

CURRICULUM VITAE

Fall, 2017

XIAO-PING CHEN

Associate Dean of Academic and Faculty Affairs
Philip M. Condit Endowed Chair Professor in Business Administration
Department of Management and Organization
Michael G. Foster School of Business
University of Washington
Seattle, WA 98185-3226
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ACADEMIC BACKGROUND

Ph.D., University of Illinois at Urbana-Champaign, 1995
Social and Organizational Psychology

M.A., University of Illinois at Urbana-Champaign, 1992
Social and Organizational Psychology

M.Ed., Zhejiang University, 1988
Industrial and Organizational Psychology

B.S., Zhejiang University, 1985
Industrial and Organizational Psychology

HONORS AND AWARDS

Fellow, American Psychological Association (2017-)

Recipient, Distinguished Scholarly Contribution Award (2016)
By International Association for Chinese Management Research

Fellow, Society of Industrial and Organizational Psychology (2015-)

Philip M. Condit Endowed Chair in Business Administration (2013-present)
By Michael G. Foster School of Business

Recipient, Andrew Smith Faculty Development Award (2010)
By Michael G. Foster School of Business

Recipient, Outstanding University of Washington Woman Award (2010)
By University of Washington

Recipient, Outstanding Ph.D. Mentor Award (2009, 2004)
By Michael G. Foster School of Business

Winner, Competitive Research Grant for Cultural Intelligence (2012)
By Society of Industrial and Organizational Psychological Association

Winner, Top 20 Poster Paper Award (2009)
By Society of Industrial and Organizational Psychological Association

Winner, Dean's International Research Award (2008, 2001)
By Michael G. Foster School of Business

Winner, Best Conference Paper Award (2012, 2008)
By International Association for Chinese Management Research

Winner, Charles E. Summer Teaching Award (2004)
By Michael G. Foster School of Business

EDITORSHIP

Editor-in-Chief

Organizational Behavior and Human Decision Processes (2010-2016)

Associate Editor

Organizational Behavior and Human Decision Processes (2008-2010)

Editor-in-Chief

Management Insights (2015-present)

Executive Editor

Chinese Management Insights (English-Chinese bilingual) (2011-2015)

Consulting Senior Editor

Management and Organization Review (2008-2012)

Editorial Board

Organizational Behavior and Human Decision Processes (2006-present)

Journal of International Business Studies (2005-2011)

Acta Psychologica Sinica (2010-2013)

PROFESSIONAL EXPERIENCE

2016- Associate Dean of Academic and Faculty Affairs

- Michael G. Foster School of Business, University of Washington
- 2013- Philip M. Condit Endowed Chair Professor of Business Administration
Department of Management and Organization, Foster School of Business
- 2009-2015 Department Chair and Professor, Department of Management and Organization
Michael G. Foster School of Business, University of Washington
- 2005-2008 Department Co-Chair and Professor, Department of Management and Organization
Michael G. Foster School of Business, University of Washington
- 2001-2005 Associate Professor, Department of Management and Organization, UW Business
School, University of Washington
- 1999-2001 Assistant Professor, Department of Management and Organization, School of
Business Administration, University of Washington
- 1998-1999 Assistant Professor, Department of Management, Kelley School of Business,
Indiana University
- 1995-1998 Assistant Professor, Department of Management of Organizations,
Hong Kong University of Science and Technology
- 1988-1989 Researcher, Institution of Management Science
Ministry of Mechanical and Electrical Industry, Beijing, PRC.

VISITING POSITIONS

2017. 6-7 Visiting Thought Leader
CEIBS
2017. 3 Sandra Dawson Distinguished Visiting Professor
Cambridge Judge School of Business, University of Cambridge
- 2013-15. 6-7 Distinguished Visiting Professor
Fudan School of Management, Fudan University
2007. 6 Visiting Professor
School of Business, Hong Kong University of Science and Technology
- 2006.11 Visiting Professor
School of Management, Kobe University
- 2005.12 Visiting Professor
India School of Business

- 2004.6-7 Visiting Professor
Guanghua School of Management, Peking University
- 1998.6-7 Visiting Assistant Professor
School of Economics and Management, University of Hong Kong

PUBLICATIONS

Refereed Journal Articles:

1. Li, J., **Chen, X. P.**, Kotha, S., & Fisher, G. (in press). Catch fire and spread it: A glimpse into entrepreneurial passion in crowdfunding campaign. *Journal of Applied Psychology*.
2. Liu, D., **Chen, X. P.**, & Holley, E. (in press). Help yourself by helping others: The Joint Impact of Individual Organizational Citizenship Behavior and Team Cohesiveness on Individual Objective Task Performance Change. *Personnel Psychology*.
3. **Chen, X.P.**, He, W., & Weng, L-C. (in press). What's wrong with treating subordinates differently? The Basis of Leader-Member Exchange (LMX) Differentiation Matters. *Journal of Management*.
4. **Chen, X. P.**, Eberly, M., Wu, K.K., & Bachrach, D. (in press). Egocentric reciprocity and the role of friendship and anger. *Journal of Social Psychology*.
5. Xu, X.J., & **Chen, X. P.** (conditionally accepted). Unlocking expatriates' job creativity: The role of cultural learning and metacognitive and motivational cultural intelligence. *Management and Organization Review*. (equal authorship)
6. Adair, W., Buchan, N., **Chen, X. P.**, & Liu, D. (2016). A model of communication context and measure of context dependence. *Academy of Management Discovery*, 2(2), 198-217. (equal authorship)
7. Wei, X., Zhang, Z. X., & **Chen, X. P.** (2015). I will speak up if my voice is socially desirable: A moderated mediating process of promotive versus prohibitive voice. *Journal of Applied Psychology*, 100 (5), 1641-1652.

Featured in *Management Insights*, September, 2015.
8. Barkema, H., **Chen, X. P.**, George, G., Luo, Y. D., & Tsui, A. S. (2015). West meets East: New theories and concepts. *Academy of Management Journal*, 58(2), 460-479.
9. Yam, K-C, **Chen, X. P.**, & Reynolds, S. (2014). Ego depletion and its paradoxical effects on ethical decision making. *Organizational Behavior and Human Decision Processes*. 124 (2), 204-214.

Featured in *Management Insights*, June, 2015.

10. Zhang, S., Chen, G. Q., **Chen, X. P.**, Liu, D., & Johnson, M. (2014). Interpersonal Identification-Based Versus Collective Identification-Based Group Identity: Nomological network. *Journal of Management*. 40 (6), 1700-1731.
11. **Chen, X. P.**, Eberly, M., Chiang, T-J., Farh, J. L., & Cheng, B.S. (2014). Affective trust in Chinese leaders: Linking paternalistic leadership to employee performance. *Journal of Management*, 40 (3), 796-819.

Featured in *Chinese Management Insights*, March, 2014.

12. Chen, C. C., **Chen, X. P.**, & Huang, S. S. (2013). *Guanxi* and Social Network Research: Review and Future Directions. *Management and Organization Review*, 9(1), 167-207.

2016 Emerald Citation of Excellence Award winning article

13. **Chen, X.P.**, Liu, D., & Portnoy, R. (2012). A multilevel investigation of motivational cultural intelligence, organizational diversity climate, and cultural sales: Evidence from the U.S. real estate firms. *Journal of Applied Psychology*, 76 (1), 93-106.

Featured in *Keller Center Research Report*, June 2013, Volume 6, Issue 2

14. Liu, D., **Chen, X. P.**, & Yao, X. (2011). From autonomy to creativity: A multilevel investigation of the mediating role of harmonious passion. *Journal of Applied Psychology*, 96 (2), 294-309.

Featured in *Chinese Management Insights*, 2013.

15. **Chen, X. P.**, Xie, X. F., & Chang, S. Q. (2011). Cooperative and competitive orientations in China: Scale development and validation. *Management and Organization Review*, 7(2): 353–379.
16. Shore, L. M., Coyle-Shapiro, J., **Chen, X. P.**, & Tetrick, L. E. (2009). Social exchange in work settings: Content, mixed and process models. *Management and Organization Review*, 5 (3), 289-302.
17. **Chen, X.P.**, Yao, X., & Kotha, S. (2009). Passion and preparedness in entrepreneurs' business plan presentations: A persuasion analysis of venture capitalists' funding decisions. *Academy of Management Journal*, 52 (1), 199-214.
18. Chen, Y-R., **Chen, X. P.**, & Portnoy, R. (2009). To whom do positive norm and negative norm of reciprocity apply? *Journal of Experimental Social Psychology*, 45, 24-34.

