

RIKI TAKEUCHI

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Riki Takeuchi is a Dr. Joseph Picken Distinguished Chair in Innovation and Entrepreneurship in Naveen Jindal School of Management at University of Texas at Dallas. He completed his Ph.D. in Human Resources Management at the University of Maryland, College Park, in December, 2003. He is a recipient of “Distinguished Early Career Contributions Award”, an award bestowed upon an individual who has made distinguished contributions to the science and/or practice of I-O psychology within seven (7) years of receiving the PhD degree from Society for Industrial & Organizational Psychology in 2010. He was an Associate Editor for Academy of Management Journal (from July, 2013 to June, 2016). He became a fellow of Society of Industrial and Organizational Psychology (SIOP) and Association for Psychological Science (APS) in year 2018.

His research theme revolves around understanding social exchange relationships among various organizational constituents. As part of this theme, he is interested in understanding international assignment experiences for expatriate and spouses through multiple theoretical lenses. The current research on international assignment has one major goal: 1) to explicate the complexity associated with the adjustment process. His research has already appeared in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Organization Science*, *Personnel Psychology*, and *Journal of Management*, among others. His second research area relates to macro/strategic human resource management with particular focus on employer-employee relationship and examines the role of human resource systems at multiple levels, including firm-, business unit-, and individual-levels. His dissertation focused on explicating the mediating mechanisms through which a system of HR practices affects overall establishment performance. More specifically, the dissertation utilized the resource-based view of the firm and the social exchange as its theoretical foundations in conceptualizing and measuring the mediators. Papers from his dissertation has appeared in *Journal of Applied Psychology* and *Personnel Psychology*. His co-authored papers have also appeared in *Journal of Applied Psychology*, *Journal of Management*, *Organization Science*, and *Strategic Management Journal*. Finally, the third research stream is in the area of organizational behavior. His research broadly focuses on social exchange relationships with an emphasis on organizational justice and organizational citizenship behaviors. A paper has appeared at *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*. The paper that he has co-authored has also appeared in *Academy of Management Journal*, *Journal of Applied Psychology*, and *Organization Science*.

He also received “*Frank T. Paine Award for Academic Achievement*” and “*Krowe Award for Teaching Excellence*” as a doctoral student from University of Maryland in 2003. Furthermore, he has received the *Best Ten Lecturer’s Award* at Hong Kong University of Science & Technology five times thus far for his teaching in 2007, 2008, 2009, 2011, and 2016. He is serving/has served on the *editorial review boards* for Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Journal of International Business Studies, Journal of Management, Organizational Behavior and Human Decision Processes, and Personnel Psychology, among others. He has also been an ad hoc reviewer for various journals, including but not limited to Organization Science. He received *Outstanding Reviewer Award* from *Academy of Management Journal* in 2008 and 2009 and *Academy of Management Review* in 2010.

RIKI TAKEUCHI
Curriculum Vita

Updated: August 19, 2020

I. PROFESSIONAL EXPERIENCE

July, 2018-present Dr. Joseph Picken Distinguished Chair in Innovation and Entrepreneurship
July, 2017-June, 2018 Jindal School Advisory Council Chair,
University of Texas at Dallas
July, 2013-June, 2017 Full Professor
July, 2008-June, 2013 Associate Professor
Jan. 2004-June 2008 Assistant Professor
Department of Management
School of Business & Management
Hong Kong University of Science & Technology

II. ACADEMIC BACKGROUND

Ph.D. University of Maryland, College Park, Maryland, December 2003
Major: Human Resource Management,
Minor: Organizational Behavior

M.S. Purdue University, West Lafayette, Indiana, May 1998
Major: Human Resource Management

B.A. North Carolina State University, Raleigh, North Carolina, December 1991
Major: Business Management (graduated Summa Cum Laude)

III. Honors and Awards

- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2018) - one of 35 (7.04%) outstanding reviewers selected from a pool of 497 reviewers.
- Elected Fellow, Association for Psychological Science (APS), 2018
- Elected Fellow, Society for Industrial & Organizational Psychology (SIOP), 2018
- Elected Member, Personnel and Human Resources Research Group (PHRRG), 2018
- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2017) - One of 36 (7.24%) outstanding reviewers selected from a pool of 497 reviewers.
- Recipient of Outstanding Reviewer Award from International Association for Chinese Management Research (2016) - One of 36 outstanding reviewers selected from a pool of 400 (9.00%) reviewers.
- Recipient of Outstanding Reviewer Award from International Association for Chinese Management Research (2014) - One of 27 outstanding reviewers selected from a pool of 296 (9.12%) reviewers.

- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2012) - One of 24 outstanding reviewers selected from a pool of 639 (3.76%) reviewers.
- Recipient of Outstanding Reviewer Award from International Association for Chinese Management Research (2012) - One of 14 outstanding reviewers selected from a pool of 405 (3.46%) reviewers.
- Recipient of the Allan D. Nash Award for Distinguished Doctoral Graduate Alumni from University of Maryland (2012)
- Recipient of Outstanding Reviewer Award from Organizational Behavior division, Academy of Management (2011) - One of 119 outstanding reviewers selected from a pool of 1236 (9.63%) reviewers.
- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2011) - One of 29 outstanding reviewers selected from a pool of 525 (5.52%) reviewers.
- Recipient of the Distinguished Early Career Contributions Award from Society for Industrial and Organizational Psychology (2010)
- Recipient of Outstanding Reviewer Award from Academy of Management Review (2010) – One of 12 (8.3%) outstanding reviewers selected from a pool of 144 editorial review board members
- Recipient of Outstanding Reviewer Award from Academy of Management Journal (2009) – One of 16 (10.3%) outstanding reviewers selected from a pool of 155 editorial review board members
- Recipient of Outstanding Reviewer Award from Academy of Management Journal (2008) – One of 12 (8.5%) outstanding reviewers selected from a pool of 141 editorial review board members
- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2008) - One of 25 outstanding reviewers selected from a pool of 450 (5.55%) reviewers.
- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2003) - One of 8 outstanding reviewers selected from a pool of 216 (3.70%) reviewers.
- Recipient of the Frank T. Paine Award for Academic Achievement from University of Maryland (2003)
- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2002) - One of 9 outstanding reviewers selected from a pool of 217 (4.15%) reviewers.
- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2001) - One of 9 outstanding reviewers selected from a pool of 230 (3.91%) reviewers.
- Recipient of Outstanding Reviewer Award from International Management division, Academy of Management (2000) - One of 8 outstanding reviewers selected from a pool of 250 (3.20%) reviewers.

III. RESEARCH

A). Refereed Journal Publications: Chronological, Alphabetical (†current/former Ph.D. students at HKUST; *current Ph.D. students at UTD)

2021

[A.33] Jiang, K., **Takeuchi, R.**, & Jia, Y. (In press). Adoption and effects of high-investment human resource systems: The role of peer companies. *Journal of Applied Psychology*. (FT50)

2020

[A.32] **Takeuchi, R.**, Wang, A. C., & Farh, J. L. (2020). Asian conceptualization of leadership: Its advantages and disadvantages. *Annual Review of Organizational Psychology and Organizational Behavior*, 7: 233-256.

2019

[A.31] **Takeuchi, R.**, Li, Y., & Wang, M. (2019). Expatriates' performance profiles: Examining the effects of work experiences on the longitudinal change patterns. *Journal of Management*, 45: 451-475. (FT50)

2018

[A.30] **Takeuchi, R.**, Way, S. A., & Tian, A. W. 2018. Cross-level effects of support climate: Main and moderating roles. *Human Resource Management*, 57: 1205-1218. (FT50)

2017

[A.29] Chao, M. M., **Takeuchi, R.**, & Farh, J. L. 2017. The role of essentialist beliefs on cultural adjustment and cultural intelligence development. *Personnel Psychology*, 70: 257-292.

2016

[A.28] Glaser, L., Stam, W., & **Takeuchi, R.** 2016. Managing the risk of proactivity: A multilevel study of initiative and performance in the middle management context. *Academy of Management Journal*, 59: 1339-1360. (UTD24)

[A.27] Maertz, C. P., Jr., **Takeuchi, R.**, & Chen, J. 2016. An episodic framework of outgroup interaction processing: Integration and re-direction for the expatriate adjustment research. *Psychological Bulletin*, 142: 623-654.

2015

[A.26] **Takeuchi, R.**, Bolino, M., & Lin, C.-C. 2015. Too many motives? The interactive effects of multiple motives on organizational citizenship behavior. *Journal of Applied Psychology*, 100: 1239-1248. (FT50)

2014

[A.25] Chang, S., Jia, L., **Takeuchi, R.**, & Cai, Y. 2014. Do high-commitment work systems affect creativity? A multi-level combinational approach to employee creativity. *Journal of Applied Psychology*, 99: 665-680. (FT50)

2013

[A.24] Chen, Z., & **Takeuchi, R.**, & Shum, C. 2013. A social information processing perspective of coworker influence on a focal employee. *Organization Science*, 24: 1618-1639. (UTD24)

[A.23] Jiang, K., **Takeuchi, R.**, & Lepak, D. P. 2013. Where do we go from here? New perspectives on the black boxes in strategic human resource management research. *Journal of Management Studies*, 50: 1448-1480. (FT50)

[A.22] Qian, C., Cao, Q., & **Takeuchi, R.** 2013. Top management team functional diversity and

organizational innovation in China: The moderating effects of environment. *Strategic Management Journal*, 34: 110-120. (UTD24)

- [A.21] **Takeuchi, R.**, & Chen, J. 2013. The impact of international experiences on expatriates' cross-cultural adjustment: A theoretical review and a critique. *Organizational Psychology Review*, 3: 248-290.

2012

- [A.20] **Takeuchi, R.**, Chen, Z., & Cheung, S. Y. 2012. Applying uncertainty management theory to employee voice behavior: An integrative investigation. *Personnel Psychology*, 65: 283-323.

