

Ruodan Shao, Ph.D. (she/her)

Area Coordinator, Organization Studies
Associate Professor of Organization Studies
Schulich School of Business, York University
Associate Editor, *Journal of Vocational Behavior*
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EDUCATION

- 2011 *Doctor of Philosophy (Ph.D.)*, Organizational Behaviour and Human Resources
University of British Columbia, Vancouver, BC, Canada
Sauder School of Business
- 2005 *Master of Science in Management*, Human Resource Management and Labor
Relations
University of Lethbridge, Lethbridge, AB, Canada
Faculty of Management
- 2000 *Bachelor of Economics*, Tourism Management
Nankai University, Tianjin, P. R. China
School of Business

ACADEMIC POSITIONS

- July 2018 to Present Associate Professor
Area: Organization Studies, Schulich School of Business
York University, Canada
- Sept. 2021 to Apr. 2022 Visiting Scholar
Rotman School of Business
University of Toronto, Canada
- July 2015 to June 2018 Associate Professor
Norman Frohlich Fellow in Management (April to June 2018)
Department of Business Administration, Asper School of Business
University of Manitoba, Canada
[Maternity leave taken in 2017]
- Aug. 2011 to June 2015 Assistant Professor
Department of Management, College of Business
City University of Hong Kong, Hong Kong

Sept. 2009
to Aug. 2010

Lecturer
OBHR Division, Sauder School of Business
University of British Columbia, Canada

AWARDS AND DISTINCTIONS

Research Awards

- | | |
|-----------|--|
| 2023 | Academy of Management Annual Conference
Conflict Management Division's Best Paper Award |
| 2022 | Dean's Research Impact Award (Emerging Leader)
Schulich School of Business |
| 2021-2024 | Schulich Research Excellence Fellowship |
| 2019 | Academy of Management Annual Conference
MOC Division's Best Submission with Practical Implications Award |
| 2017 | 2015 International Association for Business and Society (IABS) and
Brigham Young University (BYU) Marriott School of Management prize for
Best Published Paper award |
| 2016 | The Associates' Achievement Awards in Research (University of Manitoba) |
| 2016 | Emerald Citations of Excellence Award for 2016 |
| 2011 | Academy of Management OB Division's Award for Best Paper
with International Implications |
| 2009 | Best Paper Award at Business Ethics Quarterly for year 2008 |

Teaching Awards

- | | |
|------|--|
| 2010 | University of British Columbia Graduate Student Teaching Award (\$1,000) |
| 2009 | University of British Columbia Commerce Undergraduate Society (CUS)
Teaching Excellence Award Nominee |

RESEARCH INTERESTS

- Corporate and Employee Social Responsibility
- Cross-Cultural Management

- (In)justice and Mistreatment
- Behavioral Ethics
- Strategic Human Resources Management

PUBLICATIONS

[*students as coauthors; † equal contribution] [Google Scholar citations: 4123; h-index =18; i10-index=20]

