

## Qin Zhou

Ph.D. Candidate in Department of Management,  
College of Business, New Mexico State University

Email: [qzhou@nmsu.edu](mailto:qzhou@nmsu.edu)

Phone: (515)-357-0708

### EDUCATION

<b>New Mexico State University</b>	Las Cruces, NM
Ph.D. in Business Administration	Summer 2023 (Expected)
Management – Organizational Behavior/Human Resource	
<b>Iowa State University</b>	Ames, IA
Ph.D. Student in Management Information System	August 2018 to May 2019
<b>University of Vermont</b>	Burlington, VT
M.S. in Statistics	2011
M.A. in Public Administration	2009
<b>HuaZhong Normal University</b>	Wuhan, China
B.A. in Sociology	2007
B.A. in English Language and Art	2007

### HONORS/AWARDS/FELLOWSHIP

HEERF Funds Award, Graduate School, New Mexico State University	Summer 2022
Outstanding Presentation in Business Award, Research and Creativity Conference, New Mexico State University	November 2021
Shuren Fellowship, Third Prize, HuaZhong Normal University, China	November 2006
Dean's Award for Academic Excellence, HuaZhong Normal University, China	November 2006
Third Prize in 2006 National English Contest for College Students in China	May 2006
Boyar Fellowship, Second Prize, HuaZhong Normal University, China	November 2004
Honor Student, HuaZhong Normal University	November 2004

### RESEARCH INTEREST

My research interest is in **organizational behavior** and **human resource management**. Specifically, I'm interested in working from home, job crafting, job design, gender, work-family conflict, and employee well-being.

### RESEARCH SKILLS

Extensive knowledge of Regression analysis, Structural Equation Modeling (including EFA and CFA), Multi-level Analysis

Proficiency in Statistical Software: R, AMOS, SPSS, STATA, SAS, Minitab

Proficiency in Microsoft Software: Word, Excel, Access, Powerpoint

RELEVANT METHOD COURSES

Survey Sampling, Measurement and Structural Equation Modeling, Methods in Social Psychology, Experimental Design, Research Design and Methodology, Research Theory-Interface, Applied Multivariate Analysis, Advanced Regression Analysis, Stat Analysis Via Computers, Categorical Data Analysis, Bayesian Statistics, Survival Analysis/Logistic Regression

PROFESSIONAL TRAINING

CARMA (Consortium for the Advancement of Research Methods and Analysis) Webcast Lecture Series, Rawls College of Business, Texas Tech University	2019 - Present
CARMA Short Courses, Texas Tech University	June 2021
STATS Camp, Statistical Training Seminars, Stas Camp Foundation	June 2022
Writing Journal Article in 12 Weeks, Teaching Academy, New Mexico State University	Spring 2020

PUBLICATIONS

**Zhou, Q.** & Flinchbaugh, C. (2023). Stop Watching Me! Potential Negative Effects of Electronic Monitoring on Employees' Job Performance. *Academy of Management Proceedings*, 2023 (1).

**Zhou, Q.** & Flinchbaugh, C. (2022). Gender and the Impact of the Transition to Work from Home. *Academy of Management Proceedings*, 2022 (1).

Flinchbaugh, C., **Zhou, Q.**, & Zare, M. (2022). Physical Activity Always Benefits Employees, Right? Examining the Role of Physical Activity Type, Grit, Stress, and Career Satisfaction. *Journal of Management & Organizations*, 1(19).

George, J. F., Chi, M., & **Zhou, Q.** (2020). American and Chinese Students and Acceptance of Virtual Reality: A Replication of "The Role of Espoused National Cultural Values in Technology Acceptance". *AIS Transactions on Replication Research*, 6(1), 1.

Wang, Q., & **Zhou, Q.** (2010). China's Divorce and Remarriage Rates: Trends and Regional Disparities. *Journal of Divorce & Remarriage*, 51(4), 257-267.

PAPERS ACCEPTED BY CONFERENCES (\*Presenter)

**Zhou, Q.\*** & Flinchbaugh, C. (2023). Stop Watching Me! Potential Negative Effects of Electronic Monitoring on Employees' Job Performance. Annual conference of Academy of Management, Boston, MA.

**Zhou, Q.\*** & Flinchbaugh, C. (2022). Gender and the Impact of the Transition to Work from Home. Annual conference of Academy of Management, Seattle, WA.

