

CURRICULUM VITAE

Winter, 2026

XIAO-PING CHEN

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

Featured in People of UW, 2024
By University of Washington
<https://thewholeu.uw.edu/2024/05/24/people-of-uw-xiao-ping-chen/>

Recipient, **Best Reviewer Award**
By *Academy of Management Discovery*, 2020

Recipient, **Scholarly Impact Award**
by *Journal of Management*, 2019

Fellow, Academy of Management (2018- present)

Recipient, **Best Paper Award for Chinese Theory of Management** (2018)
By Peking University Press and *Management & Organization Review*

Fellow, American Psychological Association (2017- present)

Recipient, **Dean's Leadership Award** (2017)
By Michael G. Foster School of Business

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

Emerald Citation of Excellence Award winning article (2016)
By Emerald Group Publishing

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

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

Winner, **Best Conference Paper Award**, 2012 IACMR Conference
By International Association for Chinese Management Research

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

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

Winner, **Best Conference Paper Award**, 2008 IACMR conference
By International Association for Chinese Management Research

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

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

EDITORSHIP

Editor-in-Chief

Management and Organization Review (2026-2029)

Management and Organization Review (2022-2026)

Editor-in-Chief

Organizational Behavior and Human Decision Processes (2010-2016)

Associate Editor

Organizational Behavior and Human Decision Processes (2008-2010)

Strategic Advisory Board

Academy of Management Inside Organization (2026-2029)

Executive Editor and Founding Editor-in-Chief

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

Executive Editor

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

Consulting Senior Editor

Management and Organization Review (2008-2012)

PROFESSIONAL EXPERIENCE

- 2013-present Philip M. Condit Endowed Chair Professor of Business Administration
Department of Management and Organization, Foster School of Business
- 2016-2020 Associate Dean of Academic and Faculty Affairs
Michael G. Foster School of Business, University of Washington
- 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

2024. 10 Distinguished Visiting Professor
 Macquarie University

2023. 9-12 Distinguished Visiting Professor
2024. 9-12 Zhejiang University

2022. 9-12 Distinguished Visiting Professor
 INSEAD

2019. 5 Distinguished Visiting Professor
 National University of Singapore

2018. 5 Distinguished Visiting Professor
 Hong Kong Baptist University

2018. 2 Distinguished Visiting Professor
 Nanyang Technological University

2017. 6-7 Visiting Thought Leader
 CEIBS

2017. 3 Sandra Dawson Distinguished Visiting Professor
 Cambridge Judge School of Business, University of Cambridge

2013-18. 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

Books:

1. Adair, W., Buchan, N., **Chen, X. P.**, & Liu, L. A. (2024). *What Isn't Being Said? Culture and Communication at Work*. Springer Publishing.
<https://link.springer.com/book/10.1007/978-3-031-53645-8>
2. **Chen, X. P.**, & Steensma, H. K. (2021). *A Journey toward Influential Scholarship: Insights from Leading Management Scholars*. Oxford University Press.
3. Tsui, A. S., Zhang, Y. Y., & **Chen, X. P.** (2017). *Leadership of Chinese Private Enterprises: Insights from Interviews*. Palgrave Publishers Ltd.

Refereed Journal Articles:

1. Chiang, T-J., Wang, Z., **Chen, X.P.**, Gao, Y.Q., Liu, Y., & Zhang, Y. (in press). Reading between the lines: The divergent implications of leader indirect communication on subordinate sensemaking processes and outcomes. *Organizational Behavior and Human Decision Processes*.
2. **Chen, X. P.** (2025). Why do we need phenomenon-based indigenous Chinese management research? An evolution of theories perspective. *Management and Organization Review*.
3. Zhong, Z., **Chen, X.P.**, Ren, H., & Wang, S. (2026). Why are men more likely to morally disengage under job stress than women? Evidence from resting-state fMRI. *Journal of Business Ethics*. **203**, 883–900. <https://doi.org/10.1007/s10551-025-06071-0>
4. Gao, Y., Guo, L., **Chen, X. P.**, Chiang, J. T. J., & Song, Y. (2025). The beauty in ambiguity: How and when leader indirect communication facilitates team performance. *Journal of Occupational and Organizational Psychology*, *98*(3), e70041.
5. Guan, J., **Chen, X. P.**, Yu, S., & Qin, X. (2025). Explaining Disparity in Robot Application between Countries and Regions: A cross-level lens of cultural tightness. *PLOS ONE*. (equal authorship for the first two authors)
6. Gong, Q., Liu, D., **Chen, X. P.**, Jiang, C., & Chen, G. (2024). The fire to inspire: a multilevel and multimethod investigation of how and when CEO passion for organizational development impacts employee creativity. *Journal of Management Studies*, *61*(8), 3594-3626. <https://doi.org/10.1111/joms.13019>

