

YIQI (CRYSTAL) XU

✉ Crystal.Xu@colorado.edu in LinkedIn

EDUCATION

University of Colorado Boulder

Ph.D in Business Administration, Organizational Behavior

Expected 2030

Colorado State University

B.S. in Psychology & Statistics

Aug 2016 - Aug 2019

Shanghai Normal University

Major in Applied Psychology

Sep 2014 - Jun 2016

RESEARCH EXPERIENCE

GOALS, INCENTIVES, & MERITOCRACY (GIM) LAB

Research Assistant, PI: Dr. Julia D. Hur

May 2024 - Present

New York University

- Conducted literature review on workplace discrimination, generating theoretical foundations for ongoing research
- Performed data entry and cleaning of large-scale datasets
- Executed statistical analyses using SPSS (including t-test, chi-square test, ANOVA)
- Developed comprehensive data visualization to illustrate key findings

WORKPLACE MENTAL HEALTH

Research Assistant, PI: Dr. Zhiqing (Albert) E. Zhou

August 2024 - June 2025

Johns Hopkins University

Work-Life Balance Intervention Project:

- Reviewed literature about organizational interventions and programs for improving work-life balance
- Executed first-round screening of 300+ research paper abstracts using predefined inclusion criteria
- Synthesized research findings and evaluated the effectiveness of the existing programs or interventions

SIOP Conference Project:

- Developed the relationship between leader appreciation and organizational citizenship behavior
- Independently initiated theoretical model with existing datasets through literature review.
- Examined new model variable correlations and constructed relationships using t-test in R
- Drafted the limitation section of the manuscript

HUMAN MEMORY LAB

Research Assistant, PI: Dr. Anne M. Cleary

Aug 2017 - Aug 2018

Colorado State University

- Collaborated with PhD students to investigate subjective metacognitive sensations related to memory and learning, culminating in a conference paper on tip-of-the-tongue states and the feeling of knowing.
- Guided participants through experimental protocols while collecting behavioral data.
- Managed complex human memory data, ensuring accuracy through data cleaning and processing.

CONFERENCE

Busse, K., Thomas, A., Nguyen, K., **Xu, Y.**, Rodriguez, W. A., & Zhou, Z. E. (April, 2025). *Leading with appreciation: How leader appreciation predicts employee OCBs* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Kerr, J.E., Morley, G.F., **Wu, Y.**, McNeely-White, K.L., Huebert, A.M., & Cleary, A.M. (April, 2018). *Tip-of-the-tongue States Confer a Feeling of Knowing the Direction of an Arrow* [Poster]. Annual Meeting of the Rocky Mountain Psychological Association, Denver, CO, United States

AWARDS AND HONORS

Dean's List, Colorado State University

2016 - 2018

APEC International Student Scholarship (\$10,000), Colorado State University

2016 - 2019

Academic Excellence Scholarship (Top 5%), Shanghai Normal University

2015 - 2016

1st Prize, University Students' Innovation and Entrepreneurship Project in Shanghai City (Top 5%)

2016

TEACHING EXPERIENCE

STATISTICS SUCCESS CENTER (Colorado State University)

Aug 2017 - May 2019

Undergraduate Teaching Assistant (Aug 2018 – May 2019)

- Wrote and edited course material on Statistics introductory class *General Statistics* for a section of 45 undergraduate students.

- Taught review sessions and ran by-appointment office hours covering topics in statistics, calculus, and coding in R.

Undergraduate Tutor (Aug 2017 – May 2018)

- Provided in-depth feedback on core statistical concepts, including z-test, t-test, linear regression, and ANOVA.

- Held one-on-one tutoring for 100+ students for answering questions from introductory statistics courses and to clarify key concepts and applications.

WORK EXPERIENCE

XI'AN JIAOTONG-LIVERPOOL UNIVERSITY

Oct 2023 - May 2025

Executive Assistant for Associate Dean of Entrepreneurship and Enterprise Hub

SHUYUN (E-commerce Consulting, Shanghai Office)

Nov 2021 - Aug 2023

Senior Account Manager (Mar 2023 – Aug 2023)

Account Manager (Nov 2021 – Mar 2023)

ACXIOM (E-commerce Consulting, Shanghai Office)

Sep 2019 - Oct 2021

Project Manager (Sep 2020 – Oct 2021)

Consumer Insight Analyst (Sep 2019 – Aug 2020)

SKILLS

Technical Skills: R, SQL, Microsoft Office (Word/PowerPoint/Excel), SPSS, Python

Languages: Mandarin (Fluent), English (Fluent), Spanish (Beginner), Japanese (Beginner)