**Lei Xie**

Department of Organization, Workforce, and Leadership Studies

College of Applied Arts

Texas State University

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

**EDUCATION**

***August 2019***  Ph.D. (Distinguished Honor Graduate)

Human Resource Development, Texas A&M University

***December 2013*** M.S. Human Resource Development, Texas A&M University

***July 2012*** B.A. Human Resource Management, Henan University of Technology

**ACADEMIC POSITION**

***January 2020*** Assistant Professor—College of Applied Arts, Texas State University

***September 2019*** Postdoctoral Researcher—College of Engineering, Texas A&M University

***September 2019*** Visiting Professor—College of Education and Human Development, Texas A&M University

**PROFESSIONAL CERTIFICATE**

***December 2023*** SHRM Senior Certified Professional

**RESEARCH**

* Peer Reviewed Journal Articles

Li, G., Li, L., Xie, L., & Lopez, O. (2023). The effects of ethical leadership on creativity: A conservation of resources perspective. *Current Psychology*. (ahead of print).

Xie, L., Singh, S., & Lopez, O. (2023). Flow’s core prerequisites: The role of servant leadership, mindfulness and work-life balance. *Psychological Reports* (ahead of print).

Xie, L.\*, Wilson, J., & Sherron, T. (2023). Emotion in teams: A scoping literature review. *European Journal of Training and Development, 47*(7/8), 788-814.

Li, G., & Xie, L\*. (2023). The effects of job involvement and supervisor developmental feedback on employee creativity: A polynomial regression with response surface analysis. *Current Psychology. 42*(20), 17120-17131.

Han, S. J., Xie, L., Beyerlein, M., & Boehm, R. (2022). Examining the mediating role of team growth mindset on the relationship of individual mindsets and shared leadership*. European Journal of Training and Development*. (ahead-of-print).

Xie, L.\*, & Li, G. (2022). The dark side of creativity: Its connection to work-family conflict. *Community, Work, & Family.* (ahead-of-print)

Xie, L., Natarajarathinam, M., Johnson, M. D., & Qiu, S. (2022). Current trends in supply chain training programs in the context of Industry 4.0 technologies. *International Journal of Engineering Education, 38*(2), 466-481.

Xie, L. (2022). Team mindfulness and flow in work teams: The role of emotional regulation and voice in teams. *Current Psychology*, *41*, 7867-7877. <https://doi.org/10.1007/s12144-020-01179-0>

Xie, L.\*, Qiu, S., & Biggs, M.J. (2022). The influence of altruistic leadership behavior and learning organization practice on work-family relationship. *Industrial and Commercial Training*, *54*(1), 64-78. <https://doi.org/10.1108/ICT-07-2020-0092>

Xie, L.\*, Kogut, A., Beyerlein, M., & Boehm, R. (2021). A temporal model of team mentoring: A grounded theory approach. *European Journal of Engineering Education*, *46*(6), 951-967. <https://doi.org/10.1080/03043797.2021.1946680>

Xie, L.\*, Han, S. J., Beyerlein, M., Vukin, L., Lu, J., & Boehm, R. (2021). Emergence of shared leadership and team creativity: A team level mixed-methods study. *Team Performance Management,* *27*(7/8), 505-523. <https://doi.org/10.1108/TPM-11-2020-0097>

Xie, L.\*, Chang, C. N., & Singh, S. (2021). Emotional intelligence, voice, and flow: A team-level study. *Team Performance Management*, 27(7/8), 524-539. <https://doi.org/10.1108/TPM-12-2020-0110>

Xie, L.\*, Qiu, S., & Bian, X. (2021). The curvilinear relationship between servant leadership and work-family conflict: The moderating role of age in Chinese female workers. *Industrial and Commercial Training*, *53*(3), 294-309. <https://doi.org/10.1108/ICT-12-2020-0114>

