

# Lei Xie

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

Email: [lei.xie@msutexas.edu](mailto:lei.xie@msutexas.edu)

## 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

- September 2024** Adjunct Instructor—West College of Education, Midwestern State University
- 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

- Niu, Y., Xu, X., Lewis, S., Xie, L., & Reed, M. (2024). Examining the role of mentoring on perceived employability among university students in China. *Journal of Career Assessment* (ahead of print).
- Xie, L., Li, G., & Gu, J. (2024). How critical is ethical leadership during COVID? Its role in enhancing creativity in nursing. *International Journal of Ethics and Systems* (ahead of print).
- Xie, L., Li, G., & Bian, X. (2024). The effects of ethical leadership, help seeking and happiness on innovation: an examination in China. *Leadership & Organization Development Journal* (ahead of print).
- Han, S. J., Xie, L., Beyerlein, M., & Boehm, R. (2024). Examining the mediating role of team growth mindset on the relationship of individual mindsets and shared leadership. *European Journal of Training and Development*, 48(1/2), 234-252.
- Li, G., Li, L., Xie, L., & Lopez, O. (2024). The effects of ethical leadership on creativity: A conservation of resources perspective. *Current Psychology*, 43(6), 1-11.
- 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.
- 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

\*Corresponding author

- 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., Natarajarathinam, M., Qiu, S., Xie, L., & Johnson, M. (2023, October). Application of Organizational Systems Theory to Identify Education and Training Needs for Industry 4.0. *2023 FIE Conference*, College Station, TX.
- 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 21<sup>st</sup> 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**

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

➤ **Certificates/Awards**

<b>08/2022</b>	<b>College Achievement for Excellence in Scholarly/Creative Activities, TSU</b>
<b>08/2021</b>	<b>College Achievement for Excellence in Scholarly/Creative Activities, TSU</b>
<b>02/2019</b>	<b>Academy for the Future Faculty Certificate, CEHD, TAMU</b>
<b>02/2019</b>	<b>Advanced Research Methods Certificate, CEHD, TAMU</b>
<b>12/2015</b>	<b>Conflict Moderator Certificate, CEHD, TAMU</b>
<b>02/2019</b>	<b>Korea SIG's International Research on Korea Grant Award (\$500)</b>
<b>05/2018</b>	<b>OGAPS Research and Presentation Grant Awardee (\$750)</b>
<b>02/2018</b>	<b>Strategic Research Award, CEHD (\$34,000)</b>
<b>10/2017</b>	<b>CEHD Graduate Research Grant (\$500)</b>
<b>10/2017</b>	<b>CEHD Graduate Travel Award Grand (\$500)</b>
<b>10/2016</b>	<b>CEHD Graduate Research Grant (\$1250)</b>
<b>08/2015</b>	<b>CEHD Emerging Scholar Award, CEHD (\$4000)</b>

## **SERVICE**

*Spring 2023-Spring 2024*

**Conference Program Chair of the AHRD 2024**

*Spring 2023-Spring 2024*

**Proceedings Editor of the AHRD 2023**

*Spring 2023-Spring 2024*

**Associate Proceedings Editor of the AHRD 2022**

*Spring 2019-Present*

**Ad Hoc Reviewer**

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