

Updated on 07/2019

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ACADEMIC EMPLOYMENT

The Ohio State University

Department of Management and Human Resources, Fisher College of Business

- Associate Professor (2017 to present)
- Affiliated Faculty, Fisher Leadership Initiative (2018 to present)

University of Notre Dame

Department of Management and Organization, Mendoza College of Business

- Promoted to Associate Professor with Tenure (May, 2017)
- J. Donnelly Fellow in Participatory Management (2016-2017)
- Assistant Professor (2012-2017)

EDUCATION

Ph.D.	University of Illinois at Chicago Major: Business Administration- Organizational Behavior/Human Resources Dissertation chair and primary advisor: Robert C. Liden	2012
M.A.	Renmin University of China, Beijing, China Major: Organizational Behavior/Human Resources	2007
B.A.	Central University of Finance and Economics, Beijing, China Major: Business Administration-Human Resource Management	2005

RESEARCH INTERESTS

My primary research interests focus on understanding:

- **Prosocial leadership in teams**, mainly the questions of how, why, when leaders' prosocial qualities and behaviors (e.g., humility, servant leadership) influence team dynamics and outcomes.
- **Team motivation and effectiveness**, mainly the questions of what team member characteristics and contextual factors help make a great team.

REFEREED JOURNAL PUBLICATIONS

Google scholar citation: <http://scholar.google.com/citations?user=wbpQ1OEAAAAJ&hl=en>

Total of citation: 3083, by July 2019

(Authorship was determined by intellectual contribution. * indicates equal contribution)

1. **Hu, J.**, Zhang, Z., Jiang, K., & Chen, W. (In press). Getting ahead, getting along, and getting prosocial: Examining extraversion facets, peer reactions, and leadership emergence. *Journal of Applied Psychology*.

This research was discussed in the following media outlets:

Ohio State News, Business Standard News, etc.

2. Mitchell, T., **Hu, J.**, & Johnson, L. U. (In press). Diminishing returns of leadership behaviors on leadership emergence. *Small Group Research*.
3. Park, H., Hoobler, J., Wu, J., Liden, R. C., **Hu, J.**, & Wilson, M. (2019). Abusive supervision and employee deviance: A multifoci justice perspective. *Journal of Business Ethics*, 158, 1113-1131.
4. Anand, S., **Hu, J.**, Vidyarthi, P., & Liden, R.C. (2018). Leader-follower relationships as linking pins in the idiosyncratic deals - performance relationship in workgroups. *The Leadership Quarterly*, 9, 98-708.
5. **Hu, J.**, Erdogan, B., Jiang, K., Bauer, T. N., & Liu, S. (2018). Leader humility and team creativity: The role of team information sharing, psychological safety, and power distance. *Journal of Applied Psychology*, 103, 313-323.

This research was discussed in the following media outlets:

Harvard Business Review, Ohio State News, Moneyish, Columbus CEO Magazine and others.

6. **Hu, J.**, & Judge, T. (2017). Leader-team complementarity: Exploring the interactive effects of leader personality traits and team power distance value on team processes and performance. *Journal of Applied Psychology*, 102, 935-955.

This research was discussed in the following media outlets:

Business News Daily, Notre Dame News.

7. Jiang, K., **Hu, J.**, Liu, S., & Lepak, D. (2017). Understanding employees' perceptions of human resource practices: Effects of demographic dissimilarity to and relationships with managers and coworkers. *Human Resource Management, 56*, 69-91.
8. **Hu, J.**, Jiang, K., Mo, S., Chen, H., & Shi, J. (2016). Employee participation in company-sponsored volunteer programs: The motivational and contextual antecedents and performance consequences. *Organizational Behavior and Human Decision Processes, 137*, 99-111.
9. Jiang, K., **Hu, J.**, Hong, Y., Liao, H., & Liu, S. (2016). Do it well and do it right: The impact of service climate and ethical climate on business performance outcomes and the boundary conditions. *Journal of Applied Psychology, 101*, 1553-1568.

This research was discussed in the following media outlets:

Business News Daily, Notre Dame News.