1. Amarnani, R., Restubog, S., **Shao, R.**, Cheng, D., & Bordia, P. (2022). A self-verification perspective on customer mistreatment and customer-directed organizational citizenship behaviors. *Journal of Organizational Behavior*, 43, 912-931. [ABDC A* journal, ABS 4 journal]
2. **Shao, R.**, *He, L., Chang, C. H., Wang, M., *Baker, N., Pan, J., & Jin, Y. (2021). Employees' reactions towards COVID-19 information exposure: Insights from terror management theory and generativity theory. *Journal of Applied Psychology*, 106(11), 1601-1614. [Impact factor: 8.852, FT-50, ABDC A* journal, ABS 4* journal]
3. Song, Y. H., †Skarlicki, D.P., †**Shao, R.**, Park, J. (2021). Reducing customer-directed deviant behavior: The role of psychological detachment and supervisory unfairness. *Journal of Management*, 47(8), 2008-2036. DOI: 10.1177/0149206320925877 [† equal contribution, Impact factor: 8.852, FT-50, ABDC A* journal, ABS 4* journal]
4. Chang, C. H., **Shao, R.**, Wang, M., & *Baker, N. (2021). Workplace interventions in response to COVID-19: An occupational health psychology perspective. *Occupational Health Science*, 5, 1-23.
5. Jones, D. A., Newman, A., **Shao, R.**, & Cooke, F. L. (2019). Advances in employee-focused micro level research on corporate social responsibility: Situating new contributions within the current state of the literature. *Journal of Business Ethics*, 157(2), 293-302. [Editorial Piece] [Impact factor: 5.453, FT-50, ABDC A journal]
6. Rupp, D. E., **Shao, R.**, Skarlicki, D. P., Paddock, E. L., Kim, T. Y., & Nadisic, T. (2018). Corporate social responsibility and employee engagement: The moderating role of CSR-specific relative autonomy and individualism. *Journal of Organizational Behavior*, 39(5), 559-579. [Impact factor: 5.00, ABDC A* journal, ABS 4 journal]
7. *Bavik, Y. L., *Tang, P. M., **Shao, R.**, & Lam, L. W. (2018). Ethical leadership and employee knowledge sharing: Exploring dual-mediation paths. *The Leadership Quarterly*, 29(2), 322-332. [Impact factor: 6.642, ABDC A* journal, ABS 4 journal]
8. Rupp, D. E., Shapiro, D., Folger, R., Skarlicki, D., & **Shao, R.** (2017). A critical analysis of the conceptualization and measurement of organizational justice: Is it time for reassessment? *Academy of Management Annals*, 11(2), 919-959. [Impact factor: 17.833, ABDC A* journal, ABS 4 journal]

9. *Mallory, D. B., Rupp, D. E., & **Shao, R.** (2016). Corporate social responsibility: Multidisciplinary and multilevel perspectives. *Oxford Bibliographies in Management Studies*.
10. Skarlicki, D. P., van Jaarsveld, D. D., **Shao, R.**, *Song, Y. H., & Wang, M. (2016). Extending the multifoci perspective: The role of supervisor justice and moral identity in the relationship between customer justice and customer-directed sabotage. *Journal of Applied Psychology, 101*(1), 108-121. [Impact factor: 8.068, **FT-50, ABDC A* journal, ABS 4 journal**]
11. May, D.R., *Chang, Y.K., & **Shao, R.** (2015). Does ethical membership matter? Moral identification and its organizational implications. *Journal of Applied Psychology, 100*(3), 681-694. [Impact factor: 8.068, **FT-50, ABDC A* journal, ABS 4 journal**]

2015 International Association for Business and Society (IABS) and Brigham Young University (BYU) Marriott School of Management prize for Best Published Paper award

12. *Liu, Y.H., Wang, M., Chang, C. H., Shi, J., Zhou, L., & **Shao, R.** (2015). Work-family conflict, emotional exhaustion, and aggression toward others: The moderating role of workplace interpersonal conflict and perceived managerial family support. *Journal of Applied Psychology, 100*(3), 793-808. [Impact factor: 8.068, **FT-50, ABDC A* journal, ABS 4 journal**]
13. †Rupp, D. E., †**Shao, R.**, *Jones, K., & Liao, H. (2014). The utility of a multifoci approach to the study of organizational justice: A meta-analytic investigation into the consideration of normative rules, moral accountability, bandwidth-fidelity, and social exchange. *Organizational Behavior and Human Decision Processes, 123*(2), 159-185. [† **equal contribution**, Impact factor: 2.304, **FT-50, ABDC A* journal, ABS 4 journal**]
14. **Shao, R.**, & Skarlicki, D. P. (2014). Service employees' reactions to mistreatment by customers: A comparison of North America and East Asia. *Personnel Psychology, 67*(1), 23-59. [Impact factor: 6.548, **ABDC A* journal, ABS 4 journal**]

Academy of Management OB Division's Award for Best Paper with International Implications

15. Rupp, D. E., **Shao, R.**, *Thornton, M., & Skarlicki, D.P. (2013). Applicants' and employees' reactions to corporate social responsibility: The moderating effects of first-party justice perceptions and moral identity. *Personnel Psychology, 66*(4), 895-933. [Impact factor: 6.548, **ABDC A* journal, ABS 4 journal**]
16. **Shao, R.**, Rupp, D. E., Skarlicki, D. P., & *Jones, K. S. (2013). Employee justice across cultures: A meta-analytic review. *Journal of Management, 39*(1), 263-301. [Impact factor: 8.852, **FT-50, ABDC A* journal, ABS 4* journal**]