2011

- [A.19] **Takeuchi, R.**, Yun, S., & Wong, K. F. E. 2011. Social influence of a coworker: Testing the effects of the exchange ideologies of employees and coworkers on the quality of the employees' exchanges. *Organizational Behavior and Human Decision Processes*, 115: 226-237. (FT50)

2010

- [A.18] **Takeuchi, R.** 2010. A critical review of expatriate adjustment research: Progress, emerging trends, and prospects. *Journal of Management*, 36: 1040-1064. (FT50)

2009

- [A.17] **Takeuchi, R.**, Chen, G., & Lepak, D. P. 2009. Through the looking glass of a social system: Cross-level effects of high performance work systems on employees' attitudes. *Personnel Psychology*, 62: 1-29.

- [A.16] **Takeuchi, R.**, Wang, M., Marinova, S. V., & Yao, X. 2009. The role of domain-specific perceived organizational support during expatriation and their implications for performance. *Organization Science*, 20: 621-634. (UTD24)

2008

- [A.15] Moon, H., Kamdar, D., Mayer, D. M., & **Takeuchi, R.** 2008. Me or we? The role of personality and justice as other-centered antecedents to taking charge within organizations. *Journal of Applied Psychology*, 93: 84-94. (FT50)

- [A.14] **Takeuchi, R.**, Shay, J. P. & Li, J. T. 2008. When does decision autonomy increase expatriates' adjustment? An empirical test. *Academy of Management Journal*, 51: 45-60. (UTD24)

2007

- [A.13] **Takeuchi, R.**, Lepak, D. P., Marinova, S. V., & Yun, S. 2007. Nonlinear influences of stressors on spouse and expatriate cultural adjustment. *Journal of International Business Studies*, 38: 928-943. (UTD24)

- [A.12] **Takeuchi, R.**, Lepak, D. P., Wang, H., & Takeuchi, K. 2007. An empirical examination of the mechanisms mediating between high performance work systems and the performance of Japanese organizations. *Journal of Applied Psychology*, 92: 1069-1083. (FT50)

- ◆ Finalist for the Scholarly Achievement Award for best publication in Human Resources in 2007, by the Human Resources Division, Academy of Management (AOM) Meeting in 2008, Anaheim, CA.

[A.11] Yun, S., **Takeuchi, R.**, & Liu, W. 2007. Employee self-enhancement motives and job performance behaviors: Investigating the moderating effects of employee role ambiguity and managerial perceptions of employee commitment. *Journal of Applied Psychology*, 92: 745-756. (FT50)

[A.10] Wang, M., & **Takeuchi, R.** 2007. The role of goal orientation during expatriation: A cross-sectional and longitudinal investigation. *Journal of Applied Psychology*, 92: 1437-1445. (FT50)

2006

[A.9] Cao, Q., Maruping, L. M., & **Takeuchi, R.** 2006. Disentangling the effects of CEO turnover and succession on organizational capabilities: A social network perspective. *Organization Science*, 17: 563-576. (UTD24)

2005

[A.8] **Takeuchi, R.**, Marinova, S. V., Lepak, D. P., & Liu, W. 2005. A model of expatriate withdrawal-related outcomes: Decision making from a dualistic adjustment perspective. *Human Resource Management Review*, 15: 119-138.

[A.7] **Takeuchi, R.**, Tesluk, P. E., Yun, S., & Lepak, D. P. 2005. An integrative view of international experiences. *Academy of Management Journal*, 48: 85-100. (UTD24)

[A.6] **Takeuchi, R.**, Wang, M., & Marinova, S. V. 2005. The antecedents and consequences of psychological workplace strain during expatriation: A cross-sectional and longitudinal investigation. *Personnel Psychology*, 58: 925-948.

[A.5] Tekleab, A. G., **Takeuchi, R.**, & Taylor, M. S. 2005. Extending the chain of relationships among organizational justice, social exchange, and employee reactions: The role of contract violations. *Academy of Management Journal*, 48: 146-157. (UTD24)

2003

[A.4] Lepak, D. P., **Takeuchi, R.**, & Snell, S. A. 2003. Employment flexibility and firm performance: Examining the interaction effects of employment mode, environmental dynamism, and technological intensity. *Journal of Management*, 29: 681-703. (FT50)

[A.3] Liu, W., Lepak, D. P., **Takeuchi, R.**, & Sims, H. P., Jr. 2003. Matching leadership styles with employment modes: Strategic human resource management perspective. *Human Resource Management Review*, 13: 127-152.

2002

[A.2] **Takeuchi, R.**, Yun, S., & Russell, J. E. A. 2002. Antecedents and consequences of the perceived adjustment of Japanese expatriates in the USA. *International Journal of Human Resource Management*, 13: 1224-1244.

- [A.1] **Takeuchi, R.**, Yun, S., & Tesluk, P. E. 2002. An examination of crossover and spillover effects of spouse and expatriate adjustment on expatriate outcomes. *Journal of Applied Psychology*, 87: 655-666. (FT50)

B). Non-Refereed, Invited Journal Publications:

- [B.4] Snell, S. A., & **Takeuchi, R.** 2018. In memoriam: David P. Lepak. *Human Resource Management*, 57: 411-412.
- [B.3] Wong, H., Tong, L., **Takeuchi, R.**, & George, G. 2016. Corporate social responsibility: An overview and new research directions (From the editors: Thematic issue on corporate social responsibility). *Academy of Management Journal*, 59: 534-544.
- [B.2] Kraimer, M. L., **Takeuchi, R.**, & Frese, M. 2014. The global context and people at work: Special issue introduction. *Personnel Psychology*, 67: 5-21.
- [B.1] Lepak, D. P., Marrone, J. A., & **Takeuchi, R.** 2004. The relativity of HR systems: Conceptualising the impact of desired employee contributions and HR philosophy. *International Journal of Technology & Management*, 27: 639-655.

C). Book Chapters:

- [C.5] **Takeuchi, R.** 2012. A relational perspective on the employee-organization relationship: A critique and proposed extension. In L. M. Shore, J. A. M. Coyle-Shapiro, & L. E. Tetrick (Eds.), *The employee-organization relationship: Applications for the 21st century* (pp. 307-331). New York: Routledge.
- [C.4] Tarique, I., & **Takeuchi, R.** 2008. Developing cultural intelligence: The role of non-work international experiences. In S. Ang & L. Van Dyne (Eds), *Handbook of cultural intelligence: Theory, measurement, and applications*: 56-70. Armonk, NY: M. E. Sharpe.
- [C.3] Lepak, D.P., **Takeuchi, R.**, Erhardt, N. L., & Colakoglu, S. 2006. Emerging perspectives on the relationship between HRM and performance. In R. J. Burke & C. L. Cooper (Eds.), *The human resources revolution: Why putting people first matters*: 31-54. Oxford, UK: Elsevier.
- [C.2] **Takeuchi, R.**, Tesluk, P. E., & Marinova, S. V. 2006. Role of international experiences in the development of cultural intelligence. In Subhendudey & V. N. Posa (Eds.), *Cultural intelligence: An introduction*: 56-91. Hyderabad, India: ICFAI University Press.
- [C.1] **Takeuchi, R.**, & Yun, S. 2006. Moderating effects of prior international experience on the relationship between current experiences and expatriate adjustment. In M. A. Rahim (Ed.), *Current topics in management*, 11: 175-197. New Brunswick, NJ: Transaction Publishers.

Manuscript Accepted for Publication:

- Jiang, K., **Takeuchi, R.**, & Jia, Y. (In press). Adoption and effects of high-investment human resource systems: The role of peer companies. *Journal of Applied Psychology*.

Manuscripts in Revise and Resubmit Status:

Kim, K. Y., Eisenberger, R., **Takeuchi, R.**, & Baik, K. Organizational-level perceived support enhances organizational performance. Invited for 1st revise and resubmit at *Journal of Applied Psychology*.

Manuscripts Under Review:

*Boncoeur, O. D., & **Takeuchi, R.** REM sleep and job burnout: A conservation of resources theory perspective. Under 1st round review at *Journal of Applied Psychology*.

Takeuchi, R., Lee, B. Y., Kim, T., & Liu, Z. The impact of organizational controls of middle managers on employee creativity: A signaling theory perspective. Under 1st round review at *Journal of Management Studies*.

Selected Working Paper:

Qian, C., Kim, M., **Takeuchi, R.**, & Lee, S. A multilevel model of expatriate knowledge transfer and subsidiary performance: The contingent roles of parent firm strategic emphasis and country economic distance.

Takeuchi, R., †Zhang, R., Jun, S., Chao, M. M., & Zhou, M. A cross-level, multi-study investigation of abusive supervision and employee creativity: A stress activation perspective.

Takeuchi, R., *Guo, N., & Yang, C. Profiling new labor market entrants in work transition and adjustment processes: Examining the longitudinal insomnia change patterns.

Takeuchi, R., & *Guo, N. Examining different trajectories of abusive supervision and its consequences thru three-wave longitudinal data.

*Boncoeur, O. D., **Takeuchi, R.**, Thompson, P., & Richard, O. ‘Kicking the boss’: Why employees respond to gender harassment with upward aggression.

Kim, K. Y., & **Takeuchi, R.** The impact of gender on venture failure: Contingencies associated with gender diversity and venture failure.

Takeuchi, R., †Shum, C., & Chiaburu, D. Social information processing approach to reciprocation processes: A “contextualized” model of followers’ and leaders’ reciprocation.

Takeuchi, R., Chen, J., †Chen, J., & Zhang, B. A configurational investigation of the overall level and characteristics of human capital resources with firm performance: A resource-based view.

†Chen, Z., & **Takeuchi, R.** How does leader ostracism relate to employee innovative behavior: A group value model perspective.

Takeuchi, R., & †Chandrashekar, S. P. A multi-path model of coworker influences on deviant workplace behavior in response to abusive supervision.

Li, J., Garg, S., & **Takeuchi, R.** An organizational justice perspective on board leadership appointment at IPO: How does it affect firm performance?

Takeuchi, R., Ok, C., & [†]Jeong, I. Historically-based performance aspirations and the change in high-performance work systems implementation.

Takeuchi, R., & [†]Chen, J. Two and a half decades of development since Wright and McMahan (1992): Review of SHRM theories.

Takeuchi, R., [†]Zhang, R., [†]Li, A., & Qian, J. Participation in voice behaviors and the innovation performance of teams: Evidence from China.