19. **Chen, X. P.**, Pillutla, M., & Yao, X. (2009). Unintended consequences of cooperation inducing and maintaining mechanisms in public goods dilemmas: Sanctions and moral appeal. *Group Processes and Intergroup Relations*, 12(2), 241-255.
20. Chen, C. C., & **Chen, X. P.** (2009). A critical analysis of guanxi and its negative externalities in Chinese organizations. *Asia Pacific Journal of Management*, 26, 37-53.
21. **Chen, X. P.**, & Peng, S. (2008). Guanxi dynamics: Shifts in the closeness of ties between Chinese coworkers. *Management and Organization Review*, 4 (1), 63-80.

Featured in *Chinese Management Insights*, 2013.

22. **Chen, X. P.**, Wasti, S. A. & Triandis, H. C. (2007). When does group norm or group identity predict cooperation in a public goods dilemma? The moderating effects of idiocentrism and allocentrism. *International Journal of Intercultural Relations*, 31 (2), 259-276.
23. **Chen, X. P.**, & Li, S. (2005). Cross-national differences in cooperative decision making in mixed-motive business contexts: The mediating and moderating effects of vertical and horizontal individualism. *Journal of International Business Studies*, 36, 622-636.

Featured in *Chinese Management Insights*, 2013.

24. **Chen, X. P.**, Lam, S. K., Naumann, S., & Schaubroeck, J. (2005). Group citizenship behavior: Conceptualization and preliminary tests of antecedents and consequences. *Management and Organization Review*, 1 (2), 273-300.
25. **Chen, X. P.**, & Chen, C. C. (2004). On the intricacies of Chinese guanxi: A process model of guanxi development. *Asia Pacific Journal of Management*, 21 (3), 305-324.
26. **Chen, X. P.**, & Bachrach, D. G. (2003). Tolerance of free riding: The effects of defection size, defection pattern and social orientation. *Organizational Behavior and Human Decision Processes*, 90, 139-147.
27. Zeng, M. & **Chen, X.P.** (2003). Achieving cooperation in multi-partner strategic alliances: A social dilemma approach to partnership management. *Academy of Management Review*, 28 (4), 587-605.
28. Chen, Y-R., Brockner, J., & **Chen, X. P.** (2002). Individual-collective primacy and ingroup favoritism: Enhancement and protection effects. *Journal of Experimental and Social Psychology*, 38(5), 482-491.
29. Lam, S. K., **Chen, X. P.**, & Schaubroeck, J. (2002). Participative decision making and employee performance: The moderating effects of allocentrism and efficacy. *Academy of Management Journal*, 45(5), 905-915.

30. Triandis, H.C., Carnevale, P., Gelfand, M., Probst, T., Radhakrishnan, P., Robert, C., Kashima, E.S., Dragonas, T., Chan, K-S., **Chen, X. P.**, Kim U., Kim, K., Dreu, C., Iwao, S., & Schmitz, P. (2001). Culture and the use of deception in negotiations (1). *International Journal of Cross-cultural Management*, 1(1), 73-90.
31. Hulbert, L. G., Parks, C. D., **Chen, X. P.**, Nam, K., & Davis, J. H. (1999). The plaintiff bias in mock civil jury decision making: Consensus requirements, information format and amount of consensus. *Group Processes and Intergroup Relations*, 2, 59-78.
32. Pillutla, M. & **Chen, X. P.** (1999). Social norms and cooperation in social dilemmas: The effects of context and feedback. *Organizational Behavior and Human Decision Processes*, 78 (2), 81-103.
33. Zwick, R., & **Chen, X. P.** (1999). What price fairness? A bargaining study. *Management Science*, 45 (6), 804-823.
34. Au, W. T., **Chen, X. P.**, & Komorita, S. S. (1998). A probabilistic model of criticality in a sequential public goods dilemma. *Organizational Behavior and Human Decision Processes*, 75(3), 274-293.
35. **Chen, X. P.**, Hui, C., & Sego, D. J. (1998). The role of organizational citizenship behavior in turnover: Conceptualization and preliminary tests of key hypotheses. *Journal of Applied Psychology*, 83(6), 922-931.
36. Chen, C. C., **Chen, X. P.**, & Meindl, J. R. (1998). How can cooperation be fostered? The cultural effects of individualism-collectivism. *Academy of Management Review*, 23 (2), 285-304.
37. Triandis, H. C., **Chen, X. P.**, & Chan, K-S. (1998). Scenarios for the measurement of collectivism and individualism. *Journal of Cross-Cultural Psychology*, 29 (2), 275-289.
38. Budescu, D., Au, W. T., & **Chen, X. P.** (1997). Effects of protocol of play and social orientation on behavior in sequential resource dilemmas. *Organizational Behavior and Human Decision Processes*. 69, 179-195.
39. Davis, J. H., Au, W. T., Hulbert, L. G., **Chen, X. P.**, & Zarnoth, P. (1997). The effects of group size and procedural influence on consensual judgments of quantity: The example of damage awards and mock civil juries. *Journal of Personality and Social Psychology*, 73, 703-718.
40. Davis, J.H., Zarnoth, P., Hulbert, L.G., **Chen, X. P.**, & Nam, K. (1997). The committee charge as consensus framing and testing models of group quantitative decision making. *Organizational Behavior and Human Decision Processes*, 72 (2), 137-157.
41. **Chen, X. P.** (1996). The group-based binding pledges as a solution to public goods problems. *Organizational Behavior and Human Decision Processes*, 66, 192-202.

42. **Chen, X. P.**, Au, W. T., & Komorita, S. S. (1996). Sequential choice in a step-level public goods dilemma: The effects of criticality and uncertainty. *Organizational Behavior and Human Decision Processes*, 65, 37-47.
43. **Chen, X. P.** & Komorita, S. S. (1994). The effects of communication and commitment in a public goods dilemma. *Organizational Behavior and Human Decision Processes*, 60, 367-386.

Book Chapters and Best Paper Proceedings:

44. **Chen, X. P.**, Liu, D., & He, W. (2015). Does passion fuel entrepreneurship and job creativity? A review and preview of passion research. In C. E. Shalley, M. A. Hitt, & J. Zhou (Ed.), *Oxford Handbook of Creativity, Innovation, and Entrepreneurship: Multilevel Linkages* (pp.159-176). New York: Oxford University Press.
45. **Chen, X. P.**, & Dang, C. T., & Keng, F. (2014). Broadening the motivation to cooperate: Revisiting the role of sanctions in social dilemmas. In P. A. M. van Lange, B. Rokenbach, & T. Yamagishi, (Ed.), *Social Dilemmas: New Perspectives on Reward and Punishment*.
46. **Chen, X. P.**, Chiang, T. J., & Gu, L. H. (2013). Team emotion suppression climate: Conceptualization and a preliminary multilevel investigation of its antecedents and consequences. *Academy of Management Best Paper Proceedings*.
47. **Chen, X. P.**, & Chen, C. C. (2012). Chinese *Guanxi*: The good, the bad, and the controversial. In X. Huang & M. Bond (Ed.), *Handbook of Chinese Organizational Behavior: Integrating Theory, Research, and Practice*. 425-435. Edward Elgar Publishing Limited.
48. Buchan, N., Adair, W., & **Chen, X. P.** (2011). Navigating cross-cultural negotiation: A communication and social interaction style (CSIS) perspective. In M. Benolio (Ed.), *Negotiation Excellence: Successful Deal Making*. 277-298. World Scientific Publishing.
49. Adair, W., Buchan, N., & **Chen, X. P.** (2009). Conceptualizing culture as communication in management and marketing Research. In C. Nakata (Ed.), *Beyond Hofstede: Culture Frameworks for Global Marketing and Management* (pp. 146-180). Palgrave Macmillan.
50. **Chen, X. P.**, & Tsui, A. (2006). An Organizational Perspective of Multi-level Cultural Integration: Human Resource Management Practices in Cross-Cultural Contexts. In F. Dansereau & F. Yamamrino (Ed.), *Research in Multilevel Issues: An Annual Series*, (pp. 81-76). Elsevier, JAI Press.