Winner of Emerald Citations of Excellence Award for 2016

17. Rupp, D. E., Skarlicki, D. P., & **Shao, R.** (2013). The psychology of corporate social responsibility and humanitarian work: A person-centric perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(4), 361-368. [Impact factor: 3.174, ABDC B journal]
18. **Shao, R.**, & Perlow, R. (2010). Effects of perceived responsibility, injury severity, and injury target on discipline severity. *Human Performance*, 23(1), 41-57. [Impact factor: 1.172, ABDC A journal]
19. **Shao, R.**, & Skarlicki, D. P. (2009). The role of mindfulness in predicting individual performance. *Canadian Journal of Behavioral Science*, 41(4), 195-201. [Impact factor: 1.203]
20. **Shao, R.**, Aquino, K., & Freeman, D. (2008). Beyond moral reasoning: A review of moral identity research and its implications for business ethics. *Business Ethics Quarterly*, 18(4), 513-540. [Impact factor: 4.116, ABDC A journal, ABS 4 journal]

Business Ethics Quarterly's Best Paper Award of 2008

PUBLISHED CONFERENCE PROCEEDINGS

[*students as coauthors]

1. *Huang, H.C., **Shao, R.**, Tenbrunsel, A., & Skarlicki, D. P. (2023). The plurality effect: People behave more unethically toward group than individual targets. *Academy of Management Best Paper Proceedings*, Boston, MA, USA.
2. Shao, Y., *Huang, C., Song, Y.H., & **Shao, R.** (2022). Uncovering cognitive costs of using artificial intelligence tools at work: A daily dairy study. *Academy of Management Best Paper Proceedings*, Seattle, WA, USA.
3. *He, L., **Shao, R.**, Song, Y.H., & Park, J. (2020). An examination of the antecedents and consequences of customer mistreatment. *Academy of Management Best Paper Proceedings*, Virtual Meeting.
4. *Schulz, N. Rupp, D. E., **Shao, R.**, & Skarlicki, D. (2019). Gendered reactions to organizational justice: A meta-analysis. *Academy of Management Best Paper Proceedings*, Boston, MA, USA.
5. Takeuchi, R., *Chen, J. & **Shao, R.** (2018). The moderating effect of culture on the HPWS-firm performance relationship: A meta-analysis. *Academy of Management Best Paper Proceedings*, Chicago, IL, USA
6. Song, Y. H., **Shao, R.**, Skarlicki, D. P., Park, J. (2016). The role of conscientiousness and LMX in the customer mistreatment and employee sabotage linkage. *Academy of Management Best Paper Proceedings*, Anaheim, CA, USA.

7. **Shao, R.**, Rupp, D.E., & Paddock, E.L. (2015). The role of uncertainty avoidance and individualism in the relationship between corporate social responsibility and employees' organizational citizenship behaviors. *Academy of Management Best Paper Proceedings, Vancouver, BC, Canada.*

8. **Shao, R.**, & Skarlicki, D. P. (2011). Employee sabotage associated with customer injustice: A comparison of North America and East Asia. *Academy of Management Best Paper Proceedings, San Antonio, USA.*

BOOK CHAPTERS

1. Cropanzano, R. S., Rupp, D. E., Thornton-Lugo, M. A., & **Shao, R.** (2018). Organizational justice and organizational citizenship. In P. Podsakoff, Mackenzie, S.B., & Podsakoff, N. P. (Eds.), *The Oxford handbook of organizational citizenship behavior* (pp. 255 to 283). UK: Oxford University Press. DOI: 10.1093/oxfordhb/9780190219000.013.19

RESEARCH UNDER EDITORIAL REVIEW OR REVISION

[*students as coauthors]

1. *Schulz, Rupp, **Shao**, King, & Skarlicki. Title omitted for double-blind reasons. Under Revise and Resubmit at *Journal of Organizational Behavior*.

2. *Shao, *Huang, Song, Wang, Song, & **Shao**. Title omitted for double-blind reasons. Under Revise and Resubmit at *Journal of Management*.

3. *Huang, H-C., **Shao, R.**, Tenbrunsel, A. E., Skarlicki, D. P., & Diekmann, K. A. Title omitted for double-blind reasons. Under Review at *Journal of Experimental Psychology: General*.