Xie, L.\*, Beyerlein, M., & Han, S. J. (2021). Revealing deep interaction patterns of team learning processes through video-based interactive analysis. *International Journal of Human Resource Development and Management*, *21*(4), 267-287. <https://doi.org/10.1504/IJHRDM.2020.10037210>

Xie, L\*., & Niu, Y. (2021). A systematic literature review of foreign MNCs’ knowledge transfer in China. *Asia Pacific Business Review*, *27*(5), 710-730. <https://doi.org/10.1080/13602381.2020.1815425>

Xie, L. (2020). The impact of servant leadership and transformational leadership on learning organization: A comparative analysis. *Leadership & Organization Development* *Journal, 41*(2), 220-236. <https://doi.org/10.1108/LODJ-04-2019-0148>

Qiu, S., Dooley, L., & Xie, L\*. (2020). How servant leadership and self-efficacy interact to affect service quality in the hospitality industry: A polynomial regression with response surface analysis. *Tourism Management,* *78*, 104051. <https://doi.org/10.1016/j.tourman.2019.104051>

Xie, L.\*, Dirani, K. M., Beyerlein, M., & Qiu, S. (2019), Learning culture in a Chinese SME: The unique role of work-family enrichment. *European Journal of Training and* *Development*, *44*(2/3), 141-158. <https://doi.org/10.1108/EJTD-06-2019-0085>

Xie, L. (2019). Leadership and organizational learning culture: A systematic literature review. *European Journal of Training and Development, 43*(1/2), 76-104. <https://doi.org/10.1108/EJTD-06-2018-0056>

Dirani, K. M., Bowman, E., Guyer, T., Kasper, R., Makarem, Y., Ray, S.,…Xie, L. (2018). Talent management and development in the United Arab Emirates. *Advances in Developing Human Resources, 20*(4), 479-497. <https://doi.org/10.1177/1523422318803088>

* Edited Books

Watson, N., Xie, L., & Etchells, M. (Eds.). (2018). *Cultural impact on conflict management in higher education.* Charlotte, NC: IAP.

* Book Chapters

Xie, L.\* (2018). Conflict management in China’s higher education. In N. Watson, L. Xie, & M.

Etchells, (Eds.), *Cultural impact on conflict management in higher education* (pp. 37-51)*.*

Charlotte, NC: IAP.

Xie, L., Watson, N., & Etchells, M. (2018). Conflict management in higher education: Conclusion. In N. Watson, L. Xie, & M. Etchells, (Eds.), *Cultural impact on conflict management in higher education* (pp. 171-183)*.* Charlotte, NC: IAP.

Beyerlein, M., Collins, R., Jeong, S., Phillips, C., Sunalai, S., & Xie, L. (2017). Knowledge sharing and human resource development in innovative organizations. In M. Mohiuddin (Ed.), *Knowledge management* (pp. 25-45)*.* Rijeka, Croatia: InTech Press.

Beyerlein, M., Dirani, K. M., & Xie, L. (2017). Learning in the workplace: A 30-year collaboration of Victoria Marsick and Karen Watkins. In D. Szabla, B. Pasmore, M. Barnes, & A. Gipson, (Eds.), *The Palgrave handbook of organizational change thinkers* (pp. 1-20)*.* London, UK: Palgrave Macmillan.

* Conference Proceedings/Presentations

Pomeroy, K.D., Xie, L., Qiu, S., Natarajarathinam, M., & Johnson, M. (2024, February). HRD and Industry 4.0 in warehouses: Building on organization systems theory. *2024 AHRD Conference,* Arlington, VA.

Pomeroy, K.D., Qiu, S., Xie, L., Natarajarathinam, M., & Johnson, M. (2023, June). Effects of the COVID pandemic on industrial warehouse personnel training and education. *2023 ASEE Conference*, Baltimore, MD.

