Association (2020-2021)
- Vice President and Learning Series Coordinator, I-O Psychology Student Association (2020-2021)
- Psychology Representative, Graduate and Professional Student Association (2019-2020)

Service to *Pepperdine University*

- Regional Network Leader, Alumni Affairs (2018-present)
- Member, Academic Integrity Committee (2016-2017)

Professional Service

- Social Media Chair, *Society for Personality and Social Psychology Student Committee* (2023-2024)

- Co-Chair, *SIOF Membership Analytics Subcommittee* (2021-2024)
 - Led a team to develop the SIOF official Membership Dashboard on Tableau
 - Member (2021-2022); Co-Chair (2022-present)
- Emerging Editor Board, *Personality and Social Psychology Review* (2022-2024)
 - Conducted desk reviews of 2-3 new submissions per year
- PhD Applicant Mentor and Director of Finance & Administration, *Project SHORT* (2020-present)
 - Led the organization's launch of our first Board of Directors and our application to be recognized as a 501©3 nonprofit
- Assistant Editor, *Journal of Business and Psychology* (2021-2022)
 - Conducted desk reviews of around 5 new submissions per week
- Reviewer Coordinator, *Reviewer ZERO* (2021)

Peer Reviewing

- Reviewer, *SIOF Annual Conference* (2022-present)
- Ad-hoc Reviewer, *International Journal of Selection and Assessment* (2022-present)
- Ad-hoc Reviewer, *Journal of Leadership Studies* (2022-present)
- Ad-hoc Reviewer, *Cambridge University Press* (2022-present)
- Reviewer, *APA Annual Conference* (2022)
- Reviewer, *International Leadership Association Annual Conference* (2021)
- Grad Student Reviewer, *Military Psychology* (2021)
- Ad-hoc Reviewer, *International Journal of Cross-Cultural Management* (2018-2020)

Conference Attendance and Service

- *Society for Industrial and Organizational Psychology*: 2023 (Presenter), 2022 (Presenter), 2021 (Presenter & Zoom Technical Facilitator)
- *Society for Personality and Social Psychology*: 2023 (Presenter), 2022 (Presenter)
- *American Psychological Association*: 2022 (Attendee), 2020 (Presenter)
- *Society for the Teaching of Psychology Annual Conference*: 2022 (Presenter), 2021 (Attendee)
- *Heterodox Academy*: 2022 (Leadership Team)
- *Mason Graduate Interdisciplinary Conference*: 2022 (Leadership Team), 2021 (Leadership Team)
- *International Leadership Association*: 2022 (Presenter), 2021 (Presenter/Awardee)
- *Interdisciplinary Network for Group Research*: 2021 (Attendee), 2020 (Attendee)
- *Stearns Center Innovations in Teaching and Learning*: 2021 (Presenter), 2020 (Session Convener), 2019 (Volunteer)
- *Society for the Improvement of Psychological Science*: 2021 (Attendee)
- *Teaching Statistics in Psychology*: 2021 (Attendee)
- *MidAtlantic Teaching of Psychology*: 2020 (Attendee)

CURRENT PROFESSIONAL AFFILIATIONS

2021-present	Student Affiliate, <i>Society for Personality and Social Psychology</i>
2020-present	Graduate Affiliate, <i>Heterodox Academy</i>
2019-present	Student Affiliate, <i>Society for Industrial and Organizational Psychology</i>
2019-present	Certified Specialist (ID# 1012353), <i>Tableau Desktop</i>
2018-2024	SHRM-Certified Professional (ID# SHRMAPP56856), <i>Society for Human Resource Management</i>

OTHER PROFESSIONAL EXPERIENCES AND ACTIVITIES

Purdue University

Survey & Measurement Methods Lead, Institutional Data Analytics + Assessment (full-time) 2023 – present

- Lead the design, execution, analysis, and communication of large-scale surveying practices that engage all types of Purdue constituents (students, faculty, staff, and others) in topics such as campus belonging, well-being and academic efficacy [example: led the data collection of 30K+ students on two surveys within the first three months]
- Lead the university's annual SERU survey and produce reports and follow-up analyses on survey results for university leaders such as deans and associate provosts [example: eight detailed, high-visibility reports produced in the first three months]
- Create and design new resources and initiatives to improve survey sustainability, accuracy, and engagement [example: initiated and led the conversion of historical static SERU data into dynamic longitudinal SQL-based relational database of 3 million+ data points]
- Serve as Purdue's subject matter expert and Chair of the university's Survey Oversight Committee to establish best practices in surveying and enhance the impact of survey results across the university