REFEREED CONFERENCE PRESENTATIONS

[*students as coauthors]

1. Shao, Y., *Huang, C., Song, Y., Wang, M., Song, Y. H. & **Shao, R.** (2024, April). *Uncovering cognitive costs of using artificial intelligence tools at work: A daily diary study*. Paper presented at the 39th Annual Conference of Society for Industrial and Organizational Psychology, Chicago, IL, USA

2. Huang, H.C., **Shao, R.**, Tenbrunsel, A.E., Skarlicki, D.P., & Diekmann, K.A. (2023, August). The plurality effect: People behave more unethically toward group than individual targets. Paper presented at the 83rd Annual Conference of the Academy of Management, Boston, Massachusetts, USA.

Conflict Management Division's Best Paper Award

3. Huang, H.C., **Shao, R.**, Tenbrunsel, A.E., Skarlicki, D.P., & Diekmann, K.A. (2023, July). The plurality effect: People behave more unethically toward group than individual targets. Paper presented at the IACM annual conference, Thessaloniki, Greece.
4. **Shao, R.**, Hillebrandt, A., Bobocel, R., Kang, S., & Hideg, I. (2023, June). Conducting research with impact. Panel Discussion to be presented at the annual conference of Canadian Psychological Association, Toronto, ON, Canada.
5. *Shao, Y., *Huang, C., Song, Y., Wang, M., Song, Y. H. & **Shao, R.** (2022, August). *Uncovering cognitive costs of using artificial intelligence tools at work: A daily diary study.* Paper presented at the 82nd Annual Conference of the Academy of Management, Seattle, Washington, USA.
6. Baker, N., Chang, C.-H., & **Shao, R.** (2022, August). The impact of aging experiences and coping responses on employees' work behaviors during the COVID-19 pandemic. In Knight, C. (Chair). *What role does work design play in adaptation to unprecedented change? Insights from COVID-19.* Symposium presented at the 82nd Annual Conference of the Academy of Management, Seattle, Washington, USA.
7. **Shao, R.**, *He, L., Chang, C. H., Wang, M., *Baker, N., Pan, J., & Jin, Y. (2022, July). *COVID-19 information exposure as a mortality cue: Implications for employee well-being and behaviors.* Paper presented at the 15th European Academy of Occupational Health Psychology Conference, Bordeaux, France.
8. **Shao, R.**, *He, L., Chang, C. H., Wang, M., *Baker, N., Pan, J., & Jin, Y. (2021, November). *Employees' reactions towards COVID-19 information exposure: Insights from terror management theory and generativity theory.* Paper presented at the NSF Science of Organizations Virtual Conference (organized by Michigan State University).
9. *He, L., **Shao, R.**, Song, Y. H., & Park, J. (2020, August). *An examination of the antecedents and consequences of customer mistreatment.* Paper presented at the Annual Conference of the Academy of Management, virtual conference.
10. *Schulz, N., Rupp, D. E., **Shao, R.**, King, E., & Skarlicki, D. P. (2019, August). *Gendered reactions to organizational justice: A meta-analysis.* Paper presented at the Annual Conference of the Academy of Management, Boston, Massachusetts, USA.
11. Song, Y. H., Skarlicki, D.P., **Shao, R.**, Park, J. (2019, August). Attenuating the relationship between daily customer mistreatment and daily sleep quality: The role of LMX. In Amarnani, R. K. & Shao, R. (Co-chairs). *Aggression in service interactions: New developments in customer mistreatment.* Symposium presented at the Annual Conference of the Academy of Management, Boston, Massachusetts, USA.