Garcia, B., Mai, B., Seo, J., & Xie, L. (2023, March). A qualitative approach to explore team leadership in different environments. *2023 AHRD Conference,* Minneapolis, Minnesota*.*

Li, G., & Xie, L. (2023, March). Self-regulated help seeking and innovation behavior. *2023 AHRD Conference,* Minneapolis, Minnesota.

Qiu, S., Quek, F., & Xie, L. (2023, March). Studies on E-learning in the workplace from 2013-2020: A bibliometric review. *2023 AHRD Conference,* Minneapolis, Minnesota.

Wright, M., & Xie, L. (2022, April). Human resource development programs and police office stress. *2022 AHRD Conference,* Virtual.

Valerie, O., & Xie, L. (2021, Feb). Intersectionality in the workplace: An integrative literature review. *2021 AHRD Conference*, Virtual.

Arreola, J., & Xie, L. (2021, Feb). Three “influencers” contributing to the acceptance of generational theory in Human Resource Development. *2021 AHRD Conference*, Virtual.

Mai, B., Xie, L., McCubbins, A., Seo, J., & Garcia, B. (2020, July). Impacts of Virtual Team on Team Dynamics and Team Leadership. *Human-Computer Interaction International Conference 2020*, Copenhagen, Denmark.

Xie, L., Natarajarathinam, M., & Johnson, M. (2020, June). Warehouse workforce preparedness in the wake of Industry 4.0: A systematic literature review. *2020 ASEE Conference*, Montreal, Canada.

Xie, L., Natarajarathinam, M., & Yalvac, B. (2020, June). Impact of mentor-mentee fit in preparing undergraduate STEM students to teach engineering for elementary students. *2020 ASEE Conference,* Montreal, Canada.

Plocinski, E., Xie, L., & Natarajarathinam, M. (2020, March). Inventory stratification aids in determining dynamic cycle count indicators. *2020 Association of Collegiate Marketing Educators Conference*, San Antonio, TX.

Esparza, K., Xie, L., & Natarajarathinam, M. (2020, March). New warehouse to improve efficiency, production, profitability, and safety—A single case study. *2020 Association of Collegiate Marketing Educators Conference*, San Antonio, TX.

Rodriguez, O., Xie, L., & Natarajarathinam, M. (2020, March). Centralization in the negotiation of sea freight. *2020 Association of Collegiate Marketing Educators Conference*, San Antonio, TX.

Han, S. J., Xie, L., Beyerlein, M., Walichowski, M., Lu, J., & Boehm, R. (2020, Feb). Examining a mediating role of a team growth mindset on individual mindsets and shared leadership relationship. *2020 AHRD Conference,* Atlanta, GA.

Han, S. J., Garr, A., Kogut, A., Norton, M., Beyerlein, M., Xie, L., & Boehm, R. (2019, Feb). Exploring the emergence of a team growth mindset in winning design teams: A pilot study. *2019 AHRD Conference*, Louisville, KY.

Niu, Y, Xu, L., Hunter-Johnson, M., & Xie, L. (2019, Oct). Chinese university students’ perspective on employability. *2019 AAACE Annual Conference*, St. Louis, MO.

Natarajarathinam, M., Xie, L., Leight, C., Boehm, R., Beyerlein, M., Dirani, K., Han, S. J., & Zarestky, J. (2018, June). Emergence of Shared Leadership Dynamics during Engineering Student Design Projects: A Study Utilizing Video Analysis. *Proceedings of the 2018 American Society for Engineering Education (ASEE) Annual Conference and Exposition,* Salt Lake City, Utah.

Leight, C., Xie, L., Han, S., Beyerlein, M., Zarestky, J., & Dirani, K. (2018, Feb). Emergence of complementary shared leadership roles: A video analysis of project teams. *2018 AHRD Conference*, Richmond, VA.

Xie, L. (2018, July). Servant leadership and learning organization practices – A Chinese small business perspective. *2018 Lead in Asia Conference*, Bali, Indonesia.