Flinchbaugh, C., **Zhou, Q.**, & Moore, W. (2022). Employees' Disparate Goal Orientations to Exercise: What Psychological Factors Matter for Empowerment and Work-Life Balance? Annual conference of Western Academy of Management, Big Island, Hawaii.

**Zhou, Q.\*** (2021). Gender Difference and Impact of Transition to Work from Home. The 2021 Research and Creativity Week, New Mexico State University.

- Mchiri, A., **Zhou, Q.**, Dharba, S., Fatoki, J., Gandhi, S., Rudsari, S., Seok, J., & Flinchbaugh, C. (2020) Empathic Leadership in Covid-19: Untangling the Value of Cognitive and Emotional Empathy. Annual conference of Academy of Management.
- Flinchbaugh, C., **Zhou, Q.\***, & Zare, M. (2020). The Tradeoffs Between Time Allocated for Physical Activity and Work Outcomes: The Influence of Grit and Resilience. Annual conference of Southern Management Academy.
- Flinchbaugh, C. & **Zhou, Q.\*** (2020). Tradeoffs Between Physical Activity Training Time and Work Outcomes: The Impact of Grit and Resilience. The 2020 Research and Creativity Week, New Mexico State University.

## WORKS IN PROGRESS

- Zhou, Q.** & Flinchbaugh, C. “Craft to Thrive in Telework.”
- Zhou, Q.** & Flinchbaugh, C. “Interruptions in the workplace.”
- Flinchbaugh, C., **Zhou, Q.**, & Moore, W. “Employees’ Disparate Goal Orientations to Exercise: What Psychological Factors Matter for Empowerment and Work-life Balance?”
- Mchiri, A., **Zhou, Q.**, Dharba, S., Fatoki, J., Gandhi, S., Rudsari, S., Seok, J., & Flinchbaugh, C. “Empathic Leadership in Covid-19: Untangling the Value of Cognitive and Emotional Empathy.”

## TEACHING EXPERIENCE

### **Instructor, New Mexico State University**

*Fully responsible for all aspects of course development, instruction, and assessment*

MGMT 309 Human Behavior in Organizations	Online non-synchronous	Summer 2023
MGMT 332 Human Resource Management	In-Person	Spring 2023
MGMT 309 Human Behavior in Organizations	Online non-synchronous	Fall 2022
MGMT 332 Human Resource Management	Online non-synchronous	Summer 2022
MGMT 309 Human Behavior in Organizations	Online non-synchronous	Spring 2022
MGMT 309 Human Behavior in Organizations	Online non-synchronous	Fall 2021
MGMT 309 Human Behavior in Organizations	Online non-synchronous	Summer 2021
MGMT 309 Human Behavior in Organizations	Online Synchronous	Spring 2021
MGMT 309 Human Behavior in Organizations	Online Synchronous	Fall 2020

### **Professional Training in Teaching and Certificate**

Certificate in Effective College Instruction by ACUE (The Association of College and University Educators and the American Council on Education) April 2023

Effective Online Teaching Practices Course Fall 2022 and Spring 2023

*Endorsed by the American Council on Education (ACE) and results in an ACE credential.*

Engaging Students Online Using Zoom and Canvas January 2021

August 2022

### **Teaching Assistant**

BCIS 502 Business Information Systems, New Mexico State University	Spring 2022
MGT 347 Management Functions and Processes, New Mexico State University	Spring 2020
STAT 231 Experimental Design, University of Vermont	Spring 2011
• <i>Instructed recitation session</i>	
STAT 201 STAT Analysis via Computer, University of Vermont	Fall 2010
• <i>Conducted one-on-one tutoring and grading</i>	
STAT 141 Basic Statistical Method, University of Vermont	Fall 2009 & Spring 2010
• <i>Gave lecture on JMP software</i>	

### **CONSULTING AND COACHING EXPERIENCE**

Statistical Practicum, University of Vermont	Spring 2010
• <i>Consulted on the usage of SAS, SPSS, Minitab, R and other software</i>	
• <i>Consulted on data analysis</i>	
Part-time Supervisor of Vermonter Poll 2008, Center for Rural Studies, Vermont	March 2008
• <i>Trained and supervised a staff of student volunteers doing computer-aided telephone interview</i>	
• <i>Provided informational assistance and maintained records</i>	

### **PROFESSIONAL AFFILIATIONS**

Academy of Management	2019 - Present
Southern Management Association	2019 - Present
American Statistical Association	2009 - 2011
The American Society for Public Administration	2007 - 2009

### **LANGUAGE**

Chinese (native), English (fluent)