51. **Chen, X. P.** (2005). Organizational citizenship behavior: A predictor of employee voluntary turnover. In D. L. Turnipseed (Ed.), *Handbook of Organizational Citizenship Behavior* (pp. 435-444). New York: Nova Science Publishing.
52. **Chen, X.P.,** Lam, S. S.K., Schaubroeck, J., & Naumann, S. (2002). Group organizational citizenship behavior: Conceptualization and preliminary tests of its antecedents and consequences. In D. H. Nagao (ed.), *Best Paper Proceedings of the Academy of Management*, Denver.
53. **Chen, X. P.** (2002). Leader behaviors and employee turnover. In A. S. Tsui & C-M Lau (Eds.) *The Management of Enterprises in the People's Republic of China*, 325-346. Boston: Kluwer Academic Publishers.
54. **Chen, X. P.,** & Farh, J-L. (2001). Transformational and transactional leader behaviors in Chinese organizations: Differential effects in People's Republic of China and Taiwan. In W. H. Mobley & M. McCall (Eds.), *Advances in Global Leadership, Vol. II*, 101-126. Stamford, Connecticut: JAI Press, Inc.
55. **Chen, X. P.** (1999). Work team cooperation: The effects of structural and motivational changes. In M. Foddy, M. Smithson, M. Hogg., & S. Schneider (Eds.), *Resolving Social Dilemmas: Dynamic, Structural, and Intergroup Aspects*, 181-192. Philadelphia, PA: Psychology Press.

Other Publications:

Editorials and Special Issue Introduction Pieces:

1. Raghuram, S., Brewster, C., **Chen, X. P.**, Ferndale, E., Gully, S., & Morley, M. (2017). On theory, technique, and text: Guidelines and suggestions for publishing in international human resource management research. *International Journal of Human Resource Management*, 28 (12), 1640-1660.
2. **Chen, X. P.** (2016). Celebrating Fifty Years of Organizational Behavior and Decision Making Research (1966-2016): An Editorial. *Organizational Behavior and Human Decision Processes*, 136, 1-2.
3. **Chen, X. P.** (2015). Editorial note and an expression of concern. *Organizational Behavior and Human Decision Processes*, 127, 103.
4. Barkema, H., **Chen, X. P.**, George, G., Luo, Y., & Tsui, A. (2012). Call for Papers: Special Research Forum -- West Meets East: New Concepts and Theories. *Academy of Management Journal*.
5. **Chen, X. P.** & Morgan, D. (2012). Editorial note: Author and article centrality. *Organizational Behavior and Human Decision Processes*.

6. **Chen, X. P.** (2011). Author ethical dilemmas in the research publication process. *Management and Organization Review*, 7 (3): 423-432.
7. **Chen, X. P.** (2011). Editorial. *Organizational Behavior and Human Decision Processes*, 114, 1-2.
8. **Chen, X.P.** (2008). Independent thinking: A path to outstanding scholarship. *Management and Organization Review*, 4 (3), 337-348.

CEO Interview Reports:

1. **Chen, X. P.** (2017). Values of JD.com – An interview with Mr. Qiangdong (Richard) Liu, Founder, Chairman and CEO of JingDong Group. *Management Insights*.
2. **Chen, X. P.** (2017). How to Grow a Forest from a Tree? Developing an Ecosystem for Internet-based Businesses – An Interview with Mr. Huateng (Pony) Ma, Founder, Chairman and CEO of the Tencent Technology Company. *Management Insights*.
3. **Chen, X. P.** (2016). Forecasting the Future of Finance – An Interview with Dr. Jianhua Wan, Chairman of E-Capital Transfer Co., Ltd. *Management Insights*.
4. **Chen, X. P.** (2016). Turning Dreams into Reality: Lighting the Future with Clean Energy – An Interview with Mr. Zhu Gongshan, founder and Chairman of GCL Group. *Management Insights*.
5. **Chen, X. P.** (2015). New Oriental Education: Change the World through Influencing Individuals – An interview with Mr. Michael Yu, founder and CEO of New Oriental Education Group. *Management Insights*, 1(2), 28-41 and 115-127.
6. **Chen, X. P.** (2015). Building strong ties with your customers. – An interview with Mr. Wang Jianguo, founder of Five Star Ltd. and CEO of Kid’s Want. *Management Insights*, 1(1), 55-65 and 123-128.
7. **Chen, X.P.** (2014). Changing with your need, changing with the situation: How was China Merchants Bank of China Transformed? – An interview with Mr. Ma Weihua, former President of CMBC, Chairman of Wing Lung Bank. *Chinese Management Insights*, 3(1), 69-88.
8. **Chen, X. P.** (2013). Company Culture and Values Are the Lifelines of Alibaba -- An interview with Jack Ma, Founder and Executive Chairman of Alibaba Group *Chinese Management Insights*, 2 (3), 117-140.
9. **Chen, X. P.** (2013). Building a company with teamwork and cooperation, diversity and unity-An interview with Mr. Liang Xinjun, Vice Chairman and CEO of Fuson Group. *Chinese Management Insights*, 2(3), 103-116.

10. **Chen, X. P.** (2013). Managing with simplicity, transparency, system, and responsibility—an interview with Vanke Chairman Wang Shi and CEO Yu Liang. *Chinese Management Insights*, 2(2), 78-92.
11. Zhang, W. Y., & **Chen, X. P.** (2013). Building Lenovo into a family business without kinship: An interview with Mr. Liu Chuanzhi, Chairman of Legend Holdings, Ltd. *Chinese Management Insights*, 2(1): 88-104.
12. **Chen, X. P.** (2012). Morality and integrity keep a company away from trouble: An interview with Mr. Feng Lun, Chairman of Vantone Holdings Co. Ltd. *Chinese Management Insights*, 1 (3): 88-96.
13. **Chen, X. P.** & Yan, L. (2012). Learning about wars when fighting in wars: An interview with Mr. Chen Dongsheng, Chairman and CEO of Taikang Life Insurance Co. Ltd. *Chinese Management insights*, 1(3): 98-108.

Book:

Tsui, A. S., Zhang, Y. Y., & **Chen, X. P.** (2017). *Leadership of Chinese Private Enterprises: Insights from Interviews*. Palgrave Publishers Ltd.

In Chinese:

Books:

1. **Chen, X. P.**, & Shen, W. (in preparation). *Empirical Methods in Organization and Management Research, 3rd edition*. Beijing: Peking University Press.
陈晓萍, 沈伟 (2018) 《组织与管理研究的实证方法》。第三版, 北京: 北京大学出版社。
2. **Chen, X. P.** (2017). *No Empty Space: A collection of essays and photographs*. Beijing: Peking University Press.
陈晓萍 (2017) 《没有空白》。北京: 北京大学出版社。
3. Chen, C. C., **Chen, X. P.**, & Zhang, Z. X. (2017). *Beyond Cultural Differences—Selected Works of Late Professor Kwok Leung*. Beijing: Peking University Press.
陈昭全, 陈晓萍, 张志学 (2017) 《超越东西方文化的研究——梁觉教授论文选集》。北京: 北京大学出版社。
4. **Chen, X. P.** (2016). *Managing across Cultures*. Third Edition. Beijing: Tsinghua University Press.
陈晓萍 (2016) 《跨文化管理》, 第三版。北京: 清华大学出版社。
5. **Chen, X. P.**, Tsui, A. S., & Farh, J. L. (2016). *Empirical Methods in Organization and Management Research, 2nd edition*. Seoul: South Korean Press.