Xie, L. (2018, Feb). Stretching the role boundaries in an age of change: An organizational communication perspective*. 2018 AHRD Conference*, Richmond, VA.

Dirani, K., Bowman, E., Guyer, T., Henthorn, M., Kasper, R., Makarem, Y., . . .Xie, L. (2018, Feb). HRD practices in the UAE: A collaborative autoethnographic reflection. *2018 AHRD Conference*, Richmond, VA.

Xie, L., & Kasper, R. (2018, Feb). *Servant leadership and organizational learning culture: A Chinese SME perspective.* Poster session at 2018 AHRD Conference, Richmond, VA.

Kasper, R., & Xie, L. (2018, Feb). *Work-life balance: Does being a work-linked couple help?* Poster session presented at 2018 AHRD Conference, Richmond, VA.

Xie, L., Beyerlein, M., Natarajarathinam, M., Dirani, K., & Zarestky, J. (2018, June). Emergence of shared leadership dynamics during engineering student design projects. *2018 ASEE Conference*, Salt Lake City, Utah.

Xie, L. (2017, June). Higher education’s role in NHRD: A comparison of higher education systems between China and Singapore. *2017 AHRD European Conference*, Lisbon, Portugal.

Xie, L. (2017, March). What can we learn from MNCs in China from a learning perspective? - A review of the literature, *2017 AHRD Conference*, San Antonio, TX.

Beyerlein, M., Han, S. J., Zarestky, J., Natarajarathinam, M., Dirani, K., & Xie, L. (2017, March). Models of team learning in STEM: An opportunity for HRD, *Conference proceedings at AHRD National Conference*, San Antonio, TX.

Natarajarathinam, M., Beyerlein, M., Zarestky, J., Han, S. J., Xie, L., Dirani, K., & Boehm, R. (2017, June) Micro-skills and mini-habits in engineering student teams: Facilitating a confluence of perspectives and talent. *ASEE annual conference.* Columbus, Ohio.

Xie, L. (2014, Feb). *Rockwell Collins-A Knowledge Management Pioneer. Poster session presented at 2014 AHRD Conference***,** Houston, TX.

* Non-refereed Conference Sessions

Han, S. J., Xie, L., & Beyerlein, M. (2018, April). Skill Development for Students in Project Teams to Enhance Their Learning Environment. *A Poster Session at the 2018 Transformational Teaching and Learning Conference.* Texas A&M University, TX, USA.

Han, S., Leight, C., Beyerlein, M., Xie, L., Natarajarathinam, M., Dirani, K.,…Zarestky, J. (2018, April). How can we accelerate the formation of creative project teams? *2018 ISPI Conference*, Seattle, WA.

Alizadeh, A., Beyerlein, M., Dirani, K., & Xie, L. (2018, Feb). Ethical dilemmas for OD practitioners: Emerging cross-cultural challenges in the 21st century. *2018 ARHD Conference*, Richmond, VA.

Dirani, K. M., Xie, L., & Beyerlein, M. (2017, March). 30-year collaboration of Victoria Marsick and Karen Watkins. *2017 AHRD Conference*, San Antonio, TX.