7. Keng-Highberger, F., Feng, Z., Yam, K. C., **Chen, X. P.**, & Li, H. (2024). Middle power plays: How and when Mach middle managers use downward abuse and upward guanxi to gain and maintain power. *Journal of Organizational Behavior*, 45(7), 1088-1116. <https://doi.org/10.1002/job.2794>
8. Yi Liu, Adam Stivers, Ryan Murphy, Niels Van Doesum, Jeff Joireman, Marcello Gallucci, Efrat Aharonov-Majar, Ursula Athenstaedt, Lying Bai, Robert Böhm, Nancy Buchan, **Xiao-Ping Chen**, et al., & Paul van Lange. (in press). Wherefore art thou competitors? How situational affordances help differentiate among prosociality, individualism and competition. *European Journal of Personality*. <https://doi.org/10.1177/08902070241298850>
9. Wang, L., **Chen, X.P.** & Yin, J. (2024). Leading via virtual communication: a longitudinal field experiment on work team creativity in an extreme context. *Asia Pacific Journal of Management*, 41, 195–231. <https://doi.org/10.1007/s10490-022-09846-5>
10. **Chen, X. P.**, & Ren, H. (2023). Indirect cronyism and its underlying exchange logic: How managers' particularism orientation and the third person's hierarchical power strengthen its existence. *Organizational Behavior and Human Decision Processes*, 175, March, 104234. <https://doi.org/10.1016/j.obhdp.2023.104234>
11. **Chen, X. P.** & Cole, B. M. (2023). Achieving mutual understanding without saying a word: The conceptualization of *Moqi* and its nomological network. *Management and Organization Review*, 19(1), 3-31.
12. Feng, Z. Y., Keng-Highberger, F., Yam, K. C., **Chen, X. P.**, & Li, H. (2023). Wolves with sheep's clothing: how and when Machiavellian leaders use strategic abuse. *Journal of Business Ethics*. 184, 255–280.
13. **Chen, X. P.** (2022). [Effective strategies and psychological mechanisms for cooperation induction in social dilemmas: a review and future research](https://doi.org/10.1093/acrefore/9780190224851.013.356). In *Oxford Research Encyclopedia of Business and Management*. <https://doi.org/10.1093/acrefore/9780190224851.013.356>
14. Yao, L., & **Chen, X. P.**, & Wei, H. (2022). Authoritarian leadership, benevolent leadership, and employee work-family conflict: An emotion regulation perspective. *Asia Pacific Journal of Management*. <https://doi.org/10.1007/s10490-022-09824-x>
15. Van Doesum, N., van Lange, P., **Chen, X. P.**, + 60 co-authors (2021). Social Mindfulness Across the Globe. *Proceedings of National Academy of Sciences*, 118 (35), 1-9.
16. Chiang, T-J., **Chen, X. P.**, Liu, H., Akutsu, S., & Wang, Z. (2021). We have emotions but can't show them! Authoritarian leadership, emotion suppression climate, and team performance. *Human Relations*, 74 (7), 1082-1111.

17. Chen, T. T., Li, F. Y., **Chen, X. P.**, & Ou, Z. Y. (2018). Innovate or die: How should new product development teams adapt to environmental technological turbulence? *Organizational Behavior and Human Decision Processes*, 149, 1-16.

Rewritten and published in Chen, X. P. (ed), *Management Insights* (in Chinese), December 2018, 14-17; and *Management Insights* (in English), 2018, 52-56. Shanghai: Fudan University Press.

18. **Chen, X.P.**, He, W., & Weng, L-C. (2018). What's wrong with treating subordinates differently? The basis of leader-member exchange (LMX) differentiation matters. *Journal of Management*, 44 (3), 946-971.

Rewritten and published in Chen, X. P. (ed), *Management Insights* (in Chinese), July 2018, 24-27; and *Management Insights* (in English), 2018, 26-29. Shanghai: Fudan University Press.

19. Li, J., **Chen, X. P.**, Kotha, S., & Fisher, G. (2017). Catch fire and spread it: A glimpse into entrepreneurial passion in crowdfunding campaign. *Journal of Applied Psychology*, 102 (7), 1075-1090.

20. Liu, D., **Chen, X. P.**, & Holley, E. (2017). Help yourself by helping others: The Joint impact of individual organizational citizenship behavior and team cohesiveness on individual objective task performance change. *Personnel Psychology*, 70(4), 809-842.

21. Xu, X.J., & **Chen, X. P.** (2017). Unlocking expatriates' job creativity: The role of cultural learning and metacognitive and motivational cultural intelligence. *Management and Organization Review*, 13(4), 767-794. (equal authorship)

22. 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.

23. **Chen, X. P.**, Eberly, M., Wu, K.K., & Bachrach, D. (2017). Ego-centric reciprocity and the role of friendship and anger. *Journal of Social Psychology*, 157 (6), 720-735.

