

Xiaowei Lu, PhD

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EDUCATION

- Aug 2025 (Expected) **CSPP at ALLIANT INTERNATIONAL UNIVERSITY** *San Francisco, CA*
Doctoral Respecialization Program, PsyD Program
- May 2012 **UNIVERSITY OF CALIFORNIA, BERKELEY** *Berkeley, CA*
Ph.D. Social and Personality Psychology
Dissertation: Moral Self-Esteem Enhancement: The Double-edge Sword in Social Judgments
- Jun 2005 **PEKING UNIVERSITY** *Beijing, China*
M.S. Industrial and Organizational Psychology
Thesis: How to enhance employees' creativity: Roles of a leader's emotional intelligence and supportive behavior
- Jun 2003 **PEKING UNIVERSITY** *Beijing, China*
B.S. General Psychology
B.S. Economics
Thesis: How leaders' competencies relate to organizational performance in the view of employees: An employee perception theory of leader's influence

LANGUAGES

English
Mandarin

CLINICAL RELATED EXPERIENCE

- Aug 2024 – Present **Kaiser Permanente Santa Clara** *Santa Clara, CA*
Clinical Psychologist Intern
- Aug 2023 – Jun 2024 **Crisis Support Services of Alameda County** *Oakland, CA*
Clinical Psychologist Intern
- Aug 2022 - Aug 2023 **Community Youth Center of San Francisco (CYC)** *San Francisco, CA*
Clinical Psychologist Intern

2005	Gallup-Peking University Positive Psychology Center <i>Pre-school students cognitive and social skill assessment Expert</i>	Beijing, China
2002	Hui Long Guan Psychiatric Hospital <i>Trainee for Inpatient Interview and Psychological Assessment</i>	Beijing, China
2001-2003	Peking University Mental Health Center <i>Clinical Intake Staff Volunteer</i>	Beijing, China

ASSESSMENT EXPERIENCE

Cognitive batteries:

WAIS-IV, WRAT-5, WISC-V, WIAT-4

Personality & Projective Tests:

MMPI-3, MCMI-IV, MMPI-A RF, MACI-II, RISB, TAT, R-PAS, HTP, KFD

Social Emotional Screeners:

BAI, BDI, BYI-2, CONNERS, NICHQ Vanderbilt Assessment Scales, Geriatric Depression Scale, Brief Symptom Inventory, Patient Stress Questionnaire (adapted from PHQ 9, GAD7, PC-PTSD and AUDIT), LEC-5, PSC-35, Child & Adolescent Needs & Strengths Assessment (CANS)

CERTIFICATIONS AND LICENSES

Oct 2022- Present	Registered Psychological Associate at California	License #: PSB94027123
Sep 2023	988 Lifeline Training Certificate: Fundamentals and Essential Skills of Crisis Counseling, Assessing Safety and Suicide Risk, Imminent Risk of Suicide	
Sep 2022	San Francisco Child & Adolescent Needs & Strengths Assessment (CANS) 6 thru 20 2.0 Certificate	

AFFILIATIONS

Registered Psychological Associate, California Board of Psychology
 Member, Collaborative Assessment Association of the Bay Area (CAABA)
 Member, The Association of Family Therapists of Northern California (AFTNC)
 Member, American Psychological Association (APA)
 Member, The Society for Personality and Social Psychology (SPSP)

TEACHING EXPERIENCE

<i>Jun 2011 –</i>	UNIVERSITY OF CALIFORNIA, BERKELEY	Berkeley, CA
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Aug 2011 **Lecturer**
▪ Cultural Psychology summer session

Jan 2007 – Jun 2011 **UNIVERSITY OF CALIFORNIA, BERKELEY** **Berkeley, CA**
Graduate Student Instructor
▪ Social Psychology
▪ Cultural Psychology
▪ Personality Psychology
▪ Statistic in Psychology and Research Method
▪ Drug and Behavior

RESEARCH EXPERIENCE

Jun 2012 – Sep 2006 **UNIVERSITY OF CALIFORNIA, BERKELEY** **Berkeley, CA**
Graduate Student Researcher
Exploring how cultural factors influence moral judgment, moral cognition, moral action, attribution patterns, and individual's daily social interaction and decision making process
Advisor: Kaiping Peng, Ph.D.

Jun 2006 – Sep 2003 **PEKING UNIVERSITY** **Beijing, China**
Graduate Student Researcher
Understanding the relationship between emotional intelligence, organizational settings, and employees' creativity development; exploring the effective coping strategy to reduce employees' stress levels and burnout rate in the corporate environment.
Advisors: Lei Wang, Ph.D.

