

## Dianhan Zheng

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### EDUCATION

Ph. D., Industrial/Organizational Psychology, University of Houston, Houston, Texas, May 2015  
- Dissertation: "Employees' Goal Commitment: The Contribution of Perceived Organizational Support".

Master of Science, Industrial/Organizational Psychology, University of Idaho, Moscow, Idaho, 2009  
- Thesis: "Gender differences in perceived time-based work-family conflict and the use of social support".

Bachelor of Management, Human Resource Management, Zhejiang Gongshang University, 2007,  
Hangzhou, Zhejiang Province, China

### RESEARCH INTERESTS:

Positive workplace relationships (perceived organizational support, leader-member exchange, employee gratitude), employee well-being, ethical issues in business (ethical leadership and organizational ethics), cross-cultural issues in organizational behavior

### PUBLICATIONS

**Zheng, D.**, Witt, L. A., Waite, E. M., Crepeau, L. J., van Driel, M., McDonald, D. P., & Callison, K. R. (2015). Effects of Ethical Leadership on Emotional Exhaustion in High Moral Intensity Situations. *Leadership Quarterly*. doi:10.1016/j.leaqua.2015.01.006

Locke, K.D., **Zheng, D.**, & Smith, J. (2014). Establishing commonality versus affirming distinctiveness: Patterns of personality judgments in China and America. *Social Psychological and Personality Science*, 5, 389-397.

Qian, L., **Zheng, D.**, Young, L., Kagawa-Singer, M., & Loh, A. (2012). A pilot study of expressive writing intervention among Chinese-speaking breast cancer survivors. *Health Psychology*, 31, 548-551.

### MANUSCRIPTS UNDER REVIEW

**Zheng, D.**, Wu, H., Eisenberger, R., Shore, L. M., Tetrick, L. E., & Buffardi, L. C. (Revise & Resubmit). Newcomer Adjustment: The Roles of Anticipated Perceived Organizational Support. *Journal of Organizational and Occupational Psychology*.

Kim, K. Y., Atwater, L. Latheef, Z., Callison, K. R., Longacre, R., **Zheng, D.**, & Witt, L. (Under Review). A. Gender and reactions to abusive supervision: A conditional process model. *International Journal of Human Resource Management*

### MANUSCRIPTS IN PREPARATION

**Zheng, D.**, Eisenberger, R., Wang, Z., & Kim, K., Y. (In progress). Employees' Goal Commitment: The Contribution of Perceived Organizational Support  
Target journal: Journal of Management

Gonzalez-Morales, M. G., **Zheng, D.**, Eisenberger, R., Kim, K. Y., & Farmer, B. (In progress). Challenge and hindrance appraisals: The influence of perceived organizational support and organizational resources.

Target journal: Journal of Applied Psychology

Zheng, D., Callison, K., Witt, L. A., Farmer, B., Johnson, L., Romay, S. & Palmer, A. L. (In progress). Effects of Organizational Ethics and Organizational Constraints on Emotional Exhaustion.

Target journal: Journal of Business Ethics

### CONFERENCE PRESENTATIONS

Eisenberger, E., **Zheng, D.**, Zagenszyk, T. J., & Mesdaghinia, S. (2015) *Employee Reactions to Favorable Treatment: Contributions of Gratitude and Indebtedness*. Paper presentation at the Annual Conference of Society for Industrial and Organizational Psychology.

**Zheng, D.**, Callison, K. R., Witt, L. A., Farmer, B., Johnson, L., Romay, S. & Palmer, A. L. (2014, August). Effects of Organizational Ethics and Organizational Constraints on Emotional Exhaustion. Paper presentation at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.

**Zheng, D.**, Wu, H., Eisenberger, R., Shore, L. M., Tetrick, L. E., & Buffardi, L. C. (2013, August). *Contribution of information seeking to organizational newcomers' leader-member exchange*. Paper presentation at the 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, Florida.

**Zheng, D.**, Witt, L. A., Farmer, B., Wang, Z., & Romay, S. (2013, May). *The direct and indirect effects of organizational politics on emotional exhaustion: A conditional process model*. Paper presentation at the conference of Work, Stress and Health 2013: Protecting and Promoting Total Worker Health. Los Angeles, California.