24. 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. (the first three authors share equal authorship)

25. 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.

26. 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.
27. 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.
28. 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.
29. **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.

Recipient of **Scholarly Impact Award** by *Journal of Management*, 2019.
Featured in *Chinese Management Insights*, March, 2014.
30. 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
2018 Best Paper Award of Chinese Theory of Management by *Management and Organization Review* and Peking University Press
31. **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
32. 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.
33. **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.

34. Shore, L. M., Coyle-Shapiro, J., **Chen, X. P.**, & Tetric, L. E. (2009). Social exchange in work settings: Content, mixed and process models. *Management and Organization Review*, 5 (3), 289-302.
35. **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.
36. 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.
37. **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.
38. 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.
39. **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.
40. **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.
41. **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.
42. **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.
43. **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.
44. **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.

45. 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.
46. 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.
47. 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.
48. 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.
49. 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.
50. 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.
51. Zwick, R., & **Chen, X. P.** (1999). What price fairness? A bargaining study. *Management Science*, 45 (6), 804-823.
52. 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.
53. **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.
54. 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.
55. 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.
56. 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.

57. 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.
58. 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.
59. **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.
60. **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.
61. **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:

62. Keng-Highberger, F., Feng, Z. Y., Yam, K. C., Chen, X. P., & Li, H. (2022). Middle Power Plays: How Mach Middle Managers Use Abusive Supervision and Guanxi to Gain Power. *Academy of Management Best Paper proceedings*.
63. **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.
64. **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*, 130-149. Oxford University Press.
65. **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*.
66. **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.

67. 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.
68. 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.
69. **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.
70. **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.
71. **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.
72. **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.
73. **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.
74. **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. **Chen, X. P.** (2026). Letter from the Editor. *Management and Organization Review*, 22:4, 1–2.
2. **Chen, X. P.** (2026). Letter from the Editor. *Management and Organization Review*, 22:3, 1–2.

3. **Chen, X. P.** (2026). Letter from the Editor. *Management and Organization Review*, 22:2, 1–2.
4. **Chen, X. P.** (2026). Letter from the Editor. *Management and Organization Review*, 22:1, 1–2.
5. **Chen, X. P.** (2025). Letter from the Editor. *Management and Organization Review*, 21:6, 1–2.
6. **Chen, X. P.** (2025). Letter from the Editor. *Management and Organization Review*, 21:5, 1–2.
7. **Chen, X. P.** (2025). Letter from the Editor. *Management and Organization Review*, 21:4, 1–2.
8. **Chen, X. P.** (2025). Letter from the Editor. *Management and Organization Review*, 21:3, 1–2.
9. **Chen, X. P.** (2025). Letter from the Editor. *Management and Organization Review*, 21:2, 1–2.
10. **Chen, X. P.** (2025). Letter from the Editor. *Management and Organization Review*, 21:1, 1–2.
11. **Chen, X. P.** (2024). Letter from the Editor. *Management and Organization Review*, 20:6, 1–2.
12. **Chen, X. P.** (2024). Letter from the Editor. *Management and Organization Review*, 20:5, 1–2.
13. **Chen, X. P.** (2024). Letter from the Editor. *Management and Organization Review*, 20:4, 1–2.
14. **Chen, X. P.** (2024). Letter from the Editor. *Management and Organization Review*, 20:3, 1–2.
15. **Chen, X. P.** (2024). Letter from the Editor. *Management and Organization Review*, 20:2, 1–2.
16. **Chen, X. P.** (2024). Letter from the Editor. *Management and Organization Review*, 20:1, 1–2.
17. **Chen, X. P.** (2023). Letter from the Editor. *Management and Organization Review*, 19:6, 1–2.
18. **Chen, X. P.** (2023). Letter from the Editor. *Management and Organization Review*, 19:5, 1–2.
19. **Chen, X. P.** (2023). Letter from the Editor. *Management and Organization Review*, 19:4, 1–2.
20. **Chen, X. P.** (2023). Letter from the Editor. *Management and Organization Review*, 19:3, 1–2.
21. **Chen, X. P.** (2023). Letter from the Editor. *Management and Organization Review*, 19:2, 1–2.
22. **Chen, X. P.** (2023). Letter from the Editor. *Management and Organization Review*, 19:1, 1–2.
23. **Chen, X. P.** (2022). Letter from the Editor. *Management and Organization Review*, 18:6, December 2022, 1–2.
24. **Chen, X. P.** (2022). Letter from the Editor. *Management and Organization Review*, 18:5, October 2022, 1–2.