Refereed Presentations (Chronological, Alphabetical)

Kim, K., & **Takeuchi, R.** (August, 2020). Gender diversity in entrepreneurial teams and entrepreneurial failure. Paper (virtually) presented at the 80th annual meeting of the *Academy of Management*, Vancouver, Canada.

*Boncoeur, O. D., **Takeuchi, R.**, Richard, O. C., & Thompson, P. (June, 2020). Gender workplace harassment, interpersonal upward displaced aggression. Paper (virtually) presented at the 35th annual meeting of the *Society for Industrial and Organizational Psychology*, Austin, TX.

Takeuchi, R., *Guo, N., *Boncoeur, O. D., & Yang, C. (June, 2020). To be or not to be (sleep deprived): Classifying growth patterns of insomnia. Paper (virtually) presented at the 35th annual meeting of the *Society for Industrial and Organizational Psychology*, Austin, TX.

*Boncoeur, O. D., **Takeuchi, R.**, & Richard, O. (August, 2019). Kicking the boss: Coworker workplace harassment and upward displaced aggression. Paper presented at the 79th annual meeting of the Academy of Management, Boston, Massachusetts.

Takeuchi, R., Way, S. A., *Guo, N., & Tian, A. (August, 2019). Justice climates on high-investment human resource system and unit/individual performance. Paper presented at the 79th annual meeting of the Academy of Management, Boston, Massachusetts.

[†]Chen, J., **Takeuchi, R.**, & [†]Shum, C. (June, 2019). The role of mindfulness and self-control in employees' response to coworker ostracism. Paper to be presented at the 11th Asia Academy of Management, Bali, Indonesia.

Lee, B. Y., **Takeuchi, R.**, & Liu, Z. (June, 2019). Team and individual impact of international work experience on creativity. Paper to be presented at the 61st Academy of International Business, Copenhagen, Denmark.

Takeuchi, R., Li, Y., & Wang, M. (June, 2019). Expatriates' performance profiles: Examining the effects of work experiences on the longitudinal change patterns. Symposium paper to be presented in "Towards a more integrative conceptualization of global work" at the 61st Academy of International Business, Copenhagen, Denmark.

Takeuchi, R. (March, 2019). Abusive supervision: Various conceptual issues. Paper presented at the Personnel and Human Resources Research Group (PHRRG) conference at University of Florida.

Takeuchi, R., †Chen, J., & Shao, R. (August, 2018). The moderating effect of culture on the HPWS-firm performance relationship: A meta-analysis. Paper presented at the 78th annual meeting of the *Academy of Management*, Chicago, Illinois.

Takeuchi, R., †Zhang, R., & Zhou, M. (August, 2018). The threshold effects of team promotive and prohibitive voice on team innovation. Paper presented at the 78th annual meeting of the *Academy of Management*, Chicago, Illinois.

†Zhang, R., & Takeuchi, R. (August, 2018). Compositional model of promotive team voice in team innovation. Paper presented at the 78th annual meeting of the *Academy of Management*, Chicago, Illinois.

Takeuchi, R., Li, Y., & Wang, M. (June, 2018). Performance profiles of expatriates: Examining the effects of work experiences on the longitudinal change patterns of expatriate performance. Paper presented at the 8th biennial meeting of *International Association for Chinese Management Research*, Wuhan, Chin.

Takeuchi, R., Ok, C., & †Jeong, I. (August, 2017). Five-wave, time lagged, panel data investigation of the relationship between historical aspiration performance and the implementation of high-performance work systems. Paper presented at the 77th annual meeting of the *Academy of Management*, Atlanta, Georgia.

Takeuchi, R. & Wang, M. (June, 2017). The influence of prior work experiences on expatriate job performance change: A four-wave, longitudinal examination of the predictive effects of job, organization, and international work experiences. Paper presented at the 10th *Asia Academy of Management*, Kitakyushu, Japan.

Takeuchi, R., Li, A., & †Zhang, R. (August, 2016). When and under what conditions does high team voice hamper team innovation? Paper presented at the 76th annual meeting of the *Academy of Management*, Anaheim, California.

Takeuchi, R., Chen, J., †Chen, J., & Zhang, B. (August, 2016). Human capital resources as a core and a complementary resource: A configuration extension of resource-based view. Paper presented at the 76th annual meeting of the *Academy of Management*, Anaheim, California.

Takeuchi, R., Yang, J., & Zheng, X. (June, 2016). Performance promotion effect of abusive supervision: Attribution theoretical perspective on the contingent roles of subordinate task performance and political skills. Paper presented at the 7th biennial meeting of *International Association for Chinese Management Research*, Hangzhou, China.

Takeuchi, R., & Zhang, R. (June, 2016). Buffering or exacerbating? Climate effects on the curvilinear relationship between abusive supervision and creativity. Paper presented at the 7th biennial meeting of *International Association for Chinese Management Research*, Hangzhou, China.

- Takeuchi, R., ¶Qian, C., & Shay, J. P. (April, 2016). Trickle-down effects of global enterprises' control mechanisms on subsidiary top management team member job satisfaction: An integrative, cross-level theorizing. Paper presented at the *NTU Management Review's Management Theory and Practice Conference* in Kyoto, Japan.
- Takeuchi, R. & ¶Chandrashekar, P. (August, 2015). A multi-path model of coworker influence on employee abusive supervision and workplace deviance: A social information/learning perspectives. Paper presented at the 75th annual meeting of the *Academy of Management*, Vancouver, Canada.
- Takeuchi, R., Chao, M. M., & ¶Yu, N. Y. (August, 2015). Role of general and culture-specific avoidance orientation on creativity: A four-wave examination. Paper presented at the 75th annual meeting of the *Academy of Management*, Vancouver, Canada.
- Takeuchi, R., ¶Yu, N. Y., & Chen, Z. (August, 2015). Team as innovation system revisited: A cross-level model of proactivity, knowledge sharing and TMS. Paper presented at the 75th annual meeting of the *Academy of Management*, Vancouver, Canada.
- Takeuchi, R., Li, J. T., & Shay, J. P. (May, 2015). Complexities associated with managing expatriate managers' retention in foreign subsidiary: Structural contingency perspective. Paper presented at the 2015 special conference of *Strategic Management Society*, St. Gallen, Switzerland.
- ¶Shum, C., Takeuchi, R., & Chen, Z. (August, 2014). A nonlinear relationship between abusive supervision and subordinates' overall job performance. Paper presented at the 74th annual meeting of the *Academy of Management*, Philadelphia, PA.
- ¶Shum, C., & Takeuchi, R. (August, 2014). Dissonance or strategy? Leaders' social skills and subordinates' reactions to abusive supervision. Symposium paper presented at the 74th annual meeting of the *Academy of Management*, Philadelphia, PA.
- ¶Yun, N. Y., Takeuchi, R., & Chen, Z. (August, 2014). Proactive team innovation: An integrative view of information exchange and supervisor support. Paper presented at the 74th annual meeting of the *Academy of Management*, Philadelphia, PA.
- Takeuchi, R., Chao, M. M., & ¶Yu, N. Y. (June, 2014). The roles of general and culture specific performance avoidance orientations on sojourner creativity: A four-wave, time-lagged investigation. Paper presented at the 6th biennial meeting of *International Association for Chinese Management Research*, Beijing, China.
- Takeuchi, R., ¶Shum, C., & Lian, H. (May, 2014). Leader's and follower's power distance moderating abusive supervision-voice relations. Paper presented at the 29th annual meeting of the *Society for Industrial and Organizational Psychology*, Honolulu, HI.
- Chao, M. M., Takeuchi, R., Farh, J. L., Zhang, Z., & Hong, Y.-Y. (August, 2013). The role of essentialist beliefs on cultural adjustment and cultural intelligence development. Paper presented at the 73rd annual meeting of the *Academy of Management*, Orlando, Florida.

- Chen, J., Takeuchi, R., & Froese, F. (December, 2012). Communication, cross-cultural adjustment, and turnover of expatriates. Paper presented at the 8th *Asia Academy of Management*, Seoul, Korea.
- Takeuchi, R., Yu, N. Y. & Lin, C.-C. (December, 2012). Balance mechanism of organizational politics: A socio-political perspective. Paper presented at the 8th *Asia Academy of Management*, Seoul, Korea. – HR track best paper award winner.
- Takeuchi, R., Yu, N. Y. & Lin, C.-C. (December, 2012). Affection deficit effect of abusive supervision: Will self-esteem matter? Paper presented at the 8th *Asia Academy of Management*, Seoul, Korea.
- Takeuchi, R., Shum, C., & Chiaburu, D. (August, 2012). A social information processing model of task and contextual performance: Antecedents and consequences. Paper presented at the 72nd annual meeting of the *Academy of Management*, Boston.
- Takeuchi, R., Yao, D. J., & Yun, S. (August, 2012). The role of knowledge sharing on employee task performance: The moderating effects of exchange ideology. Paper presented at the 72nd annual meeting of the *Academy of Management*, Boston.
- Takeuchi, R., Shum, C., & Chiaburu, D. (June, 2012). Do “contexts” matter? A social information processing model of task and contextual performance: Antecedents and consequences. Paper presented at the 5th biennial meeting of *International Association for Chinese Management Research*, Hong Kong, China.
- Takeuchi, R., Li, J. T., & Shay, J. P. (June, 2012). The roles of subsidiary structure on expatriate outcomes: Moderating effects of global management processes. Paper presented at the 5th biennial meeting of *International Association for Chinese Management Research*, Hong Kong, China.
- Shum, C., & Takeuchi, R. (2011, August). Antecedents and consequences of employee job performance behaviors: An interactionist approach. Paper presented at the 71st annual meeting of the *Academy of Management*, San Antonio, Texas.
- Shum, C., & Takeuchi, R. (2011, August). Abusive supervision and employee voice: Integration of social exchange and power/dependence theory. Paper presented at the 71st annual meeting of the *Academy of Management*, San Antonio, Texas.
- Takeuchi, R., Qian, C., & Shay, J. P. (2011, July). The impact of expatriate leadership behavior on host country national job satisfaction: Cross-level moderating effects of decision autonomy and parent company commitment. Paper presented at the 9th *International Conference on Business*, Athens, Greece.
- Takeuchi, R., & Way, S. A. (2010, August). Enhancing commitment and performance: The cross-level, double mediation effects. Paper presented at the 70th annual meeting of the *Academy of Management*, Montréal, Canada.