**Zheng, D.**, Witt, L. A., Crepeau, L. J., van Driel, M., McDonald, D. P., & Waite, E., M. (2013, April). *Effects of ethical leadership on exhaustion: A conditional process model*. Poster presentation at the conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

**Zheng, D.**, Eisenberger, R., Wang, Z., & Kim, K., Y. (2013, April). *Investigating the relationship between perceived organizational support and goal commitment*. Poster presentation at the conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

**Zheng, D.**, Gonzalez-Morales, M. G., Eisenberger, R., Kim, K. Y., & Farmer, B. (2013, April). Challenge and hindrance appraisals: The influence of perceived organizational support and organizational resources. Symposium presentation at the conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

Kim, K. Y., Atwater, L. Latheff, Z., Callison, K. R., Longacre, R., **Zheng, D.**, & Witt, L. A. (2013, April). *Gender and reactions to abusive supervision: A conditional process model*. Poster presentation at the conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

Lu, Q., Man, J. K., **Zheng, D.**, Loh, A., & Young, L. (2011, November). *Implementation of a Self-Regulation Expressive Writing Intervention for Minority Breast Cancer Survivors Using Community-Based Participatory Research Approach*. Poster presentation at the annual convention of the Association for Behavioral and Cognitive Therapies, Toronto, West Ontario, Canada.

**Zheng, D., & Wang, Z.** (May, 2011). *Working Relationship Quality, Employee Well-being and Commitment: The Moderating Role of Working Independence Preference*. Paper presented at the 9th International Conference on Occupational Stress and Health, Orlando, Florida.

**Zheng, D., Wang, Z., Rosenbloom, J. L., & Ash, R. A.** (May, 2011). *Personality – Occupational Strain Relationship: The Mediating Role of Individual Stress Management Tactics*. Poster presented at the 9th International Conference on Occupational Stress and Health, Orlando, Florida.

Waite, E., **Zheng, D.**, Brothers, S., & Witt, L. A. (June, 2010). *The Buffering Effect of Goal Congruence on the Relationship between Organizational Constraints and Engagement*. Paper presented at the biennial Institute of Work Psychology Conference on Work, Well-being and Performance, Sheffield, U.K.

Lu, Q., **Zheng, D.**, Kagawa Singer, M., Young, L., & Chen MS. Jr. (June, 2010). *Lessons Learned from An Expressive Writing Intervention among Minority Breast Cancer Survivors Using a Community-Based Participatory Research (CBPR) Approach and Mixed Methods*. Poster presented at the biennial Survivorship Research Conference, Washington D.C.

Locke, K. D., **Zheng, D.**, & Smith, J. (June, 2010). *Interpersonal Perceptions Consistency in China and America*. Paper presented at the annual meeting of the Society for Interpersonal Theory and Research, Philadelphia, Pennsylvania.

David, E., Rubino, C., **Zheng, D.**, Brothers, S., & Spitzmueller, C. (April, 2010). *Explanatory Mechanisms Underlying the Relationship between Family-Friendly Climate and Burnout*. Poster presented at the annual conference for the Society for Industrial/Organizational Psychology, Atlanta, Georgia.

**Zheng, D.** & Craig, T. (April, 2009). *Gender Differences in Time-based Work-Family Conflict and the Use of Social Support*. Paper presented at the annual conference of the Rocky Mountain Psychological Association, Albuquerque, New Mexico.

## **TEACHING EXPERIENCE**

Instructor, Department of Psychology, University of Houston

- Research Methods Lab, Spring 2015
- Cross-cultural Psychology, Fall 2014
- Cross-cultural Psychology, Fall 2013
- Cross-cultural Psychology, Summer 2013
- Cross-cultural Psychology, Spring 2013

Teaching Assistant, Department of Psychology, University of Houston

- Psychology of Normal Life, Summer 2014
- Child Development, Summer 2014
- Introduction to Statistics, Summer 2011
- Cross-cultural Psychology, Spring 2011
- Introduction to Statistics, Spring 2011
- Introduction to I/O Psychology, Fall 2010
- Introduction to Psychology, Fall 2009

Teaching Assistant, Department of Psychology, University of Idaho

- Human Sexuality, Spring 2009
- Introduction to Psychology, Spring 2009
- Human Sexuality, Fall 2008
- Personality Psychology, Fall 2008
- Developmental Psychology, Spring 2008
- Adult Development and Aging, Spring 2008
- Introduction to Psychology, Fall 2007