25. **Chen, X. P.** (2022). Letter from the Editor. *Management and Organization Review*, 18:4, August 2022, 1–2.
26. **Chen, X. P.** (2022). Letter from the Editor. *Management and Organization Review*, 18:3, June 2022, 1–2.
27. **Chen, X. P.** (2022). Letter from the Editor. *Management and Organization Review*, 18:2, April 2022, 1–2.
28. **Chen, X. P.** (2022). Letter from the Editor. *Management and Organization Review*, 18:1, February 2022, 1–2. doi: 10.1017/mor.2022.4
29. **Chen, X. P.** (2021). Letter from the Incoming Editor. *Management and Organization Review*, 17:1, 4-5. Doi: 10.1017/mor.2021.3

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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

From guanxi favoritism to bixian

Asia Academy of Management (June 2026)

Dongbei University of Finance and Economics (June 2026)

Achieving mutual understanding without words: The conceptualization of Moqi and preliminary tests of its nomological network

International Association for Chinese Management Research biannual conference (June 2025)
 Tongji University (June 2025)
 MOR 4th Paper Development Workshop: Guangxi University (December 2025)
 Culture, Conflict, and Transition Conference: Vanderbilt University (May 2026)

Paradox of Constraints: A cross-level lens of cultural tightness on deviant behaviors

National University of Singapore (March 2025)
 Washington State University (April 2025)
 University of California in Los Angeles (May 2025)
 Chinese University of Hong Kong (Shenzhen) (June 2025)
 University of South Carolina (September 2025)
 Hong Kong Polytechnical University (December 2025)
 MOR 2nd International Conference (February 2026)

Explaining disparity in robot application between countries: A cross-level lens of cultural tightness-looseness

Hunan University (June 2024)
 Tongji University (June 2024)
 Shanghai University (June 2025)

A digital heart in the gig economy

Zhejiang University (June 2023)
 Fudan University (Sept 2023)
 Peking University (Oct 2023)
 Chinese University of Hong Kong (Dec 2023)
 Shanghai Jiaotong University (Sept 2023)

Indirect cronyism and its underlying logic

Zhejiang University (Sept 2023)
 Peking University (Oct 2023)
 Tsinghua University (Oct 2023)
 Renmin University (Oct 2023)
 University of Nottingham, Ningbo Campus (Dec 2023)
 Sichuan University (May 2024)

Can you hear my eye roll? A cross-cultural study on communication style, leadership potential, and employee performance and creativity

Opening Keynote Speaker, IACMR 10th biannual conference in Hong Kong (June 2023, > 1000 people attended)

A journey toward influential scholarship

IACMR Young Scholar Development Series (February 2023) (500 people attended)
 Zhejiang University (October 2023)

Tongji University (November 2024)

How to ask a good research question?

Chinese Management Scholar Community Research Forum (January 2023)

From communication style to leadership potential: An implicit bias against indirect communication in the U.S.

INSEAD (October 2022)

Authoritarian leadership and its consequences

Zhejiang University (October 2024)

Renmin University (May 2023)

Wuhan University (June 2022)

China Eastern Normal University (May 2022)

The paradox of constraints

Shandong University (March 2023)

University of Manchester (April 2023)

Southeastern University (April 2022)

Achieving mutual understanding without saying a word: Conceptualizing Moqi and its nomological network

Chongqing University (March 2022)

Studying China's new workplace like never before: Digitization and research opportunities

Association of Human Resource Development Workshop (October 2021)

Virtual leadership in the age of social distancing: A longitudinal field experiment on work team creativity.

USTC-UW Institute Annual Conference (November 2020)

School of Business at Renmin University (October 2020)

Moral consistency or moral licensing? Conceptualization of Moral Elasticity Quotient and Preliminary Tests.

First speaker in the Distinguished Speaker Series by IACMR (> 300 audience)

July 2020

Moral consistency or moral licensing?

USTC-UW Institute of Global Business and Financial Innovation, October 2019

How to Achieve Seamless Organizational Change? Inception and the Veil of Agency

School of Law, University of Washington, January 2020

National University of Singapore, May 2019

University of Science and Technology, April 2019

Fudan University, March 2019

Zhejiang University, March 2019

Entrepreneurial passion and its consequences.

Hong Kong University of Science and Technology, May 2018
Tsinghua University, March 2018
Zhejiang University, March 2018
National Taiwan University, December 2017

Leadership of Chinese Private Enterprises

University of Texas at Dallas, February 2019
University of Minnesota, October 2018
University of Science and Technology of China, September 2018
Fudan University, June 2018
Hong Kong Baptist University, May 2018
Zhejiang University, March 2018
Nanyang Technological University, February 2018
University of Notre Dame, April 2017

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

University of Science and Technology of China, September 2018
Michigan State University, 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
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

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.