Jun 2003 – Sep 2002 **PEKING UNIVERSITY** **Beijing, China**
Undergraduate Researcher Assistant
Understanding the relationship between employees' perception of their leader's competence and team performance.
Advisor: Lei Wang, Ph.D

WORK EXPERIENCE

Dec 2020 – Aug 2024 **ALIBABA GROUP (U.S.) Inc.** **Sunnyvale, CA**
Senior HR Manager

Aug 2018 – Nov 2020 **ALIBABA CLOUD, ALIBABA GROUP** **Hangzhou, China**
Senior Business Strategy Expert

Sep 2012 – **MCKINSEY & COMPANY**
Jun 2018 *Engagement Manager*
 Marketing & Sales Specialist

San Francisco, CA
Beijing, China

Sep 2003 – **GALLUP-PEKING UNIVERSITY POSITIVE PSYCHOLOGY CENTER**
Jun 2006 *Human Resource Assessment Expert*

Beijing, China

PUBLICATIONS, CONFERENCE PRESENTATIONS, and TRANSLATIONS

Peer-Reviewed Journal

- Lu, X.**, Yao, X., Cochran, C., & Peng, K. (2014). Culture and Institutional Agency: Difference in Judgments of Economic Behavior And Organizational Responsibilities. *Journal of Applied Social Psychology*.
- Liu, B., Huang, X., & **Lu, X.** (2010) A Preliminary Research on the Psychopathy of Criminals. *Psychological Science*.
- Kan, Y., **Lu, X.**, & Wang, L. (2004) Enterprise Strategic Human Resource Management Theory and Application (in Chinese). *Human Resource Development in China*. August.
- Wang, L., Chen, Y., Yan, L.H., & **Lu, X.**, (2004). Leaders' Competencies: The Model of Employee Perception Theory (in Chinese). *Human Resource Development of China*. May 50-51.
- Lau, K.H., Au, W.T., **Lu, X.**, & Yi, J. (2004). Conceptualization of Chinese Interpersonal Relationship: An Empirical Study of College Students in Hong Kong (in Chinese). *Chinese Psychologica Sinica*

Conference Presentations, Posters, and Abstracts

- Chiu, E. Y., English-Williams, B., Nazmy, S., & **Lu, X.** (2024). The impact of a mindfulness course on therapeutic skills and clinical experience of clinical psychology students. *Poster presented at the Annual Convention of Western Psychological Association, San Francisco*.
- Lu, X.**, & Peng, K. (2011). How Confucian Value Ren (Perfect Goodness) Benefits Modern Society - Measurement of Ren. *Paper presented at the 12th Annual Meeting of the Society for Personality and Social Psychology*.
- Lu, X.**, & Peng, K. (2010). Friend, Alumni, or Stranger, Do They Deserve the Same Blame? Cultural Difference Between Chinese Relation-based and American Group-based Responsibility Attribution. *Poster presented at the 11th Annual Meeting of the Society for Personality and Social Psychology*.
- Lu, X.**, & Peng, K. (2009). The Institutional Agency: Does It Mean the Same Thing to Americans and Chinese? *Poster presented at the 10th Annual Meeting of the Society for Personality and Social Psychology*.

- Lu, X., & Wang, L.** (2005). Supervisors' Emotional Intelligence and Supportive Behavior as a Mediator: Two Roots to Employees' Creativity. *Invited speaker at the 10th Chinese Academic Conference of Psychology, Shanghai, China*
- Lu, X., & Wang, L.,** (2004). Agricultural Culture Traits and Industrial Culture Traits: Two Kinds of Powerful Influences on Chinese Organizations. *Invited speaker at the 17th Conference of International Association for Cross-Cultural Psychology (IACCP), Xi'an, China.*
- Lu, X., & Wang, L.,** (2004). How Leaders' Competencies Relate to Organizational Performance in the View of Employees: An employee perception theory of leader's influence. *Invited speaker at the Inaugural Conference of International Association for Chinese Management Research (IACMR), Beijing, China.*
- Lu, C.Q., **Lu, X.,** & Siu, O.L., (2004). The Role of General Self-efficacy on Work Well-being: a Field Study in China. Abstract of the 17th Conference of International Association for Cross-Cultural Psychology (IACCP), Xi'an, China.

Book Translation

- Life after Graduate School in Psychology (2007)
Written by Robert D. Morgan, Tara T. Kuther, Corey J. Habben, translated by **Xiaowei Lu** and Ying Han.
- Developing Management Skills (2004)
Written by Whetten, D.A. & Cameron, K.S., 5th edition, translated by Lei Wang, **Xiaowei Lu**, et al.
- Psychology and Life (2003)
Written by Zimbardo, P.G., 16th edition, translated by Lei Wang, **Xiaowei Lu**, et al.
- Organizational Behavior (2003)
Written by Luthans, F., 5th edition, translated by Lei Wang, **Xiaowei Lu**, et al.
- Overcoming Traumatic Stress (2001)
Written by Claudia Herbert, Ann Wetmore, translated by Xiaolin Zhou, Wentao Yuan, and **Xiaowei Lu**.

GRANTS, AWARDS, AND HONORS

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| 2012 | Cher Wang Graduate Student Researcher Fellowship |
| 2011 | University of California at Berkeley Graduate Division Summer Grant |
| 2010 | Chinese Government Award for Outstanding Self-Financed Students Abroad
(<i>Prestigious state-level award presented to 506 out of 440,000 Chinese oversea students all over the world</i>) |
| 2007 | Dr. Chen Culture and Cognition Research Award |
| 2006 | eHarmony Cross-Cultural Research Program Scholarship |