### **PROFESSIONAL EXPERIENCE**

Consulting in Horizon House, Philadelphia, PA. Apr. 2010 – May. 2011

Consulting in the City of Houston, Houston, TX. Nov. 2011 – Apr. 2012

Consulting in Texana Center, Rosenberg, TX. Dec. 2011 – Jun. 2012

Consulting in HostGator, Houston, TX. Jun. 2012 – Apr. 2013

Consulting in Texana, Houston, TX. Jan. 2014 – Present

Consulting in Santa Fe ISD, Santa Fe, TX. Jan. 2014 – Present

Consulting in City of Houston, Houston, TX. Feb. 2014 - Present

*Advisor:* Dr. Robert Eisenberger

- Gathered information from top management of each company
- Designed employee engagement survey
- Created and administered online survey
- Collected and analyzed data
- Generated technical report for each company

Consulting in Department of Public Works, City of Houston, Houston, TX. Nov. 2010 – May. 2011

*Advisor:* Dr. Alan Witt

- Interviewed employees on site and in focus groups
- Designed survey to address employees' concerns
- Collected data
- Provided individualized feedback to front-line supervisors

Consulting in Wilbros Group, Inc., Houston, TX. Oct 2010

*Advisor:* Dr. Christiane Spitzmueller

- Administered paper and online safety climate surveys
- Created business unit level survey finding reports

HR Intern, Industrial and Commercial Bank of China, Kunming, China. Jan. 2007-Apr. 2007

### **SERVICE ACTIVITIES**

- Session Discussant, Southern Management Association Annual Meeting, 2014
- Reviewer, Academy of Management Annual Meeting, 2014
- Ad hoc reviewer, Journal of Business Research, 2013-2014
- Reviewer, Work, Stress and Health 2013 Conference, 2012
- Reviewer, 31st Industrial Organizational/Organizational Behavior (IOOB) conference, 2009

- Committee member, Industrial/Organizational-Organizational Behavior (IOOB) Conference Planning Committee, March 2010
- Committee Member, Brownbag Committee, Industrial/Organizational Psychology Program, University of Houston, 2009-2010.

## **GRADUATE COURSEWORK**

University of Idaho:

Personnel Tests and Measurements, Fall 2007  
Research Methods, Fall 2007  
Social Psychology in Workplace, Fall 2007  
Staffing and Compensation, Spring 2008  
Advanced Research Methods, Spring 2008  
Training and Performance Support, Summer 2008  
Organizational Development, Fall 2008  
Group Dynamics, Fall 2008  
Personnel Psychology, Spring 2009  
Multivariate Analysis, Spring 2009

University of Houston:

Foundations of Social Psychology, Fall 2009  
Research in Industrial/Organizational Psychology, Fall 2009  
Foundations of Industrial/Organizational Psychology, Fall 2009  
Research Methodologies, Spring 2010  
Multilevel Modeling, Spring 2010  
Seminar in Training, Spring 2010  
Organizational Psychology, Spring 2010  
Applied Measurement Strategy, Summer 2010  
Psychometrics, Fall 2010  
Seminar in Personnel Psychology, Fall 2010  
Occupational Health Psychology, Fall 2010  
Structural Equation Modeling, Spring 2011  
Seminar in Job Attitudes, Fall 2011  
Multilevel Structure Equation Modeling, Spring 2012  
Leadership Development, Fall 2013

## **HONORS AND AWARDS**

Research Assistant Award, University of Houston, 2011-2012

## **PROFESSIONAL AFFILIATIONS**

Student Member, Academy of Management.  
Student Affiliate, Society for Industrial and Organizational Psychology.

## **LANGUAGE PROFICIENCY**

Native proficiency in Chinese

## **REFERENCES**

Robert Eisenberger, Ph.D.  
Professor of I/O Psychology and  
Management 126 Heyne Building,  
University of Houston  
Houston, Texas 77204-5022

L.A. Witt, Ph.D.  
Professor of I/O Psychology and Management  
Director, Industrial-Organizational  
Psychology PhD Program 126 Heyne  
Building, University of Houston  
Houston, Texas 77204-5022

Qian Lu, Ph.D., M.D.  
Associate Professor of Health Psychology  
Director of Culture and Health Research Center  
Department of Psychology  
126 Heyne Building, University of Houston  
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