Hakka 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

The Brain for Robots – Dialogue with Mr. Huang Xiaoqing, Founder and CEO of Data Robotics
Sci-fi tech company dialogue series, hosted by *Management Insights* at Fudan University,
November 2022

Facilitating conscious capitalism through MBA education

Guest speaker for the 20th annual conference of MBA education in China, October, 2020

Leadership in Crisis

Guest speaker for Management Insights, live stream via Zoom. June 2020

E-Commerce in China

Guest speaker to the Red Packet Project group at Amazon.com
Seattle, July 24, 2018

Faculty On-boarding and Mentoring

Guest speaker to the ADVANCED Leadership workshop at UW
Seattle, May 25, 2018

Leadership of Chinese Private Enterprises

Guest speaker to the Advisory Board of Global Business Center
Seattle, February 28, 2018

Understanding Chinese Culture

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

Gift Giving and Chinese Guanxi

Guest Speaker at Symposium on Chinese Psychology
Michigan State University, April 2017

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.

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

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

The economic development and individual behavior in China.
UW MBA students 2002 China Tour. Seattle, Washington, February 2002.

MEDIA MENTION

Faculti, December 15, 2024
<https://faculti.net/achieving-mutual-understanding-without-saying-a-word/>

Faculti, July 14, 2022
<https://faculti.net/what-is-wrong-with-treating-followers-differently/>

Wall Street Journal, November 27, 2021
<https://www.wsj.com/articles/build-stronger-relationships-on-zoom-11637608490>

NPR (Seattle), April 1, 2021

Fast Company, January 20, 2021
Zoom work relationships are a lot harder to build – unless you can pick up on colleagues' nonverbal cues

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

CONSULTING

Washington Realtors
Microsoft
Philips
China Mobil
Motorola (Asia) Inc.
Ericsson in Guangzhou, China.
BP-Amoco

GRANTS

A study on the economic and social psychological motives of corporate elite's political embeddedness. By National Science Foundation of China. 2014. RMB550,000. Co-investigator.

Narrative Intelligence in Employee Recruiting. By National Science Foundation of China, 2010. RMB 240,000. Co-Investigator.

Business Leadership in Chinese Context, by National Science Foundation of China, 2009. RMB300,000. Co-investigator.

Cooperation in social dilemmas, by Department of Management and Organization, 2002, \$1, 500. Principle Investigator.

Bargaining, Coordination, and Public Good Provision in Experimental Markets, by RGC Central Allocation Scheme, 1998-2000, HK\$2,000,000. Co-Principal Investigator.

An Examination of the Determinants of Turnover in China: Adapting Current Turnover Models to the Chinese Context. Earmarked Grant for Research by Research Grants Council (RGC) of Hong Kong, July 1996--June 1998, HK\$292,000. Co-Investigator.

Social Norms and Cooperation in Social Dilemmas. Direct Allocation Grant by HKUST, November 1996--October 1997, HK\$40,000. Co- Investigator.

Employee Turnover in China. Direct Allocation Grant by Hainan Institute at HKUST, January--October, 1996, HK\$25,000. Principal Investigator.

Toward a Behavioral Theory of Group Identity in Solving Free-rider Problems of Organizations: A Cross-cultural Study. Earmarked Grant for Research by Research Grants Council of Hong Kong, July 1996--June 1998, HK\$268,000. Principal Investigator.

The Effects of Past Group Performance on Cooperative Behavior: Group Identity, Perceived Criticality and Conformity. Direct Allocation Grant by HKUST, November 1995--June 1997, HK\$60,000. Principal Investigator.

COURSES TAUGHT

Graduate Level:

Doctoral Seminars:

- Power, Leadership, and Organizational Citizenship Behavior (UW: MGMT 581)
- Cross-Cultural Management: The Impact of Individualism-Collectivism on OB (UW: HRMOB 600)
- Groups and Teams (UW: MGMT 582)

MBA and EMBA Classes:

- Cross-Cultural Management (UW: HRMOB 540)
- Leading/Managing across Cultures (MGMT 544, MGMT 579)
- International Management (UW: EMBA523; EMBA551)
- Managing in a Global Environment (TMMBA 552; MSIS 552)

Undergrad Level:

- Organizational Behavior (HKUST: MGTO 221, MGTO 121)
- Decision Making in Organizations (HKUST: MGTO 329K)
- Special Topics in Management: Employee Turnover in China (HKUST)
- Human Resource Management (IU: Z440)
- Managing Organizations Effectively (UW: HRMOB 300)
- Managing Global Workforce (UW: MGMT 407)

MEMBERSHIPS

Academy of Management
 Academy of International Business
 American Psychological Association
 International Association of Chinese Management Research
 Society for Industrial and Organizational Psychology

FELLOWSHIPS AND AWARDS

Fellow, Academy of Management (2018-present)

Fellow, American Psychology Association (2017-present)

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

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

PROFESSIONAL SERVICEEditorship

Editor-in-Chief (2022-2025, 2026-2029), *Management and Organization Review*

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

Associate Editor (2008-2010), *Organizational Behavior and Human Decision Processes*