Yun, S., Takeuchi, R., Lee, S., Park, H., Son, S. Y., Lee, E. H., & Kim, M. S. (2010, August). Employee self-enhancement motives and organizational citizenship behaviors: Moderating effects of leader-member-exchange and task performance. Paper presented at the 70th annual meeting of the *Academy of Management*, Montréal, Canada.

Yao, X., Takeuchi, R., & Wu, J. (2010, June). The impact of supervisor emotional labor on subordinate political behavior and performance. Paper presented at 4th biennial meeting of *International Association for Chinese Management Research*, Shanghai, China.

[¶]Chen, Z., & Takeuchi, R. (2009, December). How does a coworker make the place? A moderated mediation model of coworker exchange quality and coworker organizational citizenship behavior. Paper presented at the 23rd *Australia/New Zealand Academy of Management*, New Zealand.

[¶]Chen, Y., & Takeuchi, R. (2009, August). Seeing eye to eye? Employee and manager influence on job performance ratings, and the moderating effects of subordinate trust. Paper presented at the 68th annual meeting of the *Academy of Management*, Chicago.

Takeuchi, R., [¶]Cheung, S. Y., & [¶]Chen, Z. (2009, August). Interpersonal comfort model of voice behaviors: The roles of interpersonal, procedural, and distributive justice facets. Paper presented at the 68th annual meeting of the *Academy of Management*, Chicago.

Takeuchi, R., [¶]Qian, C., & Shay, J. P. (2009, August). MNC control of foreign subsidiaries: Cross-level theorizing. In G. T. Solomon (Ed.), *Proceedings of the Sixty-Eighth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

Takeuchi, R., & Lin, C. C. (2008, December). Integrating motives approach to organizational citizenship behaviors and social exchange perspective: Moderating effects of leader-member exchange. Paper presented at the 6th meeting of the *Asia Academy of Management*, Taipei, Taiwan.

[¶]Wang, X., Takeuchi, R., Yun, S., & Nason, E. M. (2008, December). Social information processing model of social exchange process: Moderating effects of informational justice. Paper presented at the 6th meeting of the *Asia Academy of Management*, Taipei, Taiwan.

Takeuchi, R., Chen, G., & Lepak, D. P. (2007, August). Cross-level mediating effects of high performance work systems. Paper presented at the 67th annual meeting of the *Academy of Management*, Philadelphia, PA.

Takeuchi, R., Yun, S., Nason, E. M., & [¶]Wang, X. (2007, August). The “social” aspect of social exchange relationship: The roles of relational exchange ideology. Paper presented at the 67th annual meeting of the *Academy of Management*, Philadelphia, PA.

Takeuchi, R., [¶]Wang, X., & Nason, E. M. (2007, August). The roles of exchange ideology for both sides of the social exchange equation. Paper presented at the 67th annual meeting of the *Academy of Management*, Philadelphia, PA.

- Tarique, I., & Takeuchi, R. (2007, June). Developing cultural intelligence: The role of international non-work experiences. Paper presented at the 49th annual meeting of the *Academy of International Business*, Indianapolis, IN.
- Maruping, L. M., Cao, Q., & Takeuchi, R. (2006, August). Disentangling the effects of CEO turnover and succession on organizational capabilities: A social network perspective. Paper presented at the 66th annual meeting of the *Academy of Management*, Atlanta, GA.
- Takeuchi, R., Wang, M., & Gong, Y. (2006, August). Goal orientation and emotional stability effects on expatriates: The role of psychological workplace strain and self-efficacy. Paper presented at the 66th annual meeting of the *Academy of Management*, Atlanta, GA.
- Takeuchi, R., Wang, M., & Gong, Y. (2006, May). Mediating effects of self-efficacy and psychological workplace strain for expatriates. Paper presented at the 21st annual meeting of the *Society for Industrial and Organizational Psychology*, Dallas, TX.
- Takeuchi, R. (2005, August). Intellectual (human and social) capital as mediators of HR system and outcomes: Different mediating mechanisms. Paper presented at the 65th annual meeting of the *Academy of Management*, Honolulu, HI.
- Takeuchi, R., & Shay, J. P. (2005, August). The effects of P-O fit on cross-cultural adjustment of expatriate managers and its consequences. Paper presented at the 65th annual meeting of the *Academy of Management*, Honolulu, HI.
- Yun, S., Takeuchi, R., & Liu, W. (2005, August). Good soldier or good actor? Examining the instrumentality of OCBs and the role of cognition. Paper presented at the 65th annual meeting of the *Academy of Management*, Honolulu, HI.
- Takeuchi, R., & Yun, S. (2005, July). Time-Based conceptualization of experiences within an international assignment context: Moderating impacts of past international experiences. Paper presented at the 12th annual meeting of the *International Conference on Advances in Management*, Washington D.C.
- Takeuchi, R., & Shay, J. P. (2005, April). Dual commitments of expatriate managers: Interaction effects of parent company and foreign subsidiary commitments. Paper presented at the 20th annual meeting of the *Society for Industrial and Organizational Psychology*, Los Angeles, CA.
- Takeuchi, R., Wang, M., Marinova, S. V., & Liang, J. (2005, April). The roles of perceived organizational support and organizational commitment during expatriation: A social exchange perspective. Paper presented at the 20th annual meeting of the *Society for Industrial and Organizational Psychology*, Los Angeles, CA.
- Takeuchi, R., Marinova, S. V., Lepak, D. P., & Moon, H. (2004, August). Justice climate as a missing link for the relationship between high investment HRM systems and organizational citizenship behaviors? In D. H. Nagao (Ed.), *Proceedings of the Sixty-Fourth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

- Takeuchi, R., Tesluk, P. E., & Marinova, S. V. (2004, August). Development of cultural intelligence and the role of international experiences. Paper presented at the 64th annual meeting of the *Academy of Management*, New Orleans, LO.
- Takeuchi, R., Lepak, D. P., Marinova, S. V., & Yun, S. (2004, April). Neglected but not forgotten? Multiple crossover effects from spouses to expatriates and non-linear effects of stress-related factors on expatriate cross-cultural adjustment. Paper presented at the 19th annual meeting of the *Society for Industrial and Organizational Psychology*, Chicago, IL.
- Takeuchi, R., Wang, M., & Marinova, S. V. (2004, April). Centrality of work stress during international assignments: The pervasive role of stress and its consequences. Paper presented at the 19th annual meeting of the *Society for Industrial and Organizational Psychology*, Chicago, IL.
- Takeuchi, R. (2003, August). "Toward an integrative framework of individual employee's international experiences": Typology and model developments. Paper presented at the 63rd annual meeting of the *Academy of Management*, Seattle, WA.
- Duriau, V. J., & Takeuchi, R. (2003, July). The performance of global business teams within multinational corporations: An intervening process model. Paper presented at the 45th annual meeting of the *Academy of International Business*, Monterey, CA.
- Takeuchi, R., Liu, W., Taylor, M. S. (2003, April). A longitudinal examination of organizational justice: A dual triadic model. Paper presented at the 18th annual meeting of the *Society for Industrial and Organizational Psychology*, Orlando, FL.
- Takeuchi, R., Moon, H., & Mayer, D. (2003, April). The interaction between procedural justice and other-centered personality in predicting innovative suggestions. Paper presented at the 18th annual meeting of the *Society for Industrial and Organizational Psychology*, Orlando, FL.
- Takeuchi, R., Tesluk, P. E., Yun, S., & Lepak, D. P. (2003, April). Moderating effects of previous international experience: Domain-specific effects. Paper presented at the 18th annual meeting of the *Society for Industrial and Organizational Psychology*, Orlando, FL.
- Duriau, V. J., & Takeuchi, R. (2002, August). Transnational team functioning: An intervening process model. Paper presented at the 62nd annual meeting of the *Academy of Management*, Denver, CO.
- Takeuchi, R. (2002, August). Examining the black box in strategic human resource management: How do we get the employees to contribute? Cross-level analysis of hr philosophy and support climate on individual organizational citizenship behaviors. Paper presented at the 62nd annual meeting of the *Academy of Management*, Denver, CO.
- Takeuchi, R. (2002, June). Expatriates vs. host country nationals: Which groups of employees do multinationals utilize? A duality-based perspective on international human resources management.

Paper presented at the 44th annual meeting of the *Academy of International Business*, San Juan, Puerto Rico.

Takeuchi, R. (2002, June). The determinants and consequences of expatriate compensation policies and practices for international assignments: Agency, institutional, resource-based, or a combination? Paper presented at the 44th annual meeting of the *Academy of International Business*, San Juan, Puerto Rico.

Takeuchi, R. (2001, August). Unfolding model of expatriate withdrawal and nonwithdrawal decisions: Decision making from a dualistic adjustment perspective. Paper presented at the 61st annual meeting of the *Academy of Management*, Washington D.C.

Takeuchi, R. (2000, November). From dualistic adjustment to repatriate turnover: A mediating model of repatriate adjustment and psychological contract violation. Paper presented at the 42nd annual meeting of the *Academy of International Business*, Phoenix, AZ.

Takeuchi, R., & Duriau, V. J. (2000, November). Internal and external fit of multicultural teams within multinational corporations. Paper presented at the 42nd annual meeting of the *Academy of International Business*, Phoenix, AZ.

Takeuchi, R., & Yun, S. (2000, November). Does previous international experience matter for expatriate adjustment? Moderating effects of current experiences. Paper presented at the 42nd annual meeting of the *Academy of International Business*, Phoenix, AZ.

Lepak, D. P., & Takeuchi, R. (2000, August). Variations in employment mode usage and firm performance: An empirical examination. Paper presented at the 60th annual meeting of the *Academy of Management*, Toronto, Canada.

Takeuchi, R., Yun, S., & Russell, J. E. A. (2000, August). The role of expatriate adjustment in understanding international assignments. Paper presented at the 60th annual meeting of the *Academy of Management*, Toronto, Canada.

