

XIN ZHAO

xi183728@ucf.edu

312-966-5391

EDUCATION

University of Central Florida Ph.D. student in management	2023 – 2028
University of Chicago Master of Public Policy, With Honors	2019 – 2022
Renmin University of China Bachelor of Economics	2015 – 2019

RESEARCH EXPERIENCE

Management Department, The University of Central Florida
Supervisor: Shannon Taylor, Ph.D.

- **Supervisor and coworker mistreatment incongruence** 2024 - Present

- Learned polynomial regression with response surface analysis
- Wrote the code in Mplus and ran analyses for three hypotheses
- Edited three surveys in Qualtrics

Supervisor: Dana Joseph, Ph.D.

- **Integrative conceptual review on emotional intelligence** 2023 - Present

- Conducted the literature review on emotional intelligence
- Sorted out search terms across various dimensions
- Coding articles based on search terms

- **Leadership emergence and emotional expression** 2023 - Present

- Conducted the literature review on emotional expression
- Analyzed the data collected from MBA student samples
- Wrote a first draft of the paper
- Analyzing more data from employee samples

- **Review on emotional expression in digital era** 2023 - Present

- Conducted a literature review on emotional expression in the fields of organizational behavior and communication
- Systematically categorized the characteristics of different communication modes
- Developing the preliminary outline for the paper

Supervisor: John Bush, Ph.D.

- **Optimal performance vs optimizing performance** 2023 - Present

- Conducted the literature review on maximal performance and work-life balance
- Helped develop hypotheses and figures of the project
- Contributing to the elaboration of details within the outlines

Human Resource Research Center, The University of Florida,

2022 - 2023

Supervisor: Mo Wang, Ph.D.

Research Assistant

- Conducted the literature review on team climate and diversity
- Conducted 20 sessions of interviews for organizational unity and diversity with HR managers from Global 500
- Coded the response of the interviews of a qualitative study about organizational unity and diversity
- Coded a meta-analysis study on customer mistreatment

Center for Decision Research, The University of Chicago,

2021 - 2022

Supervisor: Rebecca White, Ph.D.

Research Assistant

- Participated in designing the experiment and developing the Qualtrics survey of the study on revealing secrets
- Worked as experimenter of the study on sharing opinions for over 50 sessions
- Worked as experimenter of the study on group project conversation for over 50 sessions
- Coded the response of the sessions of a study about how well people can do lie detection
- Helped to arrange and organize workshops at the center

Cognition and Health Lab, The Chinese University of Hong Kong

2021 - 2021

Supervisor: Zhicheng Lin, Ph.D.

Research Assistant

- Implicit Processing of Visual Food Information with Oddball Paradigm and EEG/Food Attention Bias with Dot Probe Paradigm and Eye-tracking

- Recruited, screened, and scheduled participants
- Worked as EEG (NeuroScan) experimenter for 40 sessions (160 hours)
- Worked as eye-tracking (Tobii) experimenter for 30 sessions (45 hours)