Consulting Senior Editor (2008-2011), *Management and Organization Review*

Executive Editor (2021-present), *Management Insights* (in both Chinese and English)

Editor-in-Chief (2015-2020), *Management Insights* (in both Chinese and English)

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

Editorial Board

Academy of Management Discoveries

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 (2012-2015)

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

Psychological Bulletin

PLOS

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:

Research Grants Council of the Hong Kong Government:

- **Convener of the Research Impact Fund (2018- present)**
- **Panel Member** of the Business Studies Sub-Panel (2008-2014)

Grant Reviewer:

- National Science Foundation of USA
- Social Sciences and Humanities Research Council of Canada

Academy of Management (AOM)

Chair: OB Division Life-Long Achievement Award Committee (2025)

Member: OB Division Life-Long Achievement Award Committee (2024)

Member: AOM Fellows group - Committee for RRBM Dissertation Proposal Award (2022, 2024, 2025)

Faculty advisor: OB Junior Faculty Consortium (2024, 2025), OB Doctoral Student Consortium (2022-24), CM Doctoral Consortium (2024, 2025)

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.

International Association for Chinese Management Research (IACMR)

IACMR Publication Committee (2017-present)

IACMR Distinguished Scholar Award committee (2020-present)

IACMR Officer Election committee (2016-present)

Faculty director: Biannual Research Methods Workshop (2008 - present)

Organizer: Distinguished Speaker - OB Panel, IACMR biannual conference, 2021

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

UNIVERSITY, SCHOOL, AND DEPARTMENT SERVICE

Member, OB Faculty Recruiting committee (2025)

Member, Foster P&T committee (Fall, 2025)

Member, Foster Faculty Council (Winter, 2025)

Member, Ph.D. admission committee
M&O (2021, 2024)

Chair, Research Committee, Foster School (2023)

Member, Research Committee, Foster School (2021-2022)

Member, Dean Search Committee, School of Law
University of Washington, 2022

Member, Dean Search Committee, School of Arts and Sciences
University of Washington, 2021

Member, Ph.D. (OB) Curricula Committee
M&O, Foster, 2021-22

Member, Ph.D. (OB) Admission Committee
M&O, Foster, 2022

Member, HR Director Search Committee
Foster School of Business, UW 2019

Member, Law School Dean Search Committee
University of Washington, 2017-2018

Member, ADVANCED Leadership committee
University of Washington, 2016-2020

Member, Marsha L. Landolt Distinguished Graduate Mentor Award Selection Committee
University of Washington, 2010-2011

Member, Review Committee for Dean James Jiambalvo
University of Washington, 2009-2010

Member, Art Committee (PACCAR Hall)
Foster School of Business, 2008-2009

Member, Balmer Phase II Building Committee
Foster School of Business, 2008-2009

Member, Promotion and Tenure Committee
Foster School of Business, 2005-2009

Teaching Coordinator, Department of Management and Organization
UW Business School, 2005-2008

Chair, China Strategy Committee
UW Business School, 2005-2007

Chair, Search Committee for Department of Marketing and International Business
University of Washington Business School, 2005

Member, Fellowship/Professorship Award Committee
University of Washington Business School, 2004-2005

Member, Summer Research Funding Committee
University of Washington Business School, 2003, 2004

Member, Faculty/Staff Excellence Awards Committee
University of Washington Business School, 2002

Member, Faculty Steering Committee for the Global Business Center
University of Washington Business School, 2002, 2003, 2004, 2005-

Faculty Director, Northwest International Business Educator Network (NIBEN)
Global Business Center, University of Washington Business School
Organizer for its annual workshop, 2001, 2002, 2003, 2004, 2005

Faculty Director, Skills Workshops
Global Business Center, University of Washington Business School
Organizer of Skills Workshops, 2001, 2002, 2003, 2004, 2005

Member, Finance Chair Search Committee
School of Business, University of Washington, 2001-2002

Chair, EDGE Course Review Committee
School of Business, University of Washington, 2001.

Coordinator, HRMOB doctoral student area exam
Department of Management and Organization, University of Washington, 2001.

Member, M & O Chair Search Committee
University of Washington Business School, 2001.

Member, Ph. D. Program Committee
Department of Management and Organization, University of Washington, 2001, 2002.

Member, MBA Curriculum Committee
Department of Management and Organization, University of Washington, 2001.