Yun, S., Takeuchi, R., & Tesluk, P. E. (2000, August). An examination of crossover and spillover effects of spouse and expatriate adjustment on expatriate outcomes. Paper presented at the 60th annual meeting of the *Academy of Management*, Toronto, Canada.

Takeuchi, R., Tekleab, A. G., & Taylor, M. S. (2000, April). Procedural justice intervention: Restoring psychological contract violations & effects. Paper presented at the 15th annual meeting of the *Society for Industrial and Organizational Psychology*, New Orleans, LA.

Takeuchi, R. (1997, August). Expatriate success and failure revisited: A taxonomy and consequences of international assignment outcomes. Paper presented at the 57th annual meeting of the *Academy of Management*, Boston, MA.

Takeuchi, R., & Hannon, J. M. (1996, September). Antecedents to adjustment of Japanese expatriates in the United States. Paper presented at the 37th annual meeting of the *Academy of International Business*, Banff, Canada.

Takeuchi, R., & Hannon, J. M. (1996, June). Antecedents of Japanese spouse adjustment. Paper presented at the 9th annual meeting of the *Association of Japanese Business Studies*, Nagoya, Japan.

Invited/Research Presentations:

- ▲To be or not to be (sleep deprived): Classifying growth patterns of insomnia. University of Oklahoma, Norman, OK: November 18th, 2019.
- ▲How to get published in (North American) top tier journals. Nanjing University, Nanjing, China: September 12th, 2019.
- ▲To be or not to be (sleep deprived): Classifying growth patterns of insomnia over time. Nanjing University, Nanjing, China: September 10th, 2019.
- ▲“It’s about time”: Individual time orientation (monochronicity) and feedback avoiding behavior from a temporal self-regulatory perspective. Sogon University & Seoul National University, Seoul, Korea: May 20th, 2019.
- ▲Expatriates’ performance profiles: Examining the effects of work experiences on the longitudinal change patterns. Hong Kong University of Science & Technology, Hong Kong: May 17th, 2019.
- ▲Time-based perspective of my research: Past, present, and future. Southern Methodist University, Dallas, TX: September 19th, 2018.
- ▲Expatriates’ performance profiles: Examining the effects of work experiences on the longitudinal change patterns. Waseda University, Tokyo, Japan: June 30th, 2018.
- ▲Generating interesting research ideas: Part 1. National Taiwan University, Taipei, Taiwan: May 18th, 2017.
- ▲Generating interesting research ideas: Part 2. National Taiwan University, Taipei, Taiwan: May 19th, 2017.
- ▲Road travelled and road ahead! Developing multiple research stream. Northeastern University, Boston, Massachusetts: November 17th, 2016.
- ▲Road travelled and road ahead! Developing multiple research stream. Ohio State University, Columbus, Ohio: November 15th, 2016.
- ▲Road travelled and road ahead! Developing multiple research stream. University of Texas at Dallas, Dallas, Texas: November 11th, 2016.

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- △Road travelled and road ahead! Developing multiple research stream. University of Nebraska, Lincoln, Nebraska: October 21st, 2016.
 - △Getting published in (North American) top tier journals. University of Science & Technology of China, Hefei, China PRC: March 16th, 2016.
 - △Getting published in (North American) top tier journals. Lingnan College, Sun Yat-sen University (中山大学), Guangzhou, China PRC: December 10th, 2015 (Keynote speaker).
 - △How to generate interesting research ideas? Asia Academy of Management, Doctoral/Junior Faculty Consortium, Shatin, Hong Kong: June 24th, 2015.
 - △Relational and group contingencies associated with political skill: A cross-level investigation. University of Western Australia, Perth, Australia: May 29th, 2015.
 - △Drawing the BEST out of employees through HR practices: Bottom-line impact of HR on firm performance. University of Western Australia, Perth, Australia: May 28th, 2015.
 - △Road travelled and road ahead! Developing a multiple research stream. National University of Singapore, Singapore: November 5th, 2014.
 - △Responding to reviewers (effectively). Tsinghua University, Beijing, China PRC: October 27th, 2014.
 - △Too many motives? The interactive effects of multiple motives on organizational citizenship behavior. Peking University (Psychology Department), Beijing, China PRC: October 24th, 2014.
 - △How to navigate the review process successfully? Dos and don'ts. Tsinghua University, Beijing, China PRC: October 23rd, 2014.
 - △Too many motives? The interactive effects of multiple motives on organizational citizenship behavior. Tsinghua University, Beijing, China PRC: October 21st, 2014.
 - △How to publish in North American top tier journals! Tsinghua University, Beijing, China PRC: October 20th, 2014.
 - △Team as innovation system revisited: A cross-level model of proactivity and knowledge sharing. Shanghai Jiaotong University, Shanghai, China PRC: October 19th, 2014.
 - △Developing your publication capabilities: Navigating the research process. Tsinghua University, Beijing, China PRC: October 16th, 2014.

- △How to generate interesting research ideas? Capital University of Economics and Business, Beijing, China PRC: October 15th, 2014.
- △Enhancing your publication capabilities: Navigating the research process. Renmin University, Beijing, China PRC: September 24th, 2014.
- △The role of OB in strategic HRM research: Multidisciplinary perspective. Annual research symposium: When OB research meets HR practices (organized by Xu Huang) at Shanghai University of Finance and Economics, Shanghai, China PRC: June 27th, 2014.
- △Publication tips for Academy of Management Journal: From an associate editor's perspective. Shanghai Jiaotong University, Shanghai, China PRC: June 9th, 2014.
- △Publication tips for Academy of Management Journal: From an associate editor's perspective. Shanghai University of Finance and Economics, Shanghai, China PRC: June 5th, 2014.
- △How to publish in (North American) top tier journals: Personal and editorial account. National University of Taiwan, Taipei, Taiwan: May 2nd, 2014.
- △How to publish in (North American) top tier journals: Personal and editorial account. I-Shou University, Kaoshiung, Taiwan: April 28th, 2014.
- △The roles of general and culture specific performance avoidance goal orientations on sojourner creativity: A four-wave, time-lagged investigation. 3rd CLI Research Symposium on "Creativity and Innovation at Work: Nature, Nature, and Nurturing Nature." Hong Kong Polytechnic University, Hung Hom, Hong Kong: February 21st, 2014.
- △Organizational politics and employee performance in the service industry: A meso pluralistic framework. National University of Singapore, Singapore: January 22nd, 2014.
- △How does leader ostracism thwart employee proactive behaviors? A social identity framework. CLI Research Symposium on "New Frontiers in Leadership." Hong Kong Polytechnic University, Hung Hom: February 22nd, 2013.
- △An investigation of expatriate adjustment and actual turnover through organizational communication lens: The fit perspective. Singapore Management University, Singapore: December 3rd, 2012.
- △Balance mechanism of organizational politics in employee job performance: A socio-political perspective. Hong Kong University of Science & Technology, Kowloon, Hong Kong: September 21st, 2012.

- △Foreign subsidiary structural “flexibility”, global management processes, and strategic human capital: An empirical study of global hotel industry. Chinese University of Hong Kong, Hong Kong: July 13th, 2012.
- △Identifying and making (theoretical) contributions: Where to start? JMS Special conference, Chinese University of Hong Kong, Shatin, Hong Kong: October 22nd-23rd, 2011.
- △To write and publish in (North American) top tier journals. Macau University of Science & Technology, Macau, CN: December 15th, 2010.
- △Bottom-line impact of human resources: Strategic human resource management perspective. HKUST Business Insights Presentation Series, Hong Kong University of Science & Technology, Hong Kong: June 3rd, 2010 (mentioned in Wall Street Journal, May 25th, 2010).
- △The impact of expatriate leadership behavior on host country national job satisfaction: Cross-level moderating effects of decision autonomy and parent company commitment. Chinese University of Hong Kong, Hong Kong: March 19th, 2010.
- △MNC control of foreign subsidiaries: Cross-level theorizing. Hong Kong Polytechnic University, Hong Kong: September 15th, 2009.
- △Research process and career: Where to start and what to do? I-Shou University, Kaohsiung, Taiwan: April 27th, 2009.
- △Current trends and future directions of expatriate adjustment research. Korea University, Seoul, Korea: February 27th, 2009
- △Establishing research stream(s): A personal recount. E-Shou University, Taiwan: December 17th, 2008.
- △Organizational justice facets interactions: Which ones? Singapore Management University, Singapore: May 2nd, 2008.
- △How do I deal with (interpersonal) conflict? Moderating effects of role clarity on conflict resolution styles and job performance behaviors. Hong Kong University of Science & Technology, Kowloon, Hong Kong: April 25th, 2008.
- △ Social information processing model of social exchange process: Moderating effects of informational justice, Hong Kong University of Science & Technology, Kowloon, Hong Kong: October 26th, 2007.
- △ Developing global talent through international assignment: Issues associated with expatriate adjustment, Seoul National University, Seoul, Korea: March 29th, 2007.

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- △Organizational justice climates and individual organizational citizenship behaviors: A cross-level theory, Hong Kong Baptist University, Kowloon, Hong Kong: June 2nd, 2006
 - △Bring back the “social” and “relational” aspects into social exchange relationship: The roles of exchange ideology, Hong Kong University of Science & Technology, Kowloon, Hong Kong: April 21st, 2006.
 - △Cross-cultural comparisons of adjustment process in a foreign working environment, Symposium on Youths in Hong Kong and Japan, organized by Hong Kong Economic and Trade Office (Tokyo), Tokyo, Japan: October 15th, 2005.
 - △Issues associated with Japanese expatriate employees and their spouses: Adjusting to the American culture, International Symposium on Globalization, Localization, and Japanese Studies in the Asia Pacific Region, organized by International Research Center for Japanese Studies, Kyoto, and Department of Japanese Studies, the Chinese University of Hong Kong at Chinese University of Hong Kong, Shatin, Hong Kong: October 2nd, 2005.
 - △Existence of multiple interfaces on expatriates: A holistic view of expatriate. Paper presented at an Inaugural Conference of the International Center of Work and Family at University of Navarra, Barcelona, Spain: July 2005.
 - △Matching leadership styles with employment modes: Architectural strategic HRM perspective. Paper presented at the 8th conference for the Academy of Leadership Conference at Kookmin University, Seoul, Korea: November 2004.
 - △The relationships between high investment HRM systems, justice climates, and OCBs. Seoul National University, Seoul, Korea: November 2004.
 - △Intellectual (human and social) capital as mediators of high investment HR systems and outcomes: An empirical examination. Hong Kong University of Science & Technology, Hong Kong: September 2004.
 - △How do we get there from here? Understanding the black box in strategic HRM research from resource-based and social exchange perspectives. Tokyo Economics University, Tokyo, Japan: June 2004.
 - △Does previous international experience matter for expatriate adjustment? The moderating effects of current work experiences. University of Maryland, College Park, MD: November 2001.
 - △An examination of crossover and spillover effects of spouse and expatriate adjustment on expatriate outcomes. University of Maryland, College Park, MD: April 1999.