George Mason University

Graduate Assistant, Graduate Division in the Office of the Provost (part-time) 2022 – 2023

- Led development of data analysis and dashboards for graduate student data and benchmarking
- Assisted with strategic plan and implementation of new Graduate Division for the university
- Assisted with office management such as equipment setup and onboarding for new employees

President, Graduate and Professional Student Association [GAPSA] (part-time) 2021 – 2022

- Represented all 10,000+ graduate and professional students at Mason in various University leadership capacities such as the Board of Visitors, Graduate Council, Strategic Steering Committee, and Graduate Education Reimagined Task Force
- Led a team of six graduate student executive board members to launch, plan, and execute events and advocacy initiatives to support graduate student success at Mason
- Recruited 50+ graduate students to serve as representatives for their departments/programs in a General Assembly to deliberate and vote on graduate student policy issues
- Developed GAPSA as an organization to improve name recognition, representative power, and collaborative relationships with other University departments

HelloFresh

Senior Associate, Special Operations (full-time) 2017 – 2019

- Developed systems and databases to support a rapidly growing sales division generating over \$6 million in revenue in 2018 with plans to double in size in 2019
 - Collected, analyzed, and reported big data sets to make strategic decisions and project ROI in recruiting, management, compensation, and budgeting
 - Developed forecasting methodology for 52-week predicted customer revenue based on customer data from all national sales in the past three years
 - Developed, managed, and trained users on people ops systems for 250+ hourly FTE across 18 sales offices
- Previously Talent Coordinator (Dec 2017 – Jun 2018) and HR Associate (Jun 2018 – Oct 2018)*

Cityteam

Assistant, Human Resources (full-time) 2017 – 2017

- Recruited, vetted, and tracked applicants, coordinated interviews, conducted reference checks, and drafted offer letters for nationwide positions from entry-level to executive-level
- Managed HR administrative tasks including HRIS data entry and record retention compliance
- Utilized data analytics to generate new ideas and solutions through satisfaction surveys, recruitment metrics, compensation benchmarking, and performance management

Pepperdine University

Assistant, Student Affairs (part-time) 2015 – 2017

- Recruited, trained, and advised 20+ student leaders in club leadership, transition strategies, and volunteer recruitment and retention
- Planned various spiritual formation events for Pepperdine, including an annual 3-day retreat for 120+ participants and annual evening concert of 1500+ guests
- Coordinated and made award decisions for an annual budget of \$20,000 for students interning with local and abroad non-profit organizations

Inter-Club Council President (part-time) 2014 – 2015

- Advised, evaluated, and managed over 100 student organizations activities on campus
- Managed annual budget of \$200,000 for student organizations and development
- Launched and executed new data-driven hiring process, training program, and training materials for future executive board members

Other Experiences and Activities

- Data Analyst, *Heterodox Academy* (2021-2023)
- Contributor, *Young Voices* (2021-2022)
- Writing Fellow, *America's Future Foundation* (Summer 2020)
- Editor, *A Closer Look* Mystery Shopping (2015-2019)
- Standard Operating Procedures Consultant, *Microcom Technologies* (Summer 2016)
- Certified Local Tutor with *WyzAnt*: tutored 100+ hours in high school math, with a perfect 5.0/5.0 score out of 81 student ratings (2015-2016)

Community Service

- Deacon, *Redeeming Grace Church*, Fairfax, VA (2022-present)
- Front of House Sound Engineer and Small Group Leader, *Resonate*, Fremont, CA (2017-2019)
- Production Manager, The Mountain at *Pepperdine University*, Malibu, CA (2014-2017)
- Sunday Morning Operations Director, *Calvary Chapel Malibu*, Malibu, CA (2014-2016)
- Sound Director, Thursday Night Worship at *Pepperdine University*, Malibu, CA (2013-2015)
- English Classroom Facilitator at *TeachOverseas*, Beijing, China (2012)
- Office Assistant, *Joni and Friends International Disability Center*, Castro Valley, CA (2012)

Last updated: 8/22/2023