10. **Hu, J.**, Wayne, S. J., Bauer, T., Erdogan, B., & Liden, R. C. (2016). Senior executive and self perceptions of fit and performance: A time-lagged examination of newly-hired executives. *Human Relations, 69*, 1259-1286.
11. Chaudhry, A., Yuan, L., **Hu, J.**, & Cooke, R. A. (2016). What matters more? The impact of industry and organizational factors on organizational culture. *Management Decision, 54*, 570-588.
12. **Hu, J.**, Erdogan, B., Bauer, T., Jiang, K., Liu, S., & Li, Y. (2015). There are lots of big fish in this pond: The role of peer overqualification on task significance, perceived fit, and performance for overqualified employees. *Journal of Applied Psychology, 100*, 1228-1238.

This article was mentioned or quoted in the following media outlets:

Fortune; Business News Daily; Psych Org; Notre Dame News; Business Standard; Science News Line; Bangalore Mirror; and others.

13. **Hu, J.**, & Liden, R. C. (2015). Making a difference in the teamwork: Linking team prosocial motivation to team processes and effectiveness. *Academy of Management Journal, 58*, 1102-1127.

This research was mentioned and quoted in the following media outlets:

New York Times; Washington Post; ABC News; CNBC; MSN; CNS News; Huffingtonpost; Yahoo! Finance; Chicago Tribune; Harvard University blog; Mendoza Magazine; Salon; Miami Herald; Houston Chronicle; San Francisco Chronicle; San Jose Mercury News; Kansas City Star; Sacramento Bee; St. Louis Post-Dispatch; Modesto Bee; Charlotte

Observer; San Antonio Express News; Arizona Daily Sun; The San Diego Union-Tribune; Elkhart Truth; Business News Daily; and others.

14. Liden, R.C., Wayne, S.J., Meuser, J.D., **Hu, J.**, Wu, J., & Liao, C. (2015). Servant leadership: Validation of a short form of the SL-28. *The Leadership Quarterly*, 26, 254-269.
15. Liu, S. *, **Hu, J.**, * Li, Y., Wang, Z., & Lin, X. (2014). Examining the cross-level relationship between shared leadership and learning in teams: Evidence from China. *The Leadership Quarterly*, 25, 282-295.
16. Hong, Y.*, Liao, H.*, **Hu, J.***, & Jiang, K.* (2013). Missing link in the service profit chain: A meta-analytic review of the antecedents, consequences, and moderators of service climate. *Journal of Applied Psychology*, 98, 237-267.

This research was mentioned by I/O at work.

17. **Hu, J.**, & Liden, R. C. (2013). Relative leader-member exchange within team contexts: How and when social comparison impacts individual effectiveness. *Personnel Psychology*, 66, 127-172.
18. Hoobler, J. M., & **Hu, J.** (2013). A model of injustice, abusive supervision, and negative affect. *The Leadership Quarterly*, 24, 256-269.
19. Jiang, K., Lepak, D. P., **Hu, J.**, & Baer, J. (2012). How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanism. *Academy of Management Journal*, 55, 1264-1294. **(Lead Article)**

This research was mentioned by I/O at work, Australian Institute of Management, and others.

20. **Hu, J.**, Wang, Z., Liden, R. C., & Sun, J. (2012). The influence of leader core self-evaluation on follower reports of transformational leadership. *The Leadership Quarterly*, 23, 860-868.
21. **Hu, J.**, & Liden, R. C. (2011). Antecedents of team potency and team effectiveness: An examination of goal and process clarity and servant leadership. *Journal of Applied Psychology*, 96, 851-862.

This research was mentioned by I/O at work.

22. Hoobler, J. M., **Hu, J.**, & Wilson, M. (2010). Do workers who experience conflict between the work and family domains hit a “glass ceiling?”: A meta-analytic examination. *Journal of Vocational Behavior*, 77, 481-494.

PRACTITIONER ORIENTED PUBLICATION

23. **Hu, J.**, Erdogan, B., Jiang, K., & Bauer, T. (April, 2018). Research: When being a humble leader backfires. *Harvard Business Review*.
<https://hbr.org/2018/04/research-when-being-a-humble-leader-backfires>
24. **Hu, J.** & Liden, R. C. (October, 2015). Why do some teams succeed while others fail? People's desire to have a positive impact on the lives of others is part of the answer. *LSE Business Review*.
<http://blogs.lse.ac.uk/businessreview/2015/10/21/why-do-some-teams-succeed-while-others-fail/>