Member, Faculty Recruiting Committee
Department of Management and Organization, University of Washington, 1999-

Member, Doctoral Student Admission Committee
Department of Management and Organization, University of Washington, 1999-

Member, Business/SPEA Library Policy Committee
Kelley School of Business, Indiana University, 1998-1999

Member, Undergraduate Policy Committee
Department of Management, Indiana University, 1998-1999

Coordinator, Department Research Seminar Series
Department of Management, Indiana University, 1998-1999

Chair, Teaching Development Committee
Department of Management of Organizations, HKUST, 1997-1998

Member, Michael Gale Teaching Award Committee
HKUST, 1996-1997

STUDENT ADVISEMENT

Doctoral Dissertation Committees (University of Washington)

Chair: Jason Moy (Department of Management & Organization), 2023-

Chair: Misha Mariam (Department of Management & Organization), 2015-2020
Passed general exam in May 2019, defended dissertation in June 2020
Currently a faculty at UW Bothell

Chair: Ting-Ju Chiang (Department of Management & Organization), 2009-2012
Passed general exam in May 2011
Defended dissertation in June 2012
Currently a tenured full professor at Guanghua School of Business, Peking University

Chair: Dong Liu (Department of Management & Organization), 2008-2011
Passed general exam in May 2010
Defended dissertation in May 2011
Currently an endowed chair professor at Georgia Institute of Technology

Chair: Rebecca Portnoy (Department of Management & Organization), 2004-2007
Passed general exam in April 2006, defended dissertation in August, 2007
Currently an associate professor at Washington State University

Chair: Jason Harris-Boundy (Department of Management & Organization), 2001-2006
Passed general exam in June 2003
Passed dissertation defense in June 2006
Currently a professor at San Francisco State University

Chair: Deborah Vaughn (Department of Management & Organization), 2004-
Passed general exam in May 2006, defended dissertation in March, 2009

Member: Junchao Li (Department of Management & Organization), 2011-
Passed general exam in 2016
Defended dissertation in May 2017
Assistant professor at Tulane University 2017-19
Assistant professor at Rutgers University 2019-

Member: Kai-Chi Yam (Department of Management & Organization), 2011-
Passed general exam in July 2014

Defended dissertation in June 2015
Currently an assistant professor at National University of Singapore

Member: Fong Keng (Department of Management & Organization), 2013-
Passed general exam in October 2014
Defended dissertation in June 2016
Currently an assistant professor at Nanyang Technological University, Singapore

Member: Bradley Owen (Department of Management & Organization), 2005-
Defended dissertation in May 2009
Currently an assistant professor at BYU

Member: Jeff Peterson (Department of Management & Organization), 2006-
Defended dissertation in October, 2007

Member: Marion Eberly (Department of Management & Organization), 2007-
Passed general exam in May 2009
Defended dissertation in August 2011
Currently an associate professor at University of Washington, Tacoma

Member: Erica Holley (Department of Management & Organization), 2008-
Passed general exam in July 2010
Defended dissertation in March 2012
Currently an associate professor at Central Washington University

Member: Shu Zhang (Business School, Columbia University), 2011-
Defended dissertation proposal in July, 2011
Defended dissertation in September, 2012
Currently a post-doc at Columbia University

Member: Shuhua Liu (Information School, UW), 2006-
Passed general exam in June, 2006
Defended dissertation in June, 2009
Currently an assistant professor at Fudan University, China

Member: Tomoki Sekiguchi (Department of Management & Organization)
Defended dissertation in June, 2003
Currently a full professor at Kyoto University, Japan

Member: Burna Polat (Department of Management & Organization)
Defended dissertation in August, 2005
Currently an assistant professor at

Member: Pantipa Tachawachira (Department of Management & Organization), 2002-
Defended dissertation in January, 2007
Currently a graduate student at Stanford University

Member: David Gerson (Department of Management & Organization)
Defended dissertation in June, 2005
Currently working at Boeing

Member: David Hekman (Department of Management & Organization), 2005-2007.
Defended dissertation in October, 2007
Currently an assistant professor at University of Colorado, Boulder

Graduate School Representative: Reo Wexner (Department of Psychology)
Passed general exam in August, 2005
Defended dissertation in May, 2006

Doctoral Dissertation Committee (INSEAD, France), 2021-2024

Member: Eric Yuge Lou,
Passed dissertation proposal defense in November 2022
Passed dissertation defense in May 2024
Joined faculty at a university in France

Doctoral Dissertation Committees (Kelley School of Business, Indiana University)

Member: Cheryl Burke Jarvis (Department of Marketing - Dissertation in progress)
Member: Qing Yi (School of Education - Dissertation defended in December, 2000)
Member: Weijia Cai (School of Education - Dissertation in progress)

Doctoral Dissertation Committee (Guanghua School of Management, Peking University)

Member: Yan Zhang (Department of Organizational Behavior)
Defended dissertation in June, 2007
Currently an assistant professor in Department of Psychology, Peking University

Member: Jing Qiu (Department of Organizational Behavior)
Defended dissertation in June 2008
Currently a researcher at Samsung Research Institute

External Examiner of Lu Su's Doctoral Thesis
Graduate School, Chinese University of Hong Kong, 2012

External Examiner of Hau Wing Sze's Master's Thesis
Graduate School, Chinese University of Hong Kong, 2003

