

YU ZHOU

NUS BUSINESS SCHOOL
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EDUCATION

- Ph.D. **National University of Singapore**, NUS Business School
Department of Management and Organization Expected 2027
- M.S. **Sun Yat-Sen University**, School of Business 2022
Major: Management with Concentration in Organizational Behavior
- B.A. **Hangzhou Dianzi University**, School of Management 2018
Major: Business Administration, Minor: English Literature

RESEARCH INTERESTS

Social inference and judgment
Organizational silence
Interpersonal processes

PAPERS UNDER REVIEW

- Cao, L., **Zhou, Y.***, Song, Z., Yao, Y., Jin, T., & Qin, X.* Pre-help gratitude expression. Under review at *Organizational Behavior and Human Decision Processes*.
- Zhou, Y.**, & Stanley, M. L. Questions and truth judgments. Under review at *Journal of Memory and Language*.

SELECTED WORKING PAPERS

- Zhou, Y.** *Silence Reading and Interpreter Reactions in Organizations*. Data collection in progress. Target journal: *Academy of Management Journal*.
- Zhou, Y.** *Reading Silence in Organizations*. Manuscript in preparation. Target journal: *Academy of Management Review*.
- Zhou, Y.**, Yan, L., & Zhong, Y. *Unintended Interpersonal Costs of Self-Deprecation*. Manuscript in preparation. Target journal: *Journal of Applied Psychology*.
- Young, H. R., & **Zhou, Y.** *Ideal Affect and Leader Emotional Displays*. Manuscript in preparation. Target journal: *Journal of Applied Psychology*.
- Zhou, Y.**, Eng, A., Stanley, M. L., & Yam, K. C. *Social Media Addiction and Blame*. Manuscript in preparation. Target journal: *Psychological Science*.
- Zhou, Y.**, Zhu, Y., & Stanley, M. L. *Diversity Type, Diversity Climate, and Team Attractiveness*. Data collection in progress. Target journal: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

Zhou, Y., Cao, L., & Yam, K. C. (2026, July). How Tourists' Perceived Social Class Similarity with Robots Shapes Bias against Human Employees. In N. Quan (Chair), *AI Beyond Technology: From Socially Categorized Actors to Shapers of Social Stratification* [Symposium]. Annual Meeting of the Academy of Management, Philadelphia, United States.

Cao, L., **Zhou, Y.,** Song, Z., Yao, Y., Jin, T., & Qin, X. (2026, July). *Expressing appreciation in advance: Implications for helping interactions*. Annual Meeting of the Academy of Management, Philadelphia, United States.

- Best Paper (Top 10%)

Zhou, Y., & Stanley, M. L. (2026, May). *When questions make claims seem true: Cross-form exposure boosts perceived truth*. Association for Psychological Science Annual Convention, Barcelona, Spain.

Zhou, Y., Qin, X., Chen, C., Yu, S., Zhou, H., & Gan, Y. (2020, December). *Good fortune in bad and bad fortune in good: Research on the double-edged sword effect of behavior and its future directions*. Chinese Academy of Management Annual Meeting, Sichuan, China.

- Best Paper Award

TEACHING EXPERIENCE

Independent Instructor, National University of Singapore

MNO1706D Organizational Behavior | Fall 2026 (TBD)

MNO1706E Organizational Behavior | Spring 2026 | Evaluation: 4.4/5.0

MNO1706X Organizational Behavior | Fall 2025 | Evaluation: 4.4/5.0

Teaching Assistant, National University of Singapore

MNO1706 Organizational Behavior: Fall 2022, Spring 2023, Fall 2024 (3 sections)

MNO2707 Business Ethics: Spring 2024 (4 sections), Fall 2025 (2 sections)

MNO2705 Leadership and Decision Making Under Uncertainty: Fall 2024 (1 section), Fall 2025 (3 sections)

MNO3702 Negotiation and Conflict Management: Fall 2024 (2 sessions)

BMA5431 AI for Talent Management and Organizational Design: Fall 2022 (1 session)

PROFESSIONAL SERVICE

Student Co-Reviewer

Nature Communications, 2026

Journal of Applied Psychology, 2026

HONORS, AWARDS AND FELLOWSHIPS

2018. Outstanding Graduates of Zhejiang Province, Department of Education of Zhejiang Province

2017. National Scholarship, Ministry of Education of the PRC

2016. Zhejiang Provincial Government Scholarship, Department of Education of Zhejiang Province

SKILLS

Methods: Experiments, archival data analysis, experience sampling, naturalistic text analysis

Software: R, Stata

Languages: Mandarin Chinese (native), English (proficient)