6. **Chen, X. P.**, Tsui, A. S., Farh, J. L., & Cheng, B-S. (2014). *Empirical Methods in Organization and Management Research, 2nd edition*. Taipei: Hwa Tai Cultural Press.
陈晓萍, 徐淑英, 樊景立, 郑伯坝 (2014) 《组织与管理研究的实证方法》。第二版, 台北: 华泰文化出版社。
7. **Chen, X. P.** (2014). *The Psychological Mechanisms for Cooperation Induction in Social Dilemmas: A Collection of Published Articles*. Beijing: Peking University Press.
陈晓萍 (2014) . 《社会困境中诱导合作的心理机制: 陈晓萍研究论文集》, 北京: 北京大学出版社。
8. **Chen, X. P.** (2014). *Follow your heart: A Collection of Essays and Poems*. Beijing: Peking University Press.
陈晓萍 (2014) 《随心所欲》, 北京: 北京大学出版社。
9. **Chen, X. P.** (2013). *Still Seeing Mountains: A Collection of Essays*. Beijing: Peking University Press.
陈晓萍 (2013) 《看山还是山》, 北京: 北京大学出版社。
10. **Chen, X. P.**, Tsui, A. S., & Farh, J. L. (2012). *Empirical Methods in Organization and Management Research, 2nd edition*. Beijing: Peking University Press.
陈晓萍, 徐淑英, 樊景立 (2012), 《组织与管理研究的实证方法》。第二版, 北京: 北京大学出版社。
11. **Chen, X. P.** (2011). *Simplifying Renqing: An Essay Collection*. Beijing: Peking University Press.
陈晓萍 (2011) 《简化人情》, 北京: 北京大学出版社。
12. **Chen, X.P.** (2010). *Managing Across Cultures*. Taipei: Hwa Tai Publishing.
陈晓萍 (2010), 《跨文化管理》, 台北: 华泰文化出版社。
13. **Chen, X.P.** (2009). *Managing Across Cultures*. (2nd Edition). Beijing: Tsinghua University Press.
陈晓萍 (2009), 《跨文化管理》, 第二版。北京: 清华大学出版社。
14. **Chen, X. P.** (2009). *In Pursuit of Happiness: An Essay Collection*. Beijing: Tsinghua University Press.
陈晓萍 (2009), 《幸福的决定因素》, 北京: 清华大学出版社。
15. **Chen, X. P.**, Tsui, A. S., & Farh, J. L. (2008). *Empirical Methods in Organization and Management Research*. Beijing: Peking University Press.
陈晓萍, 徐淑英, 樊景立 (2008), 《组织与管理研究的实证方法》, 北京: 北京大学出版社。

16. **Chen, X. P.**, Tsui, A. S., Farh, J. L., & Cheng, B.S. (2008). *Empirical Methods in Organization and Management Research*. Taipei: Hwa Tai Publishing.
陈晓萍, 徐淑英, 樊景立, 郑伯坝 (2008), 《组织与管理研究的实证方法》, 台北: 华泰文化出版社。
17. **Chen, X. P.** (2006). *The Art of Balancing Work and Life*. Beijing: Tsinghua University Press.
陈晓萍 (2006), 《平衡——工作和生活的艺术》, 北京: 清华大学出版社。
18. **Chen, X.P.** (2005). *Managing Across Cultures*. Beijing: Tsinghua University Press.
陈晓萍 (2005), 《跨文化管理》, 北京: 清华大学出版社。
19. Yu, G. L., **Chen, X. P.**, & Li, K. (1988). *Interpersonal Relations*. Zhengzhou: Henan People's Press.
俞国良, 陈晓萍, 李康 (1988), 《人际交往》, 郑州: 河南人民出版社。

Journal Articles and Book Chapters:

1. **Chen, X. P.** (2017). The beauty of experiment: Discovering causal relationships. *Quarterly Journal of Management*.
陈晓萍 (2017) 实验之美: 简单直接地揭示因果关系。《管理学季刊》。
2. **Chen, X. P.** (2010). Independent thinking: a path to outstanding scholarship. *Acta Psychologica Sinica*, 42(1): 4-9.
3. **Chen, X.P.** (2007). Turnover of high level managers in Chinese organizations: A realistic analysis. *PKU Business Review*, January, 18-22.
4. Xie, X. F., Yu, Y. Y., Chen, X., & **Chen, X. P.** (2006). Cooperation, competition, or co-opetition? Scale development and validation. *Acta Psychologica Sinica*, 38(1), 116-125.
5. **Chen, X. P.** (2005). Leader behaviors and employee turnover. In A. S. Tsui & C-M Lau (Eds.) *The Management of Enterprises in the People's Republic of China*. Beijing: Peking University Press.
6. **Chen, X.P.** (2004). Building effective teams. *Enterprise Management*, 279, 77-79.
7. **Chen, X. P.**, Hui, C. & Sego, D. J. (1998). Employee turnover in People's Republic of China. In Cheng, B.H., Hwang, K.L., & Kuo, C.C. (Eds.) *A Serial Book on Organizational Management in PRC and Taiwan*. (pp. 88-113). Taipei: Yuan Liu Publishing Company.
8. **Chen, X. P.** (1993). Social psychology: History, current situation and future. *Chinese Journal of Applied Psychology*, 8(1), 52-57.

9. **Chen, X. P.**, & Sun, J.R. (1988). Reward system and organizational efficiency: The development of Hangzhou Jiefanglu Department Store. *Journal of Economical Management*, 6, 34-39.
10. **Chen, X. P.** (1987). Work conditions, motivation and job satisfaction: An investigation report from railway workers. *Chinese Journal of Applied Psychology*, 2(4), 25-28.

CONFERENCE PRESENTATIONS:

Symposium Panel Member: Career Aspiration and Management Principles: The Leaders of China's Successful Private Enterprises. Annual conference of Academy of Management, Atlanta, Georgia, 2017.

Symposium Discussant: Consequences, Perceptions and Pursuit of Work Passion Impact Employees and Their Organizations. Annual conference of Academy of Management, Atlanta, Georgia, 2017.

Symposium Co-discussant: Revisiting Asia: Novel Empirical and Theoretical Insights from Asia. Annual conference of Academy of Management, Atlanta, Georgia, 2017.

Chen, T. T., Li, F. Y., **Chen, X. P.**, & Ou, Z. Y. Innovate or Die: How Should New Product Development Teams Adapt to Environmental Technological Turbulence? Annual conference of Academy of Management, Anaheim, California, 2016.

He, W., **Chen, X. P.**, Hao, P., & Wei, W. Open the Door Positively: The Effects of Leader Framing of Voice Significance and Employee Affect on Prohibitive Voice. Annual conference of Academy of Management, Anaheim, California, 2016.

Lin, B. L., **Chen, X. P.**, & Zhu, X. J. Consistent or Inconsistent Acts after Doing Good Deeds? A Preliminary Test of Moral Elasticity. Annual conference of Academy of Management, Anaheim, California, 2016.

Chen, X. P., & Pan, J. Z. Do People Trust Guanxi-Rule Based Decision Makers in Chinese Organizations? It Depends on How Close Their Guanxi Is. Seventh biannual conference of IACMR, Hangzhou, 2016.

Han, Y.L., Zhang, Y., & **Chen, X. P.** Solving the social dilemma embedded in teamwork: The effects of paradoxical leader behavior on member contribution and team sustainability. Seventh biannual conference of IACMR, Hangzhou, 2016.

Li, J., **Chen, X. P.**, Kotha, S., & Fisher, G. Catch fire and spread it: A glimpse into entrepreneurial passion in crowdfunding campaign. Annual conference of Academy of Management, Vancouver, BC, 2015.

- Cole, B., & **Chen, X. P.** Planting an idea in your boss' head: A preliminary conceptualization of inception and its consequences. 9th GEM&L International Workshop, Helsinki, 2015.
<http://geml.eu/wp-content/uploads/2014/07/GEML-Program-2015-V14.pdf>
- Liu, D., & Chen, X. P. Learning from failures: A longitudinal investigation of the joint influence of cultural shocks and counterfactual thinking on expatriates' cultural intelligence and job creativity. Annual conference of Academy of Management, Philadelphia, 2014.
- Xu, X.J., & Chen, X. P. The Crucial Role of Cultural Intelligence in Expatriate Knowledge Acquisition and Performance in a Foreign Subsidiary. Annual conference of Academy of International Business. Vancouver, 2014.
- Chen, X. P., Weng, L-C., & He, W. Leader-Member Exchange (LMX) Differentiation and Employee Extra-role Behavior: The Crucial Role of Performance-based LMX. Sixth biannual conference of IACMR, Beijing, 2014.
- Zhang, C., Zeng, X. H., & Chen, X. P. Effects of knowledge variety and disparity in cross functional collaboration: Evidence from virtual teams. Sixth biannual conference of IACMR, Beijing, 2014.
- Adair, W., Buchan, N., Chen, X. P., & Liu, D. The challenge of nonverbal context in international business: A model of communication and social interaction style. Academy of International Business, Istanbul, Turkey, 2013.
- Chen, X. P., Chiang, T. J., & Gu, L. H. Team emotion suppression climate: Conceptualization and a preliminary multilevel investigation of its antecedents and consequences. Academy of Management Annual Meeting, Orlando, 2013.
- Chen, X. P., & Holley, E. Transforming citizenship behaviors into in-role performance in teams: A test of a moderated mediated model. Academy of Management Annual Meeting, Orlando, 2013.
- Wei, X., Zhang, Z. X., & Chen, X. P. Why are employees afraid of speaking up? A multi-level study of upward prohibitive voice. Academy of Management Annual Meeting, Boston, 2012.
- Wei, X., Zhang, Z. X., & Chen, X. P. Why are employees afraid of speaking up? A multi-level study of prohibitive voice in organizations. Fifth biannual conference of IACMR, Hong Kong, 2012.
- Winner, Best Conference Paper Award, 2012 IACMR Conference**
- Chen, X. P., Li, X. H., & Liang, X. Y. Beyond economics: A preliminary test of the role of Government Official Standard value orientation in explaining why private business leaders pursue political connections in China. Fifth biannual conference of IACMR, Hong Kong, 2012.