MOC Division's Best Submission with Practical Implications Award

12. **Shao, R.**, Tenbrunsel, A. E., Skarlicki, D. P., & Diekmann, K. A. (2019, June). *Deceiving groups versus individuals: The interactive effect of plurality, group status, and collectivism on misrepresenting information to others*. Paper presented at the Annual Conference of European Academy of Management (EURAM), Lisbon, Portugal.
13. *He, L., **Shao, R.**, Song, Y. H., & Park, J. (2019, May). *Service employees' reactions to customer mistreatment: The resource and conflict management perspectives*. Paper presented at the Annual Conference of Administrative Sciences Association of Canada (ASAC), St. Catharines, Canada.
14. Takeuchi, R., Chen, J., & **Shao, R.** (2018, August). *The moderating effect of culture on the HPWS-firm performance relationship: A meta-analysis*. Paper presented at the Annual Conference of the Academy of Management, Chicago, Illinois, USA.
15. Song, Y. H., Skarlicki, D.P., **Shao, R.**, Park, J. (2017, August). *Reducing customer-directed sabotage: Employee problem-solving orientation and core self-evaluation*. Paper presented at the Annual Conference of the Academy of Management, Atlanta, Georgia, USA.
16. Song, Y. H., **Shao, R.**, Skarlicki, D.P., Park, J. (2016, August). *The role of conscientiousness and LMX in the customer mistreatment and employee sabotage linkage*. Paper presented at the Annual Conference of the Academy of Management, Anaheim, California, USA.
17. Cropanzano, R., Rupp, D. E., Thornton-lugo, M. A., & **Shao, R.** (2016, August). Organizational justice and organizational citizenship. In Podsakoff, P. & Martinez, T. (Co-chairs). *Traditional predictors of OCB: Reviews and recommendations for future research*. Symposium presented at the Annual Conference of the Academy of Management, Anaheim, California, USA.
18. *Bavik, Y., *Tang, P., **Shao, R.**, & Chen, Y. (2016, April). *The dual-motivational effects of ethical leadership on employee knowledge sharing*. Poster presented at the Society for Industrial and Organizational Psychology (SIOP) annual conference, Anaheim, California, USA.
19. Song, Y. H., **Shao, R.**, Skarlicki, D.P., & Park, J. (2016, April). Effects of conflict-handling strategy on daily customer mistreatment–employee performance relationship. In Liu, Y. (Chair). *Exploring strategies to buffer the detrimental impacts of customer mistreatment*. Symposium presented at the Society for Industrial and Organizational Psychology (SIOP) annual conference, Anaheim, California, USA.
20. **Shao, R.**, Rupp, D.E., & Paddock, E.L. (2015, August). The role of uncertainty avoidance and individualism in the relationship between corporate social responsibility and employees' organizational citizenship behaviors. In Schmidt, G.B. (Chair). *New perspectives*

on corporate social responsibility. Symposium presented at the Academy of Management Annual Conference, Vancouver, BC, Canada.

21. Song, Y. H., **Shao, R.**, Skarlicki, D.P., & Park, J. (2015, August). The cross-level moderated mediation effects of psychological detachment and supervisor justice on daily reports of customer mistreatment, emotional exhaustion, and customer-directed sabotage. In D. van Jaarsveld and S. L.D. Restubog (Co-Chairs). *New developments in customer mistreatment research*. Symposium presented at the Academy of Management Annual Conference, Vancouver, BC, Canada.

22. **Shao, R.**, Tenbrunsel, A., Diekmann, K., & Skarlicki, D.P. (2015, June). *Predicting unethical behavior: The interactive role of plurality, status and culture on misrepresenting information*. Paper presented at the 4th International Workshop on Organizational Justice and Behavioural Ethics, Edinburgh UK.

23. May, D.R., Chang, Y.K., & **Shao, R.** (2014, August). *Does ethical membership matter? Moral identification and its organizational implications*. Paper presented at the Annual Conference of the Academy of Management, Philadelphia, Pennsylvania, USA.

24. Skarlicki, D.P., van Jaarsveld, D., **Shao, R.**, & *Song, Y.H. (2014, August). The compensatory effect of supervisor fairness in predicting employee sabotage toward customer. In D. van Jaarsveld and S. L.D. Restubog (Co-Chairs). *New developments in customer mistreatment research*. Symposium presented at the Academy of Management Annual Conference, Philadelphia, Pennsylvania, USA.

25. Rupp, D.E., & **Shao, R.** (2014, August). The role of individualism in the curvilinear relationship between corporate social responsibility and employee engagement. In R. Shao & D.E. Rupp (Co-Chairs). *Corporate social responsibility and sustainability: New insights from micro-OBHR perspective*. Symposium presented at the Annual Conference of the Academy of Management, Philadelphia, Pennsylvania, USA.