BOOK CHAPTERS

25. Crant, M., **Hu, J.**, & Jiang, K. (2017). Proactive personality: A twenty-year review. In S. K. Parker, & U. K., Bindl (Ed.) *Proactivity at work*. Routledge.
26. Liden, R. C., Panaccio, A., Meuser, J. D., **Hu, J.**, & Wayne, S. J. (2014). Servant leadership: Antecedents, processes, and outcomes. In D. V. David (Ed.), *Oxford Handbook of Leadership and Organizations*. Oxford, England: Oxford University Press.
27. Lepak, D. P., Jiang, K., Han, K., Castellano, W. & **Hu, J.**, (2012). Strategic HRM moving forward: What can we learn from micro perspectives? In G. Hodgkinson and J. K. Ford (eds.), *International Review of Industrial and Organizational Psychology* (pp. 231-259). Chichester, UK: Wiley.
28. Anand, S., **Hu, J.**, Liden, R.C., & Vidyarthi, P.R. (2011). Leader-member exchange: Recent research findings and prospects for the future. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.), *The Sage Handbook of Leadership* (pp.309-323). Thousand Oaks, CA: Sage.

CONFERENCE PROCEEDINGS

29. **Hu, J.**, Chuang, C., & Chiao, Y. (2017). Transformational leadership of work teams. *Best Paper Proceedings of the Academy of Management Meeting*.
30. Park, H., Hoobler, J., Wu, J., **Hu, J.**, & Wilson, M. (2015). Abusive supervision, justice, power distance, and employee deviance: A meta-analysis. *Best Paper Proceedings of the Academy of Management Meeting*.
31. **Hu, J.**, Wang, Z., Liden, R. C., & Sun, J. (2011). Leader core self-evaluation and transformational leadership. *Best Paper Proceedings of the Academy of Management Meeting*.

CONFERENCE PRESENTATIONS

*** Indicates doctoral students as coauthors*

1. Zhang, S.**, & **Hu, J.** (2019). A multilevel fit model of leadership emergence. Paper presented at the *Academy of Management Annual Meeting*, Boston, MA.
2. **Hu, J.**, Erdogan, B., Bauer, T., & Zhang, P. (2019). The effects of leader humility level, dispersion, and leader gender in teams. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Washington DC/National Harbor.
3. **Hu, J.**, Zheng, X., Tepper, B., & Yu, J. (2018). A social network approach to explore the influences of abusive supervision in teams. Paper presented at the *Academy of Management Annual Meeting*, Chicago, IL.
4. Anand, S., **Hu, J.**, Vidyarthi, P., & Liden, R. C. (2018). Leader-member exchange as a linking pin in the i-deals- performance relationship in workgroups. Paper to be presented at the *Academy of Management Annual Meeting*, Chicago, IL.
5. Mitchell, T., Johnson, L., & **Hu., J.** (2018). Interactive effects of motivation on task coordination and emergent leadership. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Chicago, IL.
6. **Hu, J.**, Chuang, C., & Chiao, Y. (2017). Transformational leadership of work teams. Paper presented at the *Academy of Management Annual Meeting*, Atlanta, GA.
7. **Hu, J.**, Zhang, Z., Jiang, K., & Chen, W. (2017). Being a giver matters. Paper presented at the *Interdisciplinary Network for Group Research*, St. Louis, MO.
8. **Hu, J.**, Erdogan, B., Jiang, K., Bauer, T., & Liu, S. (2017). Linking leader humility to team creativity. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Orlando, Florida.
9. Jiang, K., **Hu, J.**, Hong, Y., Liao, H., & Liu, S. (2016). The impact of service climate and ethical climate on business performance outcomes. Paper presented at the *Academy of Management Annual Meeting*, Anaheim, CA.
10. Park, H., Hoobler, J., Wu, J., **Hu, J.**, & Wilson, M. (2015). Abusive supervision, justice, power distance, and employee deviance: A meta-analysis. Paper presented at the *Academy of Management Annual Meeting*, Vancouver, Canada.
11. **Hu, J.**, Jiang, K., Liu, S., & Li, Y. (2013). Relationship matters. Paper presented at the *Academy of Management Annual Meeting*, Lake Buena Vista (Orlando), FL.