Research Grants:

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- △Principal investigator and recipient of RGC General Research Fund (HK\$528,000), Hong Kong University of Science & Technology, July, 2014 (#HKUST16502914: “An integrative review of strategic human resource management: A theoretical and empirical investigations”).
 - △Principal investigator and recipient of SBI (School-Based Initiative) Grant (HK\$11,714 for a year), Hong Kong University of Science & Technology, April, 2014 (#SBI14BM09: “The role of goal orientations on sojourner outcomes”).
 - △Principal investigator and recipient of SBI (School-Based Initiative) Grant (HK\$48,000 for a year), Hong Kong University of Science & Technology, April, 2013 (#SBI13BM08: “The role of international experiences on expatriates’ cross-cultural adjustment: A theoretical review and a critique”).
 - △Principal investigator and recipient of RGC General Research Fund (HK\$261,170 for two years), Hong Kong University of Science & Technology, July, 2011 (#HKUST643612: “Social influence of coworkers: Understanding the processes of coworker influence on the employee”).
 - △Principal investigator and recipient of RGC General Research Fund (HK\$213,814 for three years) with Jeffrey P. Shay, Hong Kong University of Science & Technology, July, 2010 (#HKUST6436/10H: “MNC control of foreign subsidiaries: A cross-level theorizing”).
 - △Principal investigator and recipient of RGC Direct Allocation Grant (HK\$17,886), Hong Kong University of Science & Technology, July 1st, 2010 (#DAGS09/10.BM13: “New perspectives on organizational citizenship behaviors”).
 - △Principal investigator and recipient of SBI (School-Based Initiative) Grant (HK\$55,000 for a year), Hong Kong University of Science & Technology, January, 2009 (#SBI08/09.BM13: “Accumulated knowledge on expatriate adjustment: A review and synthesis for way forward”).
 - △Principal investigator and recipient of RPC (Research Project Competition) Grant (HK\$128,000) with Cheng-Chen Lin, Hong Kong University of Science & Technology, March, 2007.
 - △Principal investigator and recipient of RGC Competitive Earmarked Research Grant (HK\$486,200) with Sean A. Way, Hong Kong University of Science & Technology, July, 2006.
 - △Principal investigator and Sole recipient of RGC Direct Allocation Grant (HK\$60,000), Hong Kong University of Science & Technology, December, 2005.
 - △Principal investigator and Sole recipient of RGC Competitive Earmarked Research Grant (total of HK \$359,520 for two years), Hong Kong University of Science & Technology, July, 2004.
 - △Principal investigator and Sole recipient of RGC Direct Allocation Grant (HK\$90,290), Hong Kong University of Science & Technology, November, 2003.

△Sole recipient of the University of Maryland Graduate Research Board Grant (US\$1,000), August, 1999.

Research Interests:

△Expatriate Adjustment and International Human Resources Management

- ◆ Work-family conflict and work-nonwork issues
- ◆ Work stress and stressors
- ◆ Social exchange perspectives on expatriate
- ◆ Role of international experience

△Strategic Human Resources Management

- ◆ High investment HR systems
- ◆ Resource-based view and social exchange

△Social Exchange Theory

- ◆ Organizational justice and organizational citizenship behaviors
- ◆ Cognitive perspective on organizational citizenship behaviors

Consortium:

△Attended the HR Division Junior Faculty consortium, Academy of Management, August, 2004, New Orleans.

△Attended the IM Division Doctoral consortium, Academy of Management, August, 2001, Washington D.C.

△Attended Internationalizing Doctoral Education Consortium held by the Center for International Business and Education Research at the University of Wisconsin, Madison, Wisconsin in August, 2001.

△Attended the HR Division Doctoral consortium, Academy of Management, August, 2000, Toronto, Canada.

△Attended the First Annual International Doctoral Workshop held by the Center for International Business Education and Research at the Columbia Business School, Columbia University, August, 1999.

△Attended the Doctoral Internationalization Consortium held by the Center for International Business Education at the University of Michigan, Ann Arbor, Michigan in September, 1996.

△Attended the Junior Faculty/Doctoral Student Consortium held by Association of Japanese Business Studies at Nagoya, Japan in June, 1996.

IV. TEACHING

Teaching Interests:

International and Multinational Human Resources Management
 Strategic Human Resource Management
 Human Resource Management
 Organizational Behavior
 Cross-Cultural Management

Courses Taught and Student Evaluations

Semester	Level	Course Title	# of students	Student evaluations (out of 5)
Spring, 2020	Ph.D.	Theory and Research in Group and Intergroup Processes (OB7130)	7	4.75
	UG	Human Resource Management (OBHR 3330) – 002	60	4.56
Spring, 2019	UG	Human Resource Management (OBHR 3330) – 004	49	4.11
	UG	Human Resource Management (OBHR3330) – 502	48	4.44
Spring, 2018	Ph.D.	Theory and Research in Group and Intergroup Processes (OB7130)	9	4.75
	MSc	International Human Resource Management (IMS6341)	21	4.29
Prior Teaching: Hong Kong University of Science & Technology				(out of 100)
Summer, 2016	MBA	Preparing to Lead (MGMT5210)	100	84.4
	MBA	Preparing to Lead (MGMT5210)	107	78.4
Fall, 2015	Ph.D.	Philosophy of Science (MGMT7100)	12	94.4
	UG1	Organizational Behavior (MGMT2110)	70	75.0
	UG1	Organizational Behavior (MGMT2110)	69	75.0
Spring, 2014	MSc	Human Capital Enhancement (MIMT5360)	25	51.6
Fall, 2013	PhD	Philosophy of Science (MGMT7100)	11	100
	UG1	Organizational Behavior (MGTO2110)	69	66.0
	UG1	Organizational Behavior (MGTO2110)	67	72.8
Spring 2012	MBA	Human Capital Enhancement (MGMT6500I)	13	83.3
Fall, 2011	UG2	Human Resource Management (MGMT3110)	65	65.9
	UG2	Human Resource Management (MGMT3110)	65	66.9
	PhD	Philosophy of Science (MGMT7100)	15	93.8
Spring, 2011	PhD	Strategic Human Resource Management (MGMT697H)	2	NA
Fall, 2010	UG2	Human Resource Management (MGTO221)	67	69.6
	UG2	Human Resource Management (MGTO221)	55	75.0
Fall, 2009	UG1	Organizational Behavior (MGTO 121)	67	84.2
	UG1	Organizational Behavior (MGTO 121)	67	85.3
	UG1	Organizational Behavior (MGTO 121)	68	79.7
Fall, 2008	UG1	Organizational Behavior (MGTO 121)	68	77.5
	UG1	Organizational Behavior (MGTO 121)	65	76.4
	UG1	Organizational Behavior (MGTO 121)	66	75.9
Fall, 2007	UG1	Organizational Behavior (MGTO 121)	63	76.9
	UG1	Organizational Behavior (MGTO 121)	62	77.0
	UG1	Organizational Behavior (MGTO 121)	57	75.7
Fall, 2006	UG1	Organizational Behavior (MGTO 121)	66	67.2
	UG1	Organizational Behavior (MGTO 121)	61	67.9
	UG1	Organizational Behavior (MGTO 121)	64	76.1
Spring, 2006	UG1	Organizational Behavior (MGTO 121)	66	65.1
	UG1	Organizational Behavior (MGTO 121)	65	82.0
Fall, 2005	PhD	Doctoral Seminar in Management (MGTO 712)	9	98.1
Spring, 2005	UG1	Organizational Behavior (MGTO 121)	50	65.4

	UG1	Organizational Behavior (MGTO 121)	52	66.1
	UG1	Organizational Behavior (MGTO 121)	48	71.0
Spring, 2004	UG1	Organizational Behavior (MGTO 121)	57	53.8
	UG1	Organizational Behavior (MGTO 121)	51	59.0
	UG1	Organizational Behavior (MGTO 121)	51	60.3
Prior Teaching: University of Maryland				(out of 5.0)
Spring, 2003	UG4	Business Policy (BMGT 495)	35	4.34
	UG4	Business Policy (BMGT 495)	35	4.31
Fall, 2002	UG4	Employment Law for Business (BMGT 462)	35	4.26
	UG4	Business Policy (BMGT 495)	35	4.38
Summer, 2002	UG4	Organizational Behavior (BMGT 464)	15	4.45
Spring, 2002	UG4	Business Policy (BMGT 495)	35	4.63
Fall, 2001	UG4	Business Policy (BMGT 495)	35	4.28
Summer, 2001	UG3	Organizational Behavior (BMGT 464)	15	4.52
Summer, 2000	UG3	Organizational Behavior (BMGT 464)	10	4.48
Summer, 1999	UG3	Management and Organization Theory (BMGT 364)	20	4.26

Awards, Honors, and Other Teaching-Related Accomplishments:

- ▲Recipient of the Best Ten Lecturers' Award (March, 2017): Hong Kong University of Science & Technology – One of the 10 recipients selected from a pool of approximately 900 eligible faculty members and instructors who taught undergraduate classes in Spring/Fall 2016. This award is hosted by VERTEX, House II Students' Association on an annual basis for the entire university, over 2000 undergraduate students voted.
- ▲Recipient of the Best Ten Lecturers' Award (March, 2012): Hong Kong University of Science & Technology – One of the 10 recipients selected from a pool of 903 eligible faculty members and instructors who taught undergraduate classes in Spring/Fall 2011. This award is hosted by VERTEX, House II Students' Association on an annual basis for the entire university, over 2000 undergraduate students voted.
- ▲Recipient of the Best Ten Lecturers' Award (November, 2009): Hong Kong University of Science & Technology – One of the 10 recipients selected from a pool of approximately 700 eligible faculty members and instructors who taught undergraduate classes in Spring/Fall 2009. This award is hosted by VERTEX, House II Students' Association on an annual basis for the entire university, over 4000 undergraduate students are eligible to vote.
- ▲Recipient of the Best Ten Lecturers' Award (November, 2008): Hong Kong University of Science & Technology – One of the 10 recipients selected from a pool of 550 eligible faculty members and instructors who taught undergraduate classes in Spring/Fall 2008. This award is hosted by VERTEX, House II Students' Association on an annual basis for the entire university, over 4000 undergraduate students are eligible to vote.
- ▲Recipient of the Best Ten Lecturers' Award (February, 2008): Hong Kong University of Science & Technology – One of the 10 recipients selected from a pool of 463 eligible faculty members and instructors who taught undergraduate classes in Spring/Fall 2007. This award is hosted by VERTEX, House II Students' Association on an annual basis for the entire university, over 4000 undergraduate students are eligible to vote.