Showcase Symposium selected by the HR division

26. **Shao, R.**, Zhou, L., Wang, M., & *Alterman, V. (2014, May). *Survivors' reactions to layoff: The role of corporate social responsibility*. Poster presented at the Society for Industrial and Organizational Psychology (SIOP) annual conference, Honolulu, Hawaii, USA.

27. **Shao, R.**, & Skarlicki, D. P. (2013, August). Employee sabotage affiliated with injustice from customers: The moderating role of justice orientation and individual-collective primacy. In M. Graso (Chair). *Organizational justice: Bring culture to the table*. Symposium presented at the Academy of Management Annual Conference, Orlando, Florida, USA.

28. Rupp, D. E., **Shao, R.**, Skarlicki, D. P., Paddock, E. L., Kim, T.Y., & Nadisic, T. (2013, August). *Corporate social responsibility and employee engagement: The role of self-autonomy and individualism*. Paper presented at the Academy of Management Annual Conference, Orlando, Florida, USA.

29. Rupp, D. E., **Shao, R.**, Skarlicki, D. P., Paddock, E. L., Kim, T. Y., & Nadisic, T. (2013, August). Interpersonal injustice and turnover intentions: The moderating role of corporate social responsibility and collectivism. In R. K. Dhensa-Kahlon, & L. Zhu (Co-chairs). *Why justice matters: The role of meaning in organizational justice research*. Symposium presented at the Academy of Management Annual Conference, Orlando, Florida, USA.

30. Rupp, D. E., **Shao, R.**, Skarlicki, D. P., & Kim, T. Y. (2012, August). How business ethics pay off: The role of corporate social responsibility in employees' OCB. In R. Shao, D. P. Skarlicki, & D. E., Rupp (Co-chairs) *Corporate social responsibility: What do we know and where do we go from here?* Symposium to be presented at the Academy of Management Annual Conference, Boston, MA, USA.

31. **Shao, R.**, & Skarlicki, D. P. (2011, August). *Employee sabotage associated with customer injustice: A comparison of North America and East Asia*. Paper presented at the Academy of Management Annual Conference at San Antonio, TX, USA.

Academy of Management OB Division's Award for Best Paper with International Implications

32. **Shao, R.**, Skarlicki, D. P., & Rupp, D. E. (2011, August). *Applicants' and employees' reactions to CSR: The role of justice and moral identity*. Paper presented at the Academy of Management Annual Conference at San Antonio, TX, USA.

33. **Shao, R.**, Skarlicki, D. P., & Rupp, D. E. (2010, August). *The role of corporate social responsibility in attracting high caliber talent: Third-party justice perspective*. Paper presented at the International Society for Justice Research Biennial Conference, Banff, Canada.

34. **Shao, R.**, Rupp, D. E., Skarlicki, D. P., & *Jones, K. S. (2010, August). Do justice effects generalize across cultures? A meta-analysis of culture on multi-foci justice. In R. Shao & D. P. Skarlicki (Co-chairs) *Taking workplace justice abroad: Daring to care about the differences*. Symposium presented at the Academy of Management Annual Conference, Montreal, Canada.

35. **Shao, R.**, & Skarlicki, D. P. (2009, August). *The role of mindfulness in predicting individual performance*. Paper presented at the American Psychological Association Annual Convention, Toronto, Canada.

36. **Shao, R.**, & Perlow, R. (2006, August). *Effects of perceived responsibility, injury severity, and injury target on discipline judgments*. Paper presented at the Academy of Management Annual Conference in Atlanta, USA.

INVITED PRESENTATIONS

1. 2022, February: Invited presentation to Scholar's Hub, York University, Toronto, Canada
2. 2019, July: Invited presentation to College of Management and Economics, Tianjin University, Tianjin, China
3. 2019, July: Invited presentation to School of Economics and Management, Tsinghua University, Beijing, China.
4. 2019, June: Invited presentation to Guanghua School of Management, Peking University, Beijing, China.
5. 2019, June: Invited presentation to China Europe International Business School (CEIBS), Shanghai, China.
6. 2019, May: Invited presentation to School of Management, Zhejiang University, Hangzhou, China.
7. 2019, March: Invited presentation to Rotman School of Business, University of Toronto, Toronto, ON, Canada.
8. 2016, September: Invited presentation to Carlson School of Management, University of Minnesota, Minneapolis, USA.
9. 2014, March: Invited presentation to Faculty of Business, Lingnan University, Guangzhou, China.
10. 2011, February: Invited presentation to Faculty of Business and Economics, the University of Winnipeg, Winnipeg, MB, Canada.
11. 2011, January: Invited presentation to NUS Business School, the National University of Singapore, Singapore.
12. 2010, December: Invited presentation to UWA Business School, the University of Western Australia, Perth, Australia.
13. 2010, November: Invited presentation to School of Economics and Management, Tsinghua University, Beijing, China.