12. **Hu, J.**, & Liden, R. C. (2013). Leading by modeling. Paper presented at *the Academy of Management Annual Meeting*, Lake Buena Vista (Orlando), FL.
13. Hong, Y*., **Hu, J.***, Jiang, K.*, & Liao, H.* (2013). A meta-analytic review of the antecedents, consequences, and moderators of service climate. Paper presented at *the Society for Industrial and Organizational Psychology Annual Meeting*, Houston, TX.
14. **Hu, J.**, Wayne, S. J., Bauer, T., & Erdogan, B. (2012). Understanding the role of person-organization fit in new executive performance outcomes. Paper presented at *the Academy of Management Annual Meeting*, Boston, MA.
15. Jiang, K., **Hu, J.**, Liu, S., & Lepak, D. P. (2012). The role of humility and narcissism in employee perceptions of human resource management system. Paper presented at *the Academy of Management Annual Meeting*, Boston, MA.
16. **Hu, J.** (2012). Linking servant leadership to team success: Evidence from both U.S. and China. Paper presented at *Greenleaf Center Annual International Conference*, Indianapolis, IN.
17. **Hu, J.**, Wang, Z., Liden, R. C., & Sun, J. (2011). Leader core self-evaluation and transformational leadership. Paper presented at *the Academy of Management Annual Meeting*, San Antonio, Texas.
18. Hoobler, J., & **Hu, J.** (2011). A trickle-down model of leaders' negative affect on subordinates' negative affect. Paper presented at *the Academy of Management Annual Meeting*, San Antonio, Texas.
19. Jiang, K., & **Hu, J.** (2011). How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanism. Paper presented at *the Academy of Management Annual Meeting*, San Antonio, Texas.
20. Marinova, S., **Hu, J.**, Basadur, T., Wang, M., & Shi, J. (2011). Am I creative or not? A contingent perspective on goal orientation in creative context. *Proceedings of the Southern Management Association*, Savannah, GA.
21. **Hu, J.**, Vidyarthi, P., Anand, S., & Liden, R. C. (2010). Developmental i-deals and employee performance: Mediating effect of leader-member exchange. *Proceedings of the Southern Management Association*, St. Pete Beach, FL.
22. Marinova, S., **Hu, J.**, Basadur, T., Wang, M., & Shi, J. (2010). A multilevel model of creativity: The role of goal orientation and empowering leadership. *Proceedings of the Southern Management Association*, St. Pete Beach, FL.

23. Hoobler, J., **Hu, J.**, & Wilson, M. (2010). Work-family conflict and career outcomes: A meta-analysis review. Paper presented at *the Academy of Management Annual Meeting*, Montreal, Canada.
24. Jiang, K., Lepak, D., **Hu, J.**, & McCarthy, J. (2010). How the components of HR systems work together? The effects of perceived HR systems on employees' attitudes. Paper presented at *the Academy of Management Annual Meeting*, Montreal, Canada.
25. **Hu, J.**, & Liden, R. C. (2010). Antecedents of team potency and team effectiveness. Paper presented at *the Society for Industrial and Organizational Psychology Annual Meeting*, Atlanta, GA.
26. **Hu, J.**, & Jiang, K. (2010). Multi-foci commitment, organizational citizenship behavior, and performance in teams. Paper presented at *the Society for Industrial and Organizational Psychology Annual Meeting*, Atlanta, GA.
27. **Hu, J.** (2009). Relative leader-member exchange and individual outcomes: The role of group supportive behavior, task interdependence, and psychological empowerment. Paper presented at *the Academy of Management Annual Meeting*, Chicago, IL.
28. **Hu, J.**, Lemmon, G., & Kuljanin, G. (2008). Person-team fit and team performance as moderators of the relationship between LMX and work outcomes. Paper presented at *the Academy of Management Annual Meeting*, Anaheim, CA.
29. **Hu, J.** & Sun, J. M. (2008). The construct of employees' psychological contract in Chinese organizations. Paper presented at *the International Association for Chinese Management Research Annual Meeting*, Guangzhou, China.

OTHER INVITED RESEARCH PRESENTATIONS

- Hu., J. (2019). Leaders' Role in Corporate Social Responsibility. Presented at Fisher Leadership Institute, The Ohio State University
- Hu., J. (2019) Humility paradox. Presented at COE submit, The Ohio State University
- Hu., J. (2019). When leaders realize they are making a positive impact. Presented at Behavioral Lab, Fisher College of Business, The Ohio State University
- Hu., J. (2012). Servant leadership in and of work teams. Presented at Servant Leadership Center.

