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Songqi Liu is Associate Professor in the Department of Managerial Sciences at the Robinson College of Business, Georgia State University. He holds a PhD in psychology from the University of Maryland. His research focuses on examining employment-related adjustment processes over time. Specifically, he is interested in (1) the process through which labor market entrants find employment and adapt to the work environment, (2) employee overqualification, (3) how working parents cope with their work and family demands, and (4) employee health-related behaviors (e.g., alcohol/cannabis use and misuse). His research has appeared in *Academy of Management Journal*, *Psychological Bulletin*, *Journal of Applied Psychology*, and *Personnel Psychology*. He received the 2016 William A. Owens Scholarly Achievement Award from the Society for Industrial and Organizational Psychology. He also serves as the Membership Committee Chair of the Society for Occupational Health Psychology. [Email: [sqliu@gsu.edu](mailto:sqliu@gsu.edu)]

### **High Times or Just a Bunch of Smoke? A Within-Person Study of Cannabis Use as a Resource**

Claims regarding the implications of employee cannabis use vary considerably, yet very little empirical research explores cannabis as it relates to the workplace and employees over the last two decades. Drawing from substance use theories and findings from the epidemiology literature, we developed a conceptual model explaining the moderated and mediated relationships between after-work cannabis use and two positive psychological states the following day, and tested this model using daily diary data from a field sample of 169 full-time employees. Findings showed on days when employees experienced heavier workloads and for employees with more physical health symptoms, after-work cannabis use improved next day morning energy, which mediated the positive relationship between cannabis use and next day work engagement and state positive affect. Our results suggest that theories as well as organizational policies on employee substance use should be updated to more fully appreciate the potential recovery effect of cannabis use, given specific temporal and situational conditions.