RESEARCH GRANTS

- | | |
|-------------------|---|
| 2022/06 – 2025/05 | Social Sciences and Humanities Research Council of Canada (SSHRC),
Insight Development Grant (IDG) (CAD\$ 72,224) (PI) |
| 2020/04 – 2022/04 | National Science Foundation of the United States (RAPID award) |

	(CAD\$100,991) (Co-I)
2016/06 – 2022/05	Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Development Grant (IDG) (CAD\$ 64,780) (PI)
2018/07 – present	Schulich School of Business New Faculty Startup Fund (CAD\$90,000) (PI)
2018/04 – 2018/06	Norman Frohlich Fellowship in Management, University of Manitoba (CAD\$40,185) (PI)
2016/11 – 2017/11	The Associates' Achievement Awards in Research, University of Manitoba (CAD\$4,000)
2015/07 – 2018/06	University of Manitoba Startup Research Fund (CAD\$75,000) (PI)
2014/07 – 2017/06	Hong Kong Research Grants Council (RGC) – GRF Grant (CAD\$88,918) (Co-I)
2013/07 – 2015/06	Hong Kong Research Grants Council (RGC) – ECS Grant (CAD\$102,651) (PI)
2012/09 – 2014/09	City University of Hong Kong Strategic Research Grant (SRG) (CAD\$13,343) (PI)
2011/08 – 2014/08	City University of Hong Kong Startup Research Fund (CAD\$67,354) (PI)
2010	Lim Kim San Fellowship, Singapore Management University
2010	Inter-University Research Centre on Globalization and Work (CRIMT) Studentship, SSHRC_MCRI Project (CAD\$15, 000)
2010	Inter-University Research Centre on Globalization and Work (CRIMT) Dissemination Fund, SSHRC_MCRI Project (CAD\$1,500)
2009	Social Policy Research Conference Travel Award, University of British Columbia (CAD\$1,500)
2009	Social Sciences and Humanities Research Council of Canada (SSHRC), Doctoral Fellowship (CAD\$20,000)
2009	Inter-University Research Centre on Globalization and Work (CRIMT) International Exchange Fund, SSHRC_MCRI-II Project (CAD\$3,500)

TEACHING EXPERIENCE

Graduate level courses

- 2013/2014 Strategic Organizational Communications (MGT6102)
City University of Hong Kong
Student Evaluation--Effectiveness of Teacher: 6.25 out of 7
- 2014/2015 High Performance Collaborations (MGT6209)
City University of Hong Kong
Student Evaluation--Effectiveness of Teacher: 6.04 out of 7
- 2016/2017 PhD Seminar in Organizational Behavior (GMGT 7410)
University of Manitoba
- 2017/2018 Strategic Leadership and Managing Change (IDM7510, MBA course)
University of Manitoba
- 2018/2019 Introduction to Organizational Behavior (ORGS5100, MBA course)
York University
Student Evaluation--Effectiveness of Teacher: 6.58 out of 7
- 2019/2020
2020/2021 PhD Seminar in Meso Organizational Behavior (ORGS7050 F)
2020/2021 Introduction to Organizational Behavior (ORGS5100, MBA course)
2022/2023 York University
2023/2024

Undergraduate level courses

- 2015/2016 Introduction to Organizational Behavior (GMGT 2070)
2016/2017 University of Manitoba
2017/2018 **Student Evaluation: 100%** of the ratings “Good” and/or “Very Good”
- 2012/2013 Staff Relations and Grievance Handling (MGT4234)
City University of Hong Kong
Student Evaluation--Effectiveness of Teacher: 6.52 out of 7
- 2011/2012 Contemporary Business Communication (GE2212)
City University of Hong Kong
Student Evaluation--Effectiveness of Teacher: 6.22 out of 7
- 2009 Organizational Behaviour and Management (COMM292)
University of British Columbia
Student Evaluation--Effectiveness of Teacher: 4.66 out of 5