**TEACHING EXPERIENCE**

|  |  |  |  |
| --- | --- | --- | --- |
| ***Fall 2023*** | **OCED 4325** | **Development & Change in Organizations** | ***4.69/5*** |
|  | **CTE 5314** | **Human Relations** | ***4.10/5*** |
|  | **CTE 3313Q** | **Teamwork** | ***5.00/5*** |
| ***Summer 2023*** | **CTE 3321** | **Work based Learning** | ***4.46/5*** |
|  | **CTE 3340** | **Occupational Skills in the 21st Century** | ***4.67/5*** |
|  | **OCED 3310** | **Human Problems in the Workplace** | ***N/A*** |
| ***Spring 2023*** | **CTE 3313Q** | **Teamwork** | ***4.83/5*** |
|  | **OCED 5302** | **Interdisciplinary Research Methods III** | ***5.00/5*** |
| ***Fall 2022*** | **OCED 5301** | **Interdisciplinary Research Methods II** | ***4.95/5*** |
|  | **OCED 4325** | **Development & Change in Organizations** | ***4.47/5*** |
|  | **CTE 3315** | **Leadership Professional Development** | ***N/A*** |
| ***Summer 2022*** | **CTE 3304** | **Human Relations** | ***4.81/5*** |
| ***Spring 2022*** | **OCED 5300** | **Interdisciplinary Research Methods** | ***4.78/5*** |
| **CTE 3315** | **Leadership and Professional Development** | ***4.74/5*** |
| **CTE 3304** | **Human Relations** | ***4.8/5*** |
| ***Fall 2021*** | **CTE 3315** | **Leadership and Professional Development** | ***4.8/5*** |
| **CTE 5314** | **Human Relations** | ***4.35/5*** |
| **CTE 5360** | **Organization Development** | ***4.75/5*** |
| ***Summer 2021*** | **CTE 3313F** | **Organization Development** | ***4.95/5*** |
| ***Spring 2021*** | **CTE 3313F** | **Organization Development** | ***4.70/5*** |
| **OCED 5360E** | **Organization Development** | ***4.42/5*** |
| **OCED 5310** | **Human Problems in the Workplace** | ***4.40/5*** |
| ***Fall 2020*** | **CTE 5314** | **Human Relations** | ***4.67/5*** |
| **CTE 3313F** | **Organization Development** | ***4.62/5*** |
| ***Summer 2020*** | **OCED 3310** | **Human Problems in the Workplace** | ***4.54/5*** |
| **CTE 3315** | **Leadership and Professional Development** | ***4.73/5*** |
| **CTE 3313F** | **Organization Development** | ***4.94/5*** |
| ***Spring 2020*** | **OCED 5310** | **Human Problems in the Workplace** | ***4.53/5*** |
| ***Fall 2019*** | **EHRD 614** | **Strategic Planning for HRD** |  |
| ***Summer 2019*** | **EHRD 689** | **Project Team Leadership** |  |

* Certificates/Awards

***08/2022* College Achievement for Excellence in Scholarly/Creative Activities,** TSU

***08/2021* College Achievement for Excellence in Scholarly/Creative Activities,** TSU

***02/2019* Academy for the Future Faculty Certificate**, CEHD, TAMU

***02/2019* Advanced Research Methods Certificate**, CEHD, TAMU

***12/2015* Conflict Moderator Certificate**, CEHD, TAMU

***02/2019* Korea SIG’s International Research on Korea Grant Award ($500)**

***05/2018* OGAPS Research and Presentation Grant Awardee ($750)**

***02/2018* Strategic Research Award**, CEHD **($34,000)**

***10/2017* CEHD Graduate Research Grant ($500)**

***10/2017* CEHD Graduate Travel Award Grand ($500)**

***10/2016*  CEHD Graduate Research Grant ($1250)**

***08/2015* CEHD Emerging Scholar Award**, CEHD **($4000)**

**SERVICE**

***Fall 2022-Fall 2023* Proceedings Editor of the Academy of Human Resource Development**

***Fall 2021-Fall 2022* Associate Proceedings Editor of the Academy of Human Resource Development**

***Spring 2019* Ad Hoc Reviewer**

* ***Human Resource Development Review***
* ***Asia Pacific Business Review***
* ***European Journal of Training and Development***
* ***Tourism and Hospitality Management***

***Spring 2018-Fall2019* Faculty Search Committee** **Member**

***Fall 2017-Spring2018* Survey Developer — EHRD Alumni Survey**

***Fall 2015-Fall2017* HRD program liaison *—* Graduate Representative Advisor Board**

***Fall 2015-Fall2016* Dialogue Facilitator** — **TAMU Inclusion Council**