ACADEMIC HONORS, AWARDS, AND GRANTS

- 2019 *Top 10 Most Productive Leadership Authors between 2011-2017*. (Analyses based on 3,190 authors who published at least one article in ten quality journals in the field of management and applied psychology).

<https://www.sciencedirect.com/science/article/pii/S104898431830208X>

- 2019 **Best Reviewer Award**, Personnel Psychology
- 2019 **Faculty Recognition Award**, Fisher College of Business, the Ohio State University
- 2018 **Research Grant from Fisher Leadership Institute**, The Ohio State University (\$4,750 awarded)
- 2013 **Research Grant from Notre Dame Deloitte Center for Ethical Leadership**, University of Notre Dame, The Formation of Moral Identity (\$15,500 awarded, with Judge, T.).
- 2012 **SIOP Scholar**, SIOP Foundation Graduate Student Scholarship (\$3,000 awarded)
- 2011 **First Prize Winner of IACMR/Li Ning Dissertation Award**, IACMR (\$1,520 awarded)
- 2011 **Outstanding Research Award for Doctoral Students**, University of Illinois at Chicago (\$500 awarded)
- 2011 **ASAE Foundation Award**, Institute for Nonprofits, North Carolina State University (\$ 4,000 awarded, with Rogers, S., Jiang, K., and Rogers, C.).
- 2010 **Greenleaf Scholar**, Greenleaf Center for Servant Leadership (\$2,500 awarded).
- 2010 **Research Grant from Center of Human Resource Management**, University of Illinois Champion and Chicago campuses, Predicting Trust in Organization (\$8,500 awarded, with Liden, R. C., and Meuser, J.).
- 2008 **Research Grant from Center of Human Resource Management**, University of Illinois-Champion and Chicago campuses, A Multi-Level Study of Leadership, Team Process, and Creativity in Teams (\$6,000 awarded, with Marinova, S.).
- 2007-2011 **Liataud Scholar**, Liataud scholarship for Doctoral Studies, University of Illinois at Chicago.
- 2007 **Best Master Thesis**, School of Labor Relations and Human Resources, Renmin University of China.

MEDIA COVERAGE OF MY RESEARCH

My research has appeared in the following news outlets:

Google searches itself to build more productive teams: 11/17/2015

<https://www.cnsnews.com/news/article/google-searches-itself-build-more-productive-teams>

By New York Times; Washington Post; ABC News; CNBC; MSN; CNS News, Yahoo! Finance; Chicago Tribune; Business News Daily; Salon; Miami Herald; Houston Chronicle; San Francisco Chronicle; San Jose Mercury News; Kansas City Star; Sacramento Bee; St. Louis Post-Dispatch; Modesto Bee; Charlotte Observer; San Antonio Express News; Arizona Daily Sun; The San Diego Union-Tribune; Elkhart Truth; and others.

Why helping others at work creates higher performing teams: 01/05/2016

http://www.huffingtonpost.com/douglas-labier/why-helping-others-at-wor_b_8917010.html

By Huffingtonpost

Motivation to help others improves team performance: 11/14/2015

<http://economictimes.indiatimes.com/magazines/panache/motivation-to-help-others-improves-team-performance/articleshow/49779709.cms>

By Economic Times

Why you should give “overqualified” job candidate a second look: 01/05/2016

<http://fortune.com/2016/01/05/hiring-overqualified-job-candidates/>

By Fortune

Hiring overqualified employees might be good for your business: 12/21/2015

<http://www.businessnewsdaily.com/8672-overqualified-employee-benefits.html>

By Business News Daily

Business may benefit from “overqualified” employees: 12/10/2015

<http://news.nd.edu/news/63164-businesses-may-benefit-from-overqualified-employees/>

By Notre Dame News, Science News Line, and Bangalore Mirror, and others

“Overqualified” employees may benefit organizations: 12/27/2015

http://wap.business-standard.com/article/pti-stories/overqualified-employees-may-benefit-organisations-115122700217_1.html

By Business Standard, and Phys.Org

When hiring a manager, look to the team, new study advises: 03/03/2017

<http://news.nd.edu/news/when-hiring-a-manager-look-to-the-team-new-study-advises/>