▲Recipient of the Krowe Award for Teaching Excellence (2003): University of Maryland – One of the 4 recipients selected from a pool of 59 nominees. - \$1500

Student Advising

<i>Doctoral Thesis Committee</i>	
2018-present	Nan Guo – OSIM, UTD (supervisor)
2017-present	Dorian Boncouer – OSIM, UTD (supervisor)
2013-2018	Ruixue (Rachael) Zhang – MGMT department, HKUST (supervisor)
2012-2017	Jieying Chen – MGMT department, HKUST (supervisor)
2011-2017	Nadia Yin Yu – MGMT department, HKUST (supervisor)
2016	Zhiyang Li – Accounting department, HKUST (chair)
2016	Ahmed Zubair – Electronic & Computer Engineering, HKUST (chair)
2010-2015	Cass Wai Shum – MGMT department, HKUST (supervisor)
2013	Nga Man Cheng – Chemistry, HKUST (chair)
2011-2012	Yahui Lan – Nano Science & Technology, HKUST (chair)
2010-2011	Zhijun Chen – MGMT department, HKUST
2010-2011	Tian Li – ISOM department, HKUST (chair)
2010-2011	Kwok Yue (Frank) Chan – ISOM department, HKUST
2006-2007	Jian (Jason) Liang – MGMT department, HKUST
2006-2007	Guohua (Emily) Huang – MGMT department, HKUST
<i>Master's Thesis Chair</i>	
Summer, 2017	Xing Yuan – MGMT department, HKUST
Summer, 2015	Ruixue Zhang – MGMT department, HKUST
Summer, 2014	Subramanya (Prasad) Chandrashker – MGMT department, HKUST
Summer, 2010	Yao Chen – MGMT department, HKUST
<i>Master's Thesis Committee Member</i>	
Summer, 2016	Leyuan Chen – MGMT department, HKUST
Summer, 2005	Yiheng (Elf) Xi – MGMT department, HKUST
<i>Graduate Independent Study Project Advisee</i>	
Spring, 2002 (MS, Communication)	Helen Bui (ENTS 609) – University of Maryland
<i>Undergraduate Independent Study Project Advisees</i>	
Spring, 2004	Wing Tin Lam (MGTO 330) - HKUST
Fall, 2001	Wallen Bloom (BMGT 398) – University of Maryland

V. PROFESSIONAL SERVICES

Editorial and Reviewing Services:

▲*Editor:*

- ◆ 2013 – 2016, Associate Editor, *Academy of Management Journal*
- ◆ 2010 – present, Consulting Editor, *Journal of International Business Studies*

▲*Guest Editor:*

- ◆ *Personnel Psychology* (Global Work Context, 2011-2012)
- ◆ *International Journal of Human Resource Management* (Celebrating David P. Lepak's Achievement, 2018-2019)

▲*Editorial Review Board Member:*

- ◆ 2007 – 2013, 2016 – current, *Academy of Management Journal*

- ◆ 2008 – 2011, *Academy of Management Review*
- ◆ 2012 – 2014, *Human Relations*
- ◆ 2012 – present, *Journal of Global Mobility* (new journal)
- ◆ 2008 – present, *Journal of Applied Psychology*
- ◆ 2007 – 2010, *Journal of International Business Studies*
- ◆ 2008 – 2011, *Journal of Management*
- ◆ 2010 – present, *Organizational Behavior and Human Decision Processes*
- ◆ 2007 – 2010, 2017 – present, *Personnel Psychology*

△Ad hoc Reviewer:

- ◆ *Academy of Management Journal*
- ◆ *Academy of Management Review*
- ◆ *Applied Psychology: An International Review*
- ◆ *British Journal of Management*
- ◆ *Human Relations*
- ◆ *Human Resource Management*
- ◆ *International Journal of Conflict Management*
- ◆ *International Journal of Hospitality Management*
- ◆ *Journal of Applied Psychology*
- ◆ *Journal of Asia Business Studies*
- ◆ *Journal of International Business Studies*
- ◆ *Journal of Management*
- ◆ *Journal of Managerial Studies*
- ◆ *Journal of Occupational and Organizational Psychology*
- ◆ *Management International Review*
- ◆ *Management & Organization Review*
- ◆ *Organizational Behavior & Human Decision Processes*
- ◆ *Organization Science*
- ◆ *Personnel Psychology*
- ◆ *Personnel Review*

△Conference Reviews:

- Society for Industrial and Organizational Psychology: 2006 – present
- Academy of Management Conference,
 - International Business Division: 1997 – present
 - Organizational Behavior Division: 2002 – present
 - Human Resources Division: 2005 – present
- Association of Japanese Business Studies, 2007 – present

△Professional Affiliations:

- Academy of International Business, Member
- Academy of Management - Human Resource Management, International Management, Organizational Behavior, Organization Research Method Divisions, Member
- American Psychological Association, Member
- Association of Japanese Business Studies, Member
- Society for Industrial and Organizational Psychology, Member

Academic Services:

▲ Academy of Management Journal

- 2019, Committee member, *Academy of Management Journal Best Publication Award*, Boston, MA.
- 2018, Committee member, *Academy of Management Journal Best Publication Award*, Chicago, IL.
- 2011, Committee member, *Academy of Management Journal Best Publication Award*, San Antonio, TX.

▲ Academy of Management Conference

All Academy

- ◆ 2014, **Speaker** in “*Publishing in AMJ: Tips from the editors*” PDW session for All Academy Theme, Academy of Management, Philadelphia, PA.
- ◆ 2014, **Panelist** in “*Publishing in AMJ: Tips from the Editors*” PDW session for All Academy Theme, Academy of Management, Philadelphia, PA.
- ◆ 2013, **Panelist** in “*Publishing in AMJ: Tips from the Editors*” PDW session for All Academy Theme, Academy of Management, Orlando, FL.
- ◆ 2013, **Committee Member**, *All Academy Newman Dissertation Award*, Orlando, FL.
- ◆ 2012, **Committee Chair**, *All Academy Newman Dissertation Award*, Boston, MA.
- ◆ 2011, **Committee Member**, *All Academy Newman Dissertation Award*, San Antonio, TX.
- ◆ 2011, **Presenter** for “*When West meets East: Challenges and adjustment issues for Asian members of the academy*” PDW session for All Academy Theme, San Antonio, TX.
- ◆ 2011, **Presenter** in “*Academic careers: Taking off!*” PDW session of the New Doctoral Student Consortium, All Academy Theme, San Antonio, Texas.
- ◆ 2005, **Presenter** for “*Dialogues on a New Vision of Career Management*,” PDW session for CAR, MED, HR, & IM Divisions, Academy of Management, Honolulu, HI.

HR division

- ◆ 2019, **Committee member**, Early Career Achievement Award, HR division, Boston, MA.
- ◆ 2019, **Committee member**, Best Student Convention Paper Award, HR division, Boston, MA.
- ◆ 2019, **Committee member**, SHRM Dissertation Grant Award, HR division, Boston, MA.
- ◆ 2018, **Committee Member**, Early Career Achievement Award, HR division, Chicago, IL.
- ◆ 2017, **Committee Member**, Ralph Alexander Best Dissertation Award, HR division, Atlanta, GA.
- ◆ 2016, **Panelist** in “*Meet the Editor*” session of the Doctoral/Mid-Stage Doctoral Student and Junior Faculty consortia, HR division, Academy of Management, Anaheim, CA.
- ◆ 2014, **Panelist** in “*Reinvigorating the strategy perspective in strategic human resource management*” PDW session (along with Rosemary Batt, Barry Gerhart, Kaifeng Jiang, Jaap Paauwe, and Scott Snell), HR division, Academy of Management, Philadelphia, PA.
- ◆ 2013, **Presenter** in “*Going east: Issues and trends in HRM*” plenary session, HR division, Academy of Management, Orlando, FL.
- ◆ 2013, **Chair/Discussant** in “*Strategic HR and creativity and innovation*” competitive paper session, HR division, Academy of Management, Orlando, FL.
- ◆ 2013, **Panelist** in “*Responding to reviewers (effectively)!*” session of Junior Faculty Consortium, HR division, Academy of Management, Orlando, FL.