Liu, D. & Chen, X.P. Learning from Failures: A Longitudinal Investigation of the Joint Influence of Cultural Shocks and Counterfactual Thinking on Expatriates' Cultural Intelligence and Job Creativity. Cultural Intelligence Forum, Annual conference of Society of Industrial and Organizational Psychology, San Diego, 2012.

Winner, 2012 Competitive Research Grants on Cultural Intelligence

Chen, X. P., Li, X. H., & Liang, X. Y. Why do business leaders pursue political connections in China? Annual conference of Academy of Management, San Antonio, 2011.

Chen, X. P., & Weng, L-C. The Effects of Within-group LMX Diversity on Group and Individual Creativity. Symposium on LMX Perspectives and Creativity, Annual conference of Academy of Management, San Antonio, 2011

Bluhm, D. J., Chen, X.P., & Lin, Q. Punitive Tolerance of Free-Riding: The Effects of Decision Power and Defection Pattern. 14th International Conference on Social Dilemmas, Amsterdam, 2011.

Bluhm, D. J., Lin, Q., & Chen, X. P. Behavioral and punitive tolerance of free-riding: The role of negative emotions. Annual conference of Academy of Management, Montreal, 2010.

Chen, X. P., Eberly, M., Qu, Q., Bachrach, D., Wu, C. C. Do I deserve what I receive? The asymmetric reciprocating responses to negative vs. positive inequity and moderators. Annual conference of Academy of Management, Montreal, 2010.

Zhang, S., Chen, G. Q., Chen, X. P., & Liu, D. Interpersonal identification-based versus collective identification-based group identity: A field investigation. Annual conference of SIOP, Atlanta, 2010.

Chen, X. P., Eberly, M., Chiang, T-J., Farh, J. L., & Cheng, B.S. Trust in paternalistic leadership in China: Differentiating affective vs. cognitive trust and their consequences on employee performance. Forth biannual conference of IACMR, Shanghai, China, 2010.

Weng, L-C., & Chen, X. P. Improving customer service through transformational leadership and leader-member exchange: A multilevel model testing in a commercial bank. Forth biannual conference of IACMR, Shanghai, China, 2010.

Chiang, T-J., Chen, C-A., & Chen, X. P. CEO authoritarian leadership in China: Exploring its effects on employee and organizational performance. Annual conference of Academy of Management, Chicago, 2009.

Adair, W., Buchan, N., & Chen, X. P. Communication and Social Interaction Style across Cultures: Conceptualization, Antecedents, and Organizational Consequences. Annual conference of Academy of International Business, San Diego, 2009.

Adair, W., Buchan, N., Chen, X. P., & Liu, D. The meaning of context in communication: Re

-conceptualization and scale development. Annual conference of Academy of International Business, San Diego, 2009.

Chen, X.P., Portnoy, R., & Liu, D. Organizational inclusion, cultural intelligence, and housing transaction: A multilevel investigation. Annual conference of SIOP, New Orleans, 2009.

Winner, Top 20 Posters Award, All-Conference Reception

Bai, Y. T., Chen, X. P., Guo, J. E., & Xi, Y. M. Beyond Demographics: The Effects of Risk Propensity Diversity on Top Management Team Strategic Decision Consensus and Decision Riskiness Top Management. Annual Conference of Academy of Management, Anaheim, CA, 2008

Zhang, S., Chen, G. Q., Chen, X. P., & Liu, D. Interpersonal and Collective Facets of Group Identity: Scale Development and Construct Validation. Annual Conference of Academy of Management, Anaheim, CA, 2008

Adair, W., Buchan, N., & Chen, X. P. Communication and social interaction patterns across Cultures: Conceptualization and scale development. Annual Conference of Academy of International Business, Milan, Italy, 2008.

Chen, Y-R., Chen, X. P., & Portnoy, R. To Whom Do Positive Norm and Negative Norm of Reciprocity Apply? Third biannual conference of IACMR, Guangzhou, China, 2008.

Winner, Best Paper Award of the 2008 IACMR conference!

Liu, D., & Chen, X. P. The multilevel impacts of autonomy support and autonomy orientation on employee creativity: the mediating role of harmonious passion. Third biannual conference of IACMR, Guangzhou, China, 2008.

Mitchell, T., Owens, B., & Chen, X. P. The Development of Motivation Theory in China: A Review and Speculation. Third biannual conference of IACMR, Guangzhou, China, 2008.

Chen, X. P., & Tsui, A. S. Teaching research methods (PDW Chair). Third biannual conference of IACMR, Guangzhou, 2008.

Tetrick, L., & Chen, X. P. Social exchange theory and its application in the Chinese context (PDW Co-chair). Third biannual conference of IACMR, Guangzhou, 2008.

Chen, X. P. Challenges and Opportunities of Conducting Management Research in P. R. China (PDW Chair). Annual Conference of Academy of Management, Philadelphia, 2007.

Chen, X. P., Bussmann, M., & Bachrach, D. Reciprocity in ultimatum games: The effects of fairness perceptions, negative emotions, and partner closeness. Annual Conference of Academy of Management, Philadelphia, 2007.

- Vaughn, D., & Chen, X. P. Corrupt behavior at work: Taxonomy, tactics, and rationalizations. Annual Conference of Academy of Management, Philadelphia, 2007.
- Chen, C. C., Chen, X. P., & Meindl, J. R. A critical analysis of Guanxi and its negative externalities in Chinese organizations. Second biannual conference of IACMR, Nanjing, 2006.
- Xie, X. F., Chen, X. P., Yu, Y. Y., Chen, X., & Chang, S. Q. Cooperation, competition, and Co-opetition: Scale development and validation. Second biannual conference of IACMR, Nanjing, 2006.
- Chen, X.P., Yao, X., & Kotha, S. Passion matters: The effects of entrepreneur passion on venture capitalist's investment decision. Annual conference of BKERC, Babson College, Massachusetts, 2005.
- Chen, X.P., & Yao, X. Re-examine the communication effects in social dilemmas: Sustainability and explanations. Academy of Management, New Orleans, 2004.
- Chen, X. P., & Peng, S. Q. The Change of *Guanxi* Closeness in Chinese Organizations: An Explorative Study. Inaugural conference of the International Association for Chinese Management Research, Beijing, 2004.
- Chen, X. P., Zhang, X. L., & Segó, D. Beyond organizational commitment: The effects of loyalty to supervisor and perception of social norm on employee organizational citizenship behavior and turnover. Inaugural conference of the International Association for Chinese Management Research, Beijing, 2004.
- Chen, X. P., Chen, Y-R., & Portnoy, R. Responding to “Unfair” Offers: Culture, Emotion, and Reciprocity. Annual Conference of the Academy of Management, Seattle, 2003.
- Chen, X. P., & Yao, X. Sustaining Cooperation in Public Goods Dilemmas: Effects of Motivational Explanations and Sanctions. Annual Conference of the Academy of Management, Seattle, 2003.
- Chen, X.P., Lam, S. S.K., Schaubroeck, J., & Naumann, S. Group organizational citizenship behavior: Conceptualization and preliminary tests of its antecedents and consequences. Annual Conference of the Academy of Management, Denver, 2002. (best paper proceedings)
- Chen, X. P., & Li, S. Culture and competitive decision making in mixed-motive business contexts: The mediating and moderating effects of vertical and horizontal individualism. Annual Conference of the Academy of Management, Denver, 2002.
- Chen, X.P. Examine what and how individualism-collectivism affects individual behavior across