- *UBC Commerce Undergraduate Society Teaching Excellence Award Nominee*
- *UBC Graduate Student Teaching Award Winner*

PROFESSIONAL SERVICE

Special Issue Editor

Journal of Business Ethics

(Thematic Symposium: Corporate Social Responsibility and Employees)

Associate Editor

Journal of Vocational Behavior (July 2022 – present)

Editorial Boards

Journal of Management (July 2014 – present)

Journal of Applied Psychology (July 2018 – present)

Journal of Vocational Behavior (May 2020 – present)

Human Relations (September 2020 – present)

Personnel Psychology (January 2023- present)

Ad-hoc Reviewer

Academy of Management Journal

Academy of Management Review

Journal of Organizational Behavior

Organizational Behavior and Human Decision Processes

Journal of Business Ethics

Human Resource Management Journal

Journal of Occupational and Organizational Psychology

Selected Administrative and University Service

York University

2022/07 – present	Area Coordinator, Organization Studies
2022/07- 2023/06	Area PhD Representative, Organization Studies
2023/07- present	Area representative on the MBA Admissions Committee
2023/01- present	Area representative on the Research Committee
2019/09 – 2021/06	Area representative for the MPC-PCC Committee
2020/07 – 2021/06	Vice Chair of Faculty Council
2020/09 – 2021/06	Tenure and Promotion File Preparation Committee
2019/07- 2020/07	Tenure and Promotion File Preparation Committee
2020/09 – 2021/06	Schulich Faculty lead of the new EDI high school initiative (in collaboration with Ivey and Smith Business schools)
2020/09 – 2021/06	Schulich Faculty lead of Schulich Business Excellence Academy

(SBEA) program

University of Manitoba

2015/10 – 2018/06	Human Rights and Social Justice Committee (Strategic Research Plan 2015-2020 Themes)
2016/03 – 2018/06	GRPC Department Representative
2016/03 – 2016/12	Ad hoc JD-MBA Committee
2016/03 – 2018/06	Faculty Search Committee
2016/03 and 2016/06	Acting Head, Department of Business Administration
2016/06 – 2016/12	Ad-hoc Committee of Faculty Council (Asper Promotion Policy)

City University of Hong Kong

2011/08 – 2015/06	Interview Panel (for student applicants)
2012/08 – 2015/06	College of Business Student Advising Committee
2013/06 – 2014/06	Gateway Education Task Force
2014/06 – 2015/06	Department Publication Officer
2015/05 – 2015/06	DBA Residential Workshop Facilitator

STUDENT SUPERVISION

Rajesh Kumar (in progress). Academic Advisor, Individual Study Project, MBA student, Schulich School of Business, York University, 01/2024 – present.

Sabrina de Oliveira (in progress). Co-supervisor of Master's Thesis, Master's student, Graduate Program in Interdisciplinary Studies, York University, 09/2023 -present

Long He (in progress). Advisor and Dissertation Chair, PhD student, Schulich School of Business, York University, 01/2019-present.

Huan You (in progress). Dissertation committee member, PhD student, Schulich School of Business, York University, 06/2023-present.

Mehran Bahmani (in progress). Dissertation committee member, PhD student, Schulich School of Business, York University, 03/2022-present.

Mingshuang Ji (in progress). Dissertation committee member, PhD student, Schulich School of Business, York University, 12/2020-present.

Siyin Chen (2023). Dissertation External Examiner, PhD student, Rotman School of Management, University of Toronto, 02/2023-04/2023.

Camellia Bryan (2023). Dissertation committee member, PhD student, Schulich School of Business, York University, 04/2020-06/2023.

Catherine Deen (2022). Dissertation External Examiner, PhD student, College of Business and Economics, Australian National University.

Tatiana Astray (2020). Dissertation committee member, PhD student, Schulich School of Business, York University, 09/2018-12/2020.

Long He (2018). Advisor, PhD student, Asper School of Business, University of Manitoba, 09/2016 – 12/2018.

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- Society for Industrial/Organizational Psychologists (SIOP)
- Global Young Academy (GYA)