By Notre Dame News

A culture of ethical behavior is essential to business success: 09/21/2016

<http://www.businessnewsdaily.com/9424-business-ethical-behavior.html>

By Business News Daily

4 Smart Management Strategies for the Modern Leader: 04/25/2017

<http://www.businessnewsdaily.com/9901-modern-leadership-strategies.html>

By Business News Daily

Sometimes, it pays for the boss to be humble

Study finds employee expectations are key 11/28/2017

<https://news.osu.edu/news/2017/11/28/humble-boss/>

By Ohio State News

Research shows the secret to fostering creativity in your office could be as simple as being humble: 11/29/2017

<https://moneyish.com/upgrade/bosses-should-do-this-simple-thing-to-make-their-employees-more-creative/>

By moneyish at Dow Jones & Company

Do it well and do it right: Business success requires top notch service and ethics: 09/14/2016
<http://news.nd.edu/news/69694-do-it-well-and-do-it-right-business-success-requires-top-notch-service-and-ethics/>

By Notre Dame News

Is a Humble Boss a Better Boss? It depends on employee expectations, concludes an Ohio State University study.

<http://www.columbusceo.com/business/20180219/is-humble-boss-better-boss>

By Columbus CEO magazine, 2/19/2018

Research: When being a humble leader backfires.

<https://hbr.org/2018/04/research-when-being-a-humble-leader-backfires>

By Harvard Business Review, 4/4/2018

Steps any manager can take to improve team performance: 10/08/2015

<https://fcw.com/blogs/lectern/2015/10/steps-to-improve-team-performance.aspx>

By FCM

There to serve: Servant leadership and team success: 08/2011

<http://www.ioatwork.com/there-to-serve-servant-leadership-and-team-success/>

By I/O at work

Why human resources matters for organizational outcomes: 12/2012

<http://www.ioatwork.com/why-human-resources-matters-for-organizational-outcomes/>

By I/O at work

TEACHING EXPERIENCE

- **The Ohio State University, Fisher College of Business**
 - **Leadership, MBA Core Course (MBA 6202)**
 - Fall 2017, 2018, 2019
 - **Leadership for Specialized Master Programs, Core Course**
 - Business Logistics Engineering (MHR 7261), Fall 2017, 2018, 2019
 - Master of Finance (MHR 7263), Fall 2018
 - **Managing Teams and Leadership for Human Resource Managers, Master of HRM Course (BUSMHR 7306)**
 - Fall 2017
 - **Leadership Legacy (BUSMHR 3220), Upper-level Undergraduate Course, Dean's Leadership Program**
 - Fall 2018, 2019
 - **PhD Developmental Seminar, OBHR doctoral students, Coordinator**
 - Fall 2018 and Spring 2019

- **University of Notre Dame, Mendoza College of Business**
 - **Management Competencies**, Upper-Level Undergraduate Course
 - Fall 2015, Spring 2017, MGTC 30300
 - **Principles of Management**, Undergraduate Course
 - Spring 2013, Fall 2013, Fall 2014, Fall 2015, Spring 2017 MGT-20200
 - **Business Management in China**, Undergraduate Course
 - Summer 2013, BAUG 34145 (a new course)

- **University of Illinois at Chicago, College of Business Administration**
 - **Organizational Behavior**, Undergraduate Course
 - Fall 2011, Summer 2010 MGMT 452
 - **Introduction to Management**, Undergraduate Course
 - Summer 2011, MGMT 340
 - **Leadership**, MBA Course: Organizational Behavior
 - Fall 2010, Guest Lecturer

GRADUATE STUDENTS SUPERVISED

(Name, role, institution, date)

- Shuxia Zhang, Advisor, PhD student, Fisher College of Business, The Ohio State University, 09/2017-present

- Saumya Mishra, Supervisor, independent study, Master student of human resource management, Fisher College of Business, The Ohio State University, 05/2018-08/2018

- Bryce Linford, Supervisor, independent study, PhD student, Fisher College of Business, The Ohio State University, 05/2019-08/2019

- Yu Yu, Host and Supervisor, Visiting PhD student, from School of Economics and Management, Tsinghua University, 08/2018-08/2019

PROFESSIONAL SERVICES

- **Review for Academic Journals**
I review approximately 35 manuscripts annually for the following academic journals:
 - **Editorship**
Senior Editor, Management and Organizational Review (2019-present)
(8 manuscripts per year)