- cultures: New directions for cross-cultural organizational behavior/human resource management research. Academy of International Business, San Juan, Puerto Rico, 2002.
- Chen, X. P. Employee turnover in PRC firms. Conference of the Asia Academy of Management, Singapore, 2000.
- Chen, X. P., Fu, P. P., & Pasa, S. F. Quality of Team Project and Member Contribution: What Matters in Actual vs. Global Virtual Teams? Conference of the Asia Academy of Management, Singapore, 2000.
- Lam, S. K., & Chen, X.P. Participative decision making and employee job satisfaction, turnover intention, and performance: The moderating effects of culture, job efficacy and job complexity. Conference of the Asia Academy of Management, Singapore, 2000.
- Chen, Y-R., Brockner, J., & Chen, X. P. Individual-collective primacy and ingroup favoritism: Enhancement and protection effects. Annual Conference of the Academy of Management, Toronto, 2000.
- Zeng, M. & Chen, X.P. Achieving cooperation in multi-partner strategic alliances: A social dilemma approach to partnership management. Annual Conference of the Academy of Management, Toronto, 2000.
- Chen, X.P., & Bachrach, D. Tolerance of free riding: The effects of defection size and defection pattern. Annual conference of the Judgment and Decision Making Society, Los Angeles, 1999.
- Li, S., & Chen, X. P. Cultural orientation and competitive decision making: A cross-cultural comparison. Annual conference of the Judgment and Decision Making Society, Los Angeles, 1999.
- Pillutla, M. & Chen, X. P. Unintended Consequences of Cooperation Inducing Mechanisms. Annual conference of the Judgment and Decision Making Society, Los Angeles, 1999.
- Chen, X. P., & Farh, J. L. The effectiveness of transactional and transformational leader behaviors in Chinese organizations: Evidence from Taiwan. Annual Conference of the Academy of Management, Chicago, 1999.
- Law, S-K, Mobley, W.H., Wong, C. S., & Chen, X. P. Impression management and faking in Biodata scores among Chinese job seekers. Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, 1999.
- Chen, X. P., & Chen, C. C. On the intricacies of the Chinese guanxi: A model of guanxi building and maintenance. The Inaugural Conference of the Asia Academy of Management, Hong Kong, 1998.
- Chen, X. P., Wasti, S. A. & Triandis, H. C. The role of group identity in solving free-rider

- problems: The cultural effects of individualism and collectivism. The Inaugural Conference of the Asia Academy of Management, Hong Kong, 1998.
- Chen, X.P., & Farh, J.L. Leader behaviors and employee criterion variables: A Taiwan case. Annual Conference of the Chinese Psychologists Association, Hong Kong, 1997.
- Chen, X.P. The effects of past group performance and the provision of public goods: Perceived criticality, group identity, and conformity. Annual conference of the Judgment and Decision Making Society, Philadelphia, 1997.
- Budescu, D.V., Au, W.T., & Chen, X.P. Effects of protocol of play and social orientation on behavior in sequential resource dilemmas. The 7th International Conference on Social Dilemmas, Cairns, Northern Queensland, Australia, 1997.
- Chen, X.P. Cooperation in groups: A longitudinal study on the effects of reward allocation rule in public goods dilemmas. The 7th International Conference on Social Dilemmas, Cairns, Northern Queensland, Australia, 1997.
- Chen, C.C., Chen, X.P., & Yang, N. A cultural diversity perspective on Chinese organizational behavior. All Academy Symposium: Management and organization in China: Insiders looking from outside. Annual Conference of the Academy of Management, Boston, 1997.
- Pillutla, M. & Chen, X.P. Social norms and cooperation in social dilemmas: The effects of context and feedback. Annual Conference of the Academy of Management, Boston, 1997.
- Chen, X.P., & Triandis, H.C. Toward a behavioral theory of group identity in solving free-rider problems of organizations: A cross-cultural study. Research Workshop on Global Organizations at HKUST, Hong Kong, 1996.
- Au, W.T., Budescu, D., & Chen, X.P. Effect of protocol of play in a resource dilemma. The 68th annual conference of the Midwestern Psychological Association, Chicago, 1996.
- Chen, X.P., & Zwick, R. What price for fairness? A bargaining study. Annual conference of the Judgment and Decision Making Society, Chicago, 1996.
- Au, W.T., Komorita, S.S., & Chen, X.P. A probabilistic model of criticality in a sequential public goods dilemma. Annual conference of the Judgment and Decision Making Society, Chicago, 1996.
- Chen, X.P. & Davis, J.H. Preference orders, agendas, and group decision making. The 67th annual conference of the Midwestern Psychological Association, Chicago, 1995.
- Chen, X.P. Comparison between the effects of the group-based pledge and the face-to-face discussion in solving social dilemmas. The 67th annual conference of the Midwestern Psychological Association, Chicago, 1995.

Chen, X.P. The effects of pledge in a public goods dilemma. Annual conference of the American Psychological Society, New York, 1995.

Chen, X.P., Hulbert, L.G., & Davis, J.H. Procedural intervention in group decision making. Annual conference of the Judgment and Decision Making Society, Los Angeles, 1995.

Chen, X.P., Hulbert, L.G., & Davis, J.H. The mean heuristic in estimates of group allocation decisions. The 66th annual conference of the Midwestern Psychological Association, Chicago, 1994.

Chen, X.P., Au, W.T., & Komorita, S.S. Sequential choice in a step-level public goods dilemma: The effects of criticality and uncertainty. The 66th annual conference of the Midwestern Psychological Association, Chicago, 1994.

INVITED KEYNOTE/SEMINAR

Keynote Speaker/Research Curriculum

Working from home or not? The remote workplace paradox
Fudan University, June 2017

The study of the ubiquitous guanxi in China: A review and future directions
Michigan State University, April 2017

Chinese leadership of private enterprises
University of Notre Dame, April 2017

Entrepreneurial passion and resource acquisition
University of Cambridge, March 2017
University of Notre Dame, April 2017
University of Shanghai Economics and Finance, June 2017
CEIBS, July 2017

Publishing research in top-tier management journals.
University of Cambridge, March 2017
CEIBS, July 2017

Moral consistency or moral licensing? A new theory of moral elasticity quotient
University College London, February 2017

Moral elasticity quotient
Fudan University, December 2016
Zhejiang University, December 2016

Entrepreneur passion in crowdfunding

Keynote speech
Zhongshan University, December 2016

Communication and Communication Context in Organizations
Keynote speech on the 7th biannual conference of IACMR
Hangzhou, June 2016

The Paradoxical Effects of Using Guanxi-Rule in Decision Making on Employee Trust
Fudan University, April 2016

Communication Context and Moqi in Organizations
Sichuan University, November 2015

Planting Your Ideas in Another's Mind: Inception and Its Effects
Keynote speech on the 4th International Conference on Cross-Cultural Management
Shanghai University of International Studies, November 2015

On Chinese Guanxi.
Keynote speech on Eastern Management Innovation Conference
Fudan University, June 2015

A model of communication context and measure of context dependence
Keynote speech on OBHDP's China special issue workshop
Nanjing University, June 2015

On the Philosophy of Scientific Research
On Experimental Research
Keynote speech on IACMR's Research Methods Workshop
Tianjin University, July 2015

Beyond extrinsic and intrinsic motivation: The effects of empowerment and passion on employee creativity.
2nd Global IHRM Conference (Keynote)
Pennsylvania State University, May 2015

Planting your change idea into your boss' or employees' mind: An inception approach
University of Maryland, April 2015

Catch fire and spread it: A glimpse into entrepreneurial passion in crowdfunding campaign
Fudan University, March 2015
Cornell University, April 2015

You are worse than your peers, aren't you? Toward a new motivation theory of Jijiangfa
Conference on management theory (re)building with inspirations from China.
Stockholm Business School, Sweden, August 2014

The Pervasive Chinese guanxi: current research state and future directions

无处不在的中国人际关系：研究现状和未来展望

Sixth biannual conference of IACMR (Keynote), Beijing, June 2014

How to achieve moqi? Toward a psychological model on making your boss or subordinate understand you without a word

University of New South Wales, Sydney, May 2014

Fudan University, September 2014

From context-free to context-dependent: An individual based model of communication across cultures.