External Examiner of Lam Suk Yee's Master's Thesis
Graduate School, Chinese University of Hong Kong, 2003

Faculty Sponsor

Visiting Scholar, Hongjiang Lyu
Southeast University, 2024.5-8

Visiting Ph.D. student, Ruonan Zhao
Xi'an Jiaotong University, 2022.3-2023.3

Visiting scholar, Dr. Jiyao Chen
Oregon State University, 2018.9-2019.3

Visiting Ph.D. student, Zhuolin She
Tsinghua University, 2018.9-2019.8

Visiting Ph.D. students from USTC, Di Zhao, Bojun Hou, Lihua Fu, Yuanyuan Zhang
USTC-UW Institute, 2018.9-2019.8

Visiting scholar, Dr. Mo Chen
University of Science and Technology, 2018.3-6

Visiting Ph.D. Student, Ye Zhang
Peking University, 2017-2018

Visiting Scholar, Haizhen Wang
Lanzhou University, 2017-2018

Visiting Scholar, Shuang Ren
University of Melbourne, 2016.11

Visiting Ph.D. Student, Han Ren
Sichuan University, 2016-2017

Visiting Scholar, Hong Chen
Hangzhou Tourism University, 2015-2016

Visiting Scholar Xiaojun Xu
Fudan University, 2013-2014

Visiting Ph.D. student Jingjing Ge
Harbin Institute of Technology, 2013-2014

Visiting Executive Jun Li
ChinaHRD, 2013-2014

Visiting Ph.D. student Yunhui Xie
Guanghua School of Management, Peking University, PRC, 2012-2013

Visiting Ph.D. student Wei He
School of Business, Huazhong University of Science and Technology, PRC, 2012-2013

Fulbright visiting scholar Chia-Wu Lin
School of Management, National Cheng Chi University, Taiwan, 2011-2012

Visiting Ph.D. student Jingzhou Pan
School of Labor Relations, Renmin University of China, 2011-2012

Fulbright visiting scholar Runtian Jing
School of Management, Chinese University of Electronic Science and Technology, 2011

Visiting Ph.D. student Chen Zhao
School of Economics and Management, Tsinghua University, 2011

Visiting Ph.D. student Zhonghua Gao
School of Public Administration, Renmin University of China, 2010-2011

Visiting Ph.D. student Xin Wei
Guanghua School of Management, Peking University, 2009-2010

Visiting Ph.D. student Yanhan Zhu
School of Management, Southwest University of Financial and Economic Studies, 2009-2010

Fulbright visiting scholar Liang-Chieh Weng
School of Management, Providence University, Taiwan, 2009

Visiting scholar Kai Zhang
School of Business, Renmin University of China, 2009

Visiting scholar Yuntao Bai
School of Management, Xi'an Jiaotong University, 2007-2008

Visiting scholar Quan Lin
School of Management, Xiamen University, 2007-2008

Visiting scholar Yezhuang Tian
School of Management, Harbin Institute of Technology, 2007-2008

Visiting scholar Lei Wang
School of Management, Xi'an Jiaotong University, 2006-2007

Visiting scholar Xingshan Zheng
School of Management, Shanghai Jiaotong University, 2005-2006

Faculty Advisor for visiting scholar Mari Tanaka
CIBER, University of Washington, 2001.

Faculty Advisor for visiting scholar Tae-Yeong Chung
CIBER, University of Washington, 2001.

Directed Research

Cha Hwa In (Winter 2009) – GEMBA student at Foster School of Business
“Understanding cultural differences in management”

Tom Baer (Spring 2006) – Doctoral student at UW Communication School
“Cross-cultural communication in organizations”

Shuhua (Monica) Liu (Winter 2006) – Doctoral student at UW Information School
“Organizational culture and knowledge sharing” – 6 credits

Amanda Eley (Fall 2004—Fall 2005) – Undergraduate student at UW
“Training issues in human resource management” – 4 credits

Ian McDonald (Winter 2003) – Honor student at UW
“Developing the measure of the universalism-particularism construct”. –4 credits

Hui Xu (Fall, 2002) – MBA student at UW
“The meaning of reciprocity across cultures”. – 4 credits

Andrea Morelli (Fall, 2002) – Undergraduate Student at UW
“The impact of 360 degree feedback on development in athletes”. – 6 credits

Chris Bean (Winter, 2002) – MBA student at UW
“Cross-Cultural Management”. – 4 credits

Mun Yi (Jennifer) Shea (Winter and Spring, 2001) -- Undergraduate student at UW,
“Organizational justice and employee turnover”. – 6 credits.

Hye Jin Chang (Winter and Spring, 2001) -- Undergraduate student at UW, “Leader
behavior and employee turnover”. – 6 credits.

Brett Kruse (Spring, 2000) – Undergraduate student at UW, “How does leadership
style influence decision quality and employee satisfaction”. – 5 credits.