 - **Editorial Board Member:**
Academy of Management Journal (2019-present)

Journal of Applied Psychology (2018-present)
Personnel Psychology (2017-present)
Journal of Management (2017-present)
Journal of Organizational Behavior (2015-present)
Human Relations (2017-present)
European Journal of Work and Organizational Psychology (2013-2015)

➤ **Ad Hoc Reviewer:**

Organizational Behavior and Human Decision Process (2014-present)

• **External Reviewer**

Research Grants Council of Hong Kong, Hong Kong, China (2015-present)

• **Service to Academic Conferences**

- Panelist. HR division New Faculty Consortium. Academy of Management Annual Meeting, 2018, Chicago, IL; 2019, Boston, MA.
- Panelist. HR Division Late PhD Consortium. Academy of Management Annual Meeting, 2018, Chicago, IL; 2019, Boston, MA.
- Chair, Research Committee (Micro track), International Association for Chinese Management Research (2018-2020)
- Conference Session Chair: Transformational leadership. (2017). Paper session at the Academy of Management Annual Meeting, Atlanta, GA.
- Member of the Best Student Convention Paper Award Selection Committee in the HR division, Academy of Management (2013, 2019)
- Conference Session Chair: Cross-cultural HR Management. (2013) Paper session at the Academy of Management Annual Meeting, Lake Buena Vista (Orlando), FL.
- Conference Session Discussant: OB: Authentic & Charismatic Leadership. (2010) Paper session at the Southern Management Association Meeting, Tampa, FL
- Conference Session Chair: *Performance Management and Supervisor-Subordinate Relations*. (2009) Paper session at the Academy of Management Annual Meeting, Chicago, IL.
- Reviewer for Academy of Management Annual Meeting, OB and HR divisions (2007-present)
- Reviewer for Society for Industrial/Organizational Psychology (2012-present)
- Reviewer for Southern Management Association (2010)
- Reviewer for Africa Academy of Management Annual Meeting (2015)

DEPARTMENT AND SCHOOL SERVICES

- Member of MBA curriculum committee, Fisher College of Business, the Ohio State University, 2018-present
- Member of MHR department program coordinator search committee, Fisher College of Business, the Ohio State University, 2018

- Member of teaching grade appeal committee, Department of Management and Human Resources, Fisher College of Business, the Ohio State University, 2018-present
- Member of PhD micro comprehensive exam committee (Shuxia Zhang, Woohee Choi, Bryce Linford), Fisher College of Business, the Ohio State University, 2019
- Chair of PhD 2nd year paper committee (Shuxia Zhang), Fisher College of Business, the Ohio State University, 2018

ACADEMIC AFFILIATIONS

- Academy of Management (2007-present)
- American Psychological Association (2012-present)
- International Association for Chinese Management (2011-2012)
- Society for Industrial/Organizational Psychology (2009-present)
- Fellow of the Institute for Asia and Asian Studies at University of Notre Dame (2013-2017)
- Funding member, International Collegiate Leadership Consortium, the Ohio State University (2018-present)

FIELD RESEARCH AND CONSULTING EXPERIENCES

My field and consulting research experiences range across a variety of industries and organizations in both U.S. and China. The following is an incomplete list of the organizations that involve my research in the areas such as leadership, work teams, and talent management.

Field Research:

- Bank of America (USA)
- Bristol-Myers Squibb (USA)
- China Citic Bank (China)
- China Guangfa Bank (China)
- China Merchants Bank (China)
- Gardiner Koch Weisberg & Wrona Law (USA)
- International Business Machines (IBM) Corporation (China)
- Krusinski Construction Company (USA)
- Laiyifen Company (China)
- Lenovo (China)
- Panduo Co., Ltd. (China and USA)
- Postal Savings Bank of China (China)
- ProMazo (USA)
- Shoebox Company (China)
- Ting Hisin International Group (China)
- University of Illinois, Medical School (USA)

- University of Notre Dame, Mendoza College of Business (USA)
- The Ohio State University Wexner Medical Center (USA)
- Vanke (China)
- Western Building Products (USA)

Consulting:

- Accenture (China) (October 2006 – March 2007)
- McKinsey & Company (USA) (February 2012 – June 2014)