Renmin University of China, June 2014

University of Washington, March 2014

Arizona State University, January 2014

Ego depletion and its paradoxical effects on ethical decision making

Nanyang Technological University, Singapore, October 2013

The Hot Topics in Chinese Management Research

Distinguished Speaker Forum, Fudan University, June 2013

Huazhong University of Science and Technology, December 2013

Current Trend of OB Research in International Business

Chinese University of Hong Kong, June 2013

Publishing in Top-Tier Management Journals and Entrepreneurship Research

Zhejiang Polytech University, June 2013

Communication and Social Interaction Styles across Cultures.

5th UPC International Business Congress: Multicultural Management & Negotiations

Lima, Peru, October 2012.

Why are employees afraid of speaking up?

London Business School, October 2012.

University of Illinois, January 2013.

Fudan University, July 2013

Egocentric Reciprocity and The role of friendship and anger.

Fudan University, June 2012

Beyond economics: A preliminary test of the role of Government Official Standard value orientation in explaining why private business leaders pursue political connections in China.

Peking University, March, 2012

The University of Hong Kong, May, 2012

Beyond Extrinsic and Intrinsic Motivation: Empowerment, Passion, and Employee Creativity.

Annual Conference on Next Practice of Innovative Leaders
Lake Washington Human Resource Association, February, 2012

Motivational cultural intelligence increases bottom line.
International Conference on Globalization and Cross-Cultural Management
Shanghai International Studies University, December, 2011

To cooperate or not to cooperate: Individual decision making in team contexts
Fudan University, September, 2011
Shenyang Sports University, February 2013.

The study of Chinese entrepreneurship.
Management Research Forum: China and Emerging Economies
Chinese University of Hong Kong, December 2010

Communication and social interaction style: conceptualization and measurement.
International Conference on Globalization and Cross-Cultural Management
Shanghai International Studies University, November 2009

Reciprocity and competitive behavior: A cross-cultural research.
Shantou University, November 2009.

Publishing research in top-tier management journals.
Peking University, August 2010.
Zhejiang University, June 2010.
Xiamen University, November 2009.
Shanghai International Studies University, November 2009.

The paper reviewing process in OBHDP.
Institute of Psychology, Chinese Academy of Science, June 2009.

A brief review and future direction of cross-cultural research.
Renmin University of China, June 2009.

The meaning of context in cross-cultural communication: Reconceptualization and scale development.
Fudan University, PRC, December, 2008.
Peking University, PRC, July 2009.

Cultural Differences in Reciprocity.
Shanghai Jiaotong University, PRC, March, 2008.
Tsinghua University, PRC, November, 2007.

Chinese guanxi and guanxi closeness change.
Hakkaido University, Japan, November, 2006

To Whom Do Positive Norm and Negative Norm of Reciprocity Apply?

HKUST, Hong Kong, June, 2007
 INSEAD, Singapore, March, 2006
 National Taiwan University, Taipei, March, 2006
 Kobe University, Japan, November, 2006

Group Citizenship Behavior: Conceptualization and preliminary tests of its antecedents and consequences.

Robert Smith School of Business, University of Maryland, November, 2004.

Promoting cooperation in organizations.

Jones School of Management, Rice University, October, 2002.

Cross-cultural studies of individualism-collectivism.

The 3rd Chinese Management Scholar Research Methods Workshop. Hong Kong
 University of Science and Technology, July 2001.

Participative decision making and employee performance: The moderating effects of allocentrism and efficacy.

Department of Psychology, University of Washington, February 2001.

Tolerance of Free-Riding: The Effects of Defection Size, Defection Pattern and Social Orientation in a Public Goods Dilemma.

Department of Psychology, University of Washington, November 1999.

Issues in conducting laboratory experiments.

The 1st Chinese Management Scholar Research Methods Workshop. Hong Kong
 University of Science and Technology, July 1999.

On the intricacies of the Chinese guanxi: A process model of guanxi building and maintenance.

Chinese Thought and Religion Group, Indiana University, April 1999.

Teaching undergraduate students in Hong Kong: Some tips and experiences.

Department of Psychology, Chinese University of Hong Kong, Hong Kong, March, 1998.

Solving social dilemmas: Motivational and structural approaches.

University of Southern California, December 1997.
 Columbia University, January 1998.
 Carnegie-Mellon University, January 1998.
 Emory University, January 1998.
 Washington University, January, 1998.

Employee turnover: A China study.

Conference on Chinese Enterprise Management, Taipei, Taiwan, December 1996.

INVITED SPEECH TO PRACTITIONERS*Understanding Chinese Culture*

Guest speaker in the Husky Presidential Ambassadors Leadership Institute
Seattle, August 16, 2016

Gift Giving and Chinese Guanxi

Keynote panel on the annual conference of Council of East Asian Liberians
Seattle, March 2016

On Chinese High Education Reform.

The 13th Yabuli Conference by Chinese Entrepreneur Forum.
Yabuli, February 2013.

Creativity and Innovation.

HR Executive Forum on Innovation, Seattle, December 14, 2012.

Developing Global Talent.

HR3000 Talent Development Forum, Beijing, August 28-29, 2010.

Motivating under High Pressure.

HR100 Autumn Forum: Understanding Alibaba. Hangzhou, September 18-19, 2010.

Teamwork and Leadership.

Zhejiang Communication and Investment Corporation, Ltd. June 23, 2010.

Globalization: The Micro and Macro Aspects of Cultural Diversity in Business Today.

Foster School of Business Back to Business School & Reunion, September 12, 2008.

Multicultural Teambuilding.

Microsoft, July 18, 2008.

Understanding China.

Microsoft, March 24, 2008.

Intercultural Communication.

Intrapid Inc. April 20, 2006.

West meets East: Important cultural values influencing success of Western companies operating in China.

Executive Advisory Board Meeting in Starbucks, UW Business School, February 22, 2006.

Doing Business in China.

For UW MBA students' 2006 China tour. February 23, 2006.

Understanding China and India.

GBC's advisory board meeting (moderator). January 26, 2006.

China Strategy.

Dean's Advisory Board Meeting, UW Business School, October 14, 2005.

Developing Cross-Cultural Competency.

First MBA Reunion, UW Business School, September 23, 2005.

Charting Your Course in the Ph.D. Program.

New Ph.D. Student Orientation, UW Business School, September 21, 2005.

On China: Business etiquettes.

For UW MBA students' 2005 China tour. February 15, 2005.

Doing business in Japan: Skills workshop.

Global Business Center, UW Business School, November 8, 2004.

Team building in a multicultural classroom.

Annual workshop of Northwest International Business Educators' Network (NIBEN).
November 5, 2004.

Doing Business in China: Skills Workshop.

Global Business Center, UW Business School, January 30, 2004.

Guest speaker in the board of directors' meeting of Global Business Center

UW Business School, January 15, 2004.

Strategic Human Resources: An investment perspective.

China HRD Net and Shenzhen University, Shenzhen, China. September 25, 2003.

China Symposium: Bridges for a New Century.

Pacific Lutheran University. April 11, 2003.

China and India: Realities and Possibilities.

Seattle Venture Group LLC. April 8, 2003.

Promoting cooperation in the work place.

Edmonds School District Leadership Workshop, Edmonds, Washington, February 2002.

The economical development and individual behavior in China.

UW MBA students 2002 China Tour. Seattle, Washington, February 2002.

MEDIA MENTION

Keller Center Research Report, June 2013, Volume 6, Issue 2

Cultural Diversification and the Rise of Cultural Sales

New York Times, June 11, 2009

In Pitching to Angel Investors, Preparation Outweighs Zeal

U.S. News & World Report, February 11, 2009

Good News For Timothy Geithner: Passionate Delivery Not Required to Win Over Investors.

Kitsapsun, May 12, 2006

http://www.kitsapsun.com/bsun/local/article/0,2403,BSUN_19088_4693262,00.html

China Economic Post, February 21-27, 2005

The Ten Biggest Challenges CEOs Face in 2005.

China Economic Post, January 7-13, 2005

Eight Most Influential People on Chinese Management in the year of 2004.

The Economic Observer, July 26, 2004

Solving dilemmas in team cooperation.

China Business Post, July 24-30, 2004

TCL + Thomson: 1 + 1 = ?

Seattle Times, April 19, 2004

Entrepreneurs with passion could hold secret to investing success Full story:

http://seattletimes.nwsourc.com/html/business/technology/2001906719_passion19.html

China Economic Post, February 21-27, 2004

<http://www.caijingshibao.com/mag/preview.aspx?magyear=2004&yearissue=554&treeid=62&nodeid=7805&ArtID=7805>

China Economic Post, January 31-February 6, 2004

<http://www.caijingshibao.com/Mag/preview.aspx?ArtID=7508>

Spotlight on International Business Faculty, Newsletter, CIBER, 2001

Hong Kong Business, 2000

Hong Kong Daily--Ming Pao

FELLOWSHIPS AND AWARDS

Fellow, American Psychology Association (2017-present)

Dean's **Leadership Award** (2017)

By Foster School of Business

Winner, **Distinguished Scholarly Contribution Award** (2016)

By International Association for Chinese Management Research

Fellow, Society for Industrial and Organizational Psychology (2015-present)

Philip M. Condit **Endowed Chair** in Business Administration (2013-present)

By Michael G. Foster School of Business

Past President Fellow, International Association for Chinese Management Research (2013-)

Evert McCabe Fellowship (2004-2013)

By Michael G. Foster School of Business

Charles Summer Teaching Award (2004)

By Michael G. Foster School of Business

Kirby Cramer Scholar in Business Ethics (2003)

By University of Washington Business School

Neal and Jan Dempsey Faculty Fellow (2002)

By School of Business, University of Washington

Winner of **Outstanding Ph.D. Mentor Award**: 2004, 2009

By Doctoral Business Students Association, University of Washington

Winner, Dean's **International Research Award** (2001)

By School of Business, University of Washington

Foster School Summer Fellowship (2001-2010)

By UW Business School, University of Washington

CIBER summer fellowship (2001-2010)

By Global Business Center, Foster School of Business

Center for Technology and Entrepreneurship summer fellowship (2004)

By UW Business School, University of Washington

The **Ten Best Lecturers Award** at HKUST (1996, 1998)

by a Student Association at HKUST

Special Merit Increase (1998)

by School of Management and Business, HKUST

Special Achievement in Research Award (1998)
by Department of Management of Organizations, HKUST

Special Achievement in Teaching Award (1998; 1997)
by Department of Management of Organizations, HKUST

Best research paper of the year (1989)
by Institute of Management Science, Ministry of Electronic and Mechanical Industry, PRC

Honored University Student of the Zhejiang Province, PRC (1984)
by the Education Bureau of Zhejiang Province, PRC

PROFESSIONAL SERVICE

Editorship

Editor-in-Chief (2010-2016), *Organizational Behavior and Human Decision Processes*

- Participated an editor-author workshop in Nanjing, June 22-23, 2015
- Organized an editor meeting in Boston, February 6-8, 2014
- Hosted an editor meeting in Seattle, March 5-7, 2012

Associate Editor (2008-2010), *Organizational Behavior and Human Decision Processes*
Consulting Senior Editor (2008-2011), *Management and Organizational Review*

Editor-in-Chief (2015-present), *Management Insights* (in both Chinese and English)

Executive Editor (2011-2015), *Chinese Management Insights* (in both English and Chinese)

Editorial Board

Organizational Behavior and Human Decision Processes

Journal of International Business Studies

Acta Psychologica Sinica (in Chinese)

Harvard Business Review (China)

Frontiers of Business Administration in China

Guest Co-Editor, Special Research Forum on “East Meets West”

Academy of Management Journal (2011-2015)

Hosted a guest editor meeting in the Foster School, March 14-17, 2013.

Participated in an Editor-Author workshop in School of Business, Sun-Yat-San University, October 10-12, 2013

Guest Co-Editor, Special Issue on “Social Exchange in Organizations”

Management and Organizational Review (2008-2010)

Ad-hoc Reviewer

For Academic Journals:

Academy of Management Review
Academy of Management Journal
Organizational Science
Journal of Experimental and Social Psychology
Journal of Economic Psychology
Journal of Applied Social Psychology
Journal of Occupational and Organizational Psychology
Journal of Business Studies
IEEE—Transaction on Engineering Management
Group Processes and Intergroup Relations
Journal of International Management
Asia Pacific Journal of Management
European Journal of Operational Research

For Government Institutions:

National Science Foundation of USA
 National Science Foundation of China
 Social Sciences and Humanities Research Council of Canada
 Research Grants Council of the Hong Kong Government:
 Member of the Business Studies Sub-Panel (2008-2010, 2010-2012, 2013-2014)

Academy of Management (AOM)

Panelist: Editor's panel for Doctoral Consortium and Junior Faculty Consortium in the OB Division, Anaheim, 2016
Chair: Moral decision making, Anaheim, 2016
Chair: Team and innovation, Anaheim, 2016
Panelist: Editor's panel for Doctoral Consortium and Junior Faculty Consortium in the OB Division, Vancouver BC, 2015
Panelist: Editor's panel for Doctoral Consortium and Junior Faculty Consortium in the OB Division, Philadelphia, 2014
Keynote speaker: Chinese Scholar Association, Philadelphia, 2014
Chair: Cross-cultural research on the Fit literature. Orlando, 2013
Panelist: Editor's panel for Doctoral Consortium in the OB and HR Divisions, Orlando, 2013
Keynote speaker: Plenary session of the HR Division of Academy of Management, Orlando, 2013.
Panelist: Editor's panel for Doctoral Consortium in the OB and HR Divisions, Boston, 2012
Panelist: PDW "When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy", San Antonio, 2011.
Panelist: Doctoral Consortium, International Management Division, Montreal, 2010.
Research Committee, International Management Division (2008-2009)

Organizer: PDW “Conducting research in China”. International Management Division, Philadelphia, 2007.

Representative-at-large, Organizational Behavior Division (2001-2004)

Organizer: OB Celebration and Social Hour, AOM, New Orleans, 2004

Organizer: OB Reviewer Reception, 2004, AOM, New Orleans, 2004

Panelist: Junior Faculty Consortium of the OB Division, New Orleans, 2004

Organizer: Junior Faculty Consortium of the OB/OMT Division, 2003

Facilitator: for AOM theme session “A focus on China”, New Orleans, 2004.

Discussant for the session entitled “Organizational Citizenship Behavior and Other Helping Behavior at Work,” Denver, 2002.

Academy of International Business (AIB)

Faculty Representative of UW CIBER, 2002

Panelist for Doctoral Consortium, Puerto Rico, 2002

Discussant for the session entitled “Intercultural Relationships: Attribution, Trust, Conflict and Cooperation.” Puerto Rico, 2002.

International Association for Chinese Management Research (IACMR)

Member: Best Conference Paper Selection Committee, IACMR, 2016

Organizer: Professional Development Workshop: How to Respond to the Editorial Team when Invited for an R&R. IACMR, 2016

Co-Organizer: Kwok Leung’s Memorial Service in Vancouver B.C., AOM, 2015

Co-Organizer: Kwok Leung’s Dissertation Memorial Fund fundraising, IACMR, 2015

Organizer: Professional Development Workshop: How to Write Great Papers
6th biannual conference of IACMR in Beijing, June 2014

Organizer: Distinguished Panel on “Advance research in organizational behavior” for the
5th biannual conference of IACMR in Hong Kong, June 2012

Organizer: Editor’s Forum Professional Development Workshop. The 5th biannual
conference of IACMR in Hong Kong, June 2012

Past President, 2008-2010

Chair: Editor Search committee for *Management and Organization Review* (official
journal of IACMR), 2009-2010

Organizer: IACMR executive officer retreat in Hangzhou, June 2010

Workshop Director: Doctoral Dissertation Proposal Development Workshop in Chengdu, July, 2009

President, 2006-2008

Workshop Co-Director, Doctoral Dissertation Proposal Development Workshop in Guangzhou, July, 2007

Senior Vice President, 2003-2006

Program Chair, Inaugural Conference in Beijing, June 2003/2004