- ◆ 2013, **Panelist** in “*Meet the Editor*” session of Doctoral Student Consortium, HR division, Academy of Management, Orlando, FL.
- ◆ 2012, **Co-chair** of Award Committee, HR division, Boston, MA.
- ◆ 2012, **Panelist** in “*How can I begin a program of research when I’m just learning about the field*” PDW session of the Pre-dissertation Doctoral Student Consortium, HR division, Academy of Management, Boston, MA.
- ◆ 2012, **Panelist** in “*Getting published: Everything you wanted to know but were afraid to ask*” session, Doctoral Student Consortium, HR division, Academy of Management, Boston, MA.
- ◆ 2011, **Co-chair** of Award Committee, HR division, Academy of Management, San Antonio, TX.
- ◆ 2011, **Panelist** in “*How can I begin a program of research when I’m just learning about the field*” PDW session of the Pre-dissertation Doctoral Student Consortium, HR division, San Antonio, Texas.
- ◆ 2011, **Panelist** in “*Getting published: Everything you wanted to know but were afraid to ask*” session of the Doctoral Student Consortium, HR division, San Antonio, TX.
- ◆ 2010, **Committee Chair**, *Best Student Convention Paper Award*, HR division, Montréal, Canada.
- ◆ 2010, **Panelist** for “*Getting published: Everything you wanted to know but were afraid to ask*” session of the Doctoral Student Consortium, HR division, Montréal, Canada.
- ◆ 2009, **Committee Member**, *Best Student Convention Paper Award*, HR division, Chicago, IL.
- ◆ 2009, **Committee Member**, *Scholarly Achievement Award*, HR division, Chicago, IL.
- ◆ 2009, **Discussant** for “*Responding to reviewers*” session of the Junior Faculty Consortium, HR division, Academy of Management, Chicago, IL.
- ◆ 2009, **Discussant** for “*Dissertation/Research project feedback roundtables*” session of the Doctoral Student Consortium, HR division, Academy of Management, Chicago, IL.
- ◆ 2008, **Committee Member**, *Scholarly Achievement Award*, HR division, Anaheim, CA.
- ◆ 2008, **Discussant** for “*Finding the right job*” session of the Doctoral Student Consortium, HR division, Academy of Management, Anaheim, CA.
- ◆ 2005, **Committee Member**, *International HRM Scholarly Achievement Award*, HR division Honolulu, HI.

IM division

- ◆ 2019, **Committee Member**, *Best Paper Awards*, IM division, Boston, MA.
- ◆ 2018, **Committee Member**, *Best Paper Awards*, IM division, Chicago, IL.
- ◆ 2017, **Committee Member**, *Best Paper Awards*, IM division, Atlanta, GA.
- ◆ 2016, **Committee Member**, *Best Paper Awards*, IM division, Anaheim, CA.
- ◆ 2015, **Committee Member**, *Best Paper Awards*, IM division, Vancouver, Canada.
- ◆ 2014, **Committee Member**, *Best Paper Awards*, IM division, Philadelphia, PA.
- ◆ 2013, **Committee Member**, *Research Committee*, IM division, Orlando, FL.
- ◆ 2012, **Committee Member**, *Research Committee*, IM division, Boston, MA.
- ◆ 2003, **Discussant** for “*Managing multinational corporations (MNCs): Bringing out the best in everyone*” competitive paper session, IM division, Seattle, WA.
- ◆ 2002, **Discussant** for “*Effective International Staffing*” competitive paper session, IM division, Denver, CO.

OB division

- ◆ 2015, **Committee Member**, *OB Best Paper with International Implications Award*, OB division, Vancouver, Canada.
- ◆ 2014, **Panelist** in “*Essentials of the OB division*” PDW session (along with Cheri Ostroff, Marie Mitchell, and Harry Joo), OB division, Academy of Management, Philadelphia, PA.
- ◆ 2011, **Committee Member**, *Outstanding Publication in Organizational Behavior Award*, OB division, San Antonio, TX.
- ◆ 2009, **Committee Member**, *Best Publication in Organizational Behavior Award*, OB division, Chicago, IL.

△ Asia Academy of Management Conference

- ◆ 2019, **Program Track Chair OBHR**, 11th Asia Academy of Management conference in Bali, Indonesia (June 19th – 21st, 2019)

△ Other Conferences

- ◆ 2019, **Program Track Chair OBHR**, 45th European International Business Academy in Leeds, England (December 13th – 15th, 2019)
- ◆ 2019 (May), **Key-note speaker**, “*Expatriation experiences: Where do we go from here (past, present, and future)*”, 4th Global Conference on International HRM, Pennsylvania State University, State College, PA.
- ◆ 2019 (May), **Panelist**, “Publishing international human resource management research: Positioning context front and center” workshop, 4th Global Conference on International HRM, Pennsylvania State University, State College, PA.
- ◆ 2016 (June), **Keynote speaker** in “*The future of strategic human capital (and strategic human resource management)*” in Frontiers in Organizational Behavior Keynote Panel (along with Gilad Chen and Xiaoping Chen), International Association of Chinese Management Research, Hangzhou, China PRC.
- ◆ 2016 (June), **Chair/Discussant** in “*Cross-cultural research*” competitive paper session, International Association of Chinese Management Research, Hangzhou, China PRC.
- ◆ 2016 (June), **Discussant** in “*Exploring the consequences of proactive behaviors: new directions*” symposium session, International Association of Chinese Management Research, Hangzhou, China PRC.
- ◆ 2015 (June), **Panelist** in “*Junior Faculty & Doctoral Student Workshop*” session (along with Xu Huang, Jane Lu, Jason Shaw, and Haibing Yang), Asia Academy of Management, Shatin, Hong Kong.
- ◆ 2014 (June), **Panelist** in “*When OB research meets HR practice*” session (along with Onne Janssen, Cynthia Lee, and Wu Liu), Shanghai University of Finance & Economics, Shanghai, China PRC.
- ◆ 2014 (June), **Panelist** in “*Editor’s forum*” session (along with Ingrid Fulmer, Dave Lepak, Pawan Budhwar, Fang Lee Cooke), Renmin University, Beijing, China PRC.
- ◆ 2014 (June), **Panelist** in “*The next big questions in strategic HR?: Continuing to expand the HR-performance research agenda*” PDW session (along with John Delery, Ingrid Fulmer, Barry Gerhart, Victor [Liangding] Jia, Dave Lepak, and James [Jian-Min] Sun), 1st HR Division International Conference, Beijing, China PRC.

- ◆ 2014 (June), **Panelist** in “*How to publish in HRM and management journals*” session (along with Julie Cogan, John Delery, Brian Dineen, Dave Lepak, and Karin Sanders), 1st HR Division International Conference, Beijing, China PRC.
- ◆ 2014 (March), **Panelist** in “*Editor experience sharing*” session (along with Gerry George, Brian Boyd, Kevin Zhou), University of Hong Kong, Pok Fu Lam, Hong Kong.
- ◆ 2012 (June), **Panelist** in “*International business research*” PDW session, International Association for Chinese Management Research, Hong Kong.
- ◆ 2012, **International Association for Chinese Management Research Outstanding Reviewer Award**: One of 14 (3.46%) outstanding reviewers selected from a pool of 405 reviewers
- ◆ 2012 (June), **Panelist** in “MOR Paper Development Workshop” of PDW session, International Association for Chinese Management Research, Hong Kong.
- ◆ 2012 (June), **Chair/Discussant** in “*Voice or silence, what matters the most?*” competitive paper session, International Association for Chinese Management Research, Hong Kong.
- ◆ 2012 (June), **Panelist** in “*Strategic research advantages of being in Hong Kong and Publishing in top tiered journals*” session, First Inter-University OB/HRM Researcher Consortium, City University of Hong Kong, Kowloon, Hong Kong.
- ◆ 2012 (June), **Mentor/Discussant** in “*Reading the wind matters: When and how positive mood influences voice behavior within teams*” paper session, First Inter-University OB/HRM Researcher Consortium, City University of Hong Kong, Kowloon, Hong Kong.
- ◆ 2011 (April), **Key-note speaker** for “*How did I get from there to here? Thorny roads to being productive*”, Society for Industrial and Organizational Psychologists, Chicago, IL.
- ◆ 2010 (December), **Key-note speaker**, “*Working as an author and a reviewer*”, Doctoral Student Consortium, Asia Academy of Management, Macau, China.
- ◆ 2005 (December), **Key-note speaker**, “*The moderating effects of experiences on strategy-structure (mis)fit and cross-cultural adjustment relationship and its consequences*” at a Mini Conference on Culture and International Business at Ben-Gurion University, Beer-Sheva, Israel.
- ◆ 2005 (July), **Key-note speaker**, “*The role of spouses and children during international assignment*” at Inaugural Conference of the International Center of Work and Family at IESE Business School, University of Navarra, Barcelona, Spain.

△*Organization, Strategy, and International Management, University of Texas at Dallas*

- Personnel review committee member, July 2017-present

△*Management Department, Hong Kong University of Science & Technology*

- Academic review committee (renamed as Departmental substantiation and promotion committee in 2009), member, July 2008 – June 2015
- Course coordinator (OB, MGTO 121 [renamed as MGMT2100] Introduction to OB), July 2006 – June 2009, July 2013 – June 2014, September 2015 – June 2017
- Course coordinator (HRM, MGMT 221 [renamed as MGMT3100] Introduction to HRM), July 2010 – June 2011
- Coordinator for the invited scholar selection (for OBHR area), July 2006 – June 2009
- Departmental executive committee, July 2009 – June 2017
- Departmental substantiation and promotion committee, chair, July 2015 – June 2017
- Faculty mentor (Jing Zhou), July 2009 – June 2017
- IA/TA task force committee member, June 2011 – July 2012
- Merit review committee, member, July 2014 – June 2017

- Nominator for Michael G. Gale Medal for Distinguished Teaching (Elizabeth George), June 2011
- Nominator for HKUST President's Outstanding Service Award (Daphne Cheung), May, 2011
- Ph.D. committee, co-chair, July 2010 – June 2013, July 2014 – June 2015
- Ph.D. committee, member, July 2004 – June 2009, July 2013 – June 2014, July 2016-June 2017
- Ph.D. committee member, 2004 – 2009
- Ph.D. committee chair (recruitment), 2010 – 2017
- Recruiting committee (renamed Faculty search and appointment committee) for OBHR, member, July 2006 – June 2009, July 2010 – June 2011
- RGC grant coordinator, July 2015 – June 2017
- Research seminar coordinator (OB), chair, July 2008 – June 2010
- Social committee, chair, July 2011 – June 2012
- Social committee, co-chair, July 2012 – June 2013
- Social committee, member, July 2004 – June 2008
- UG (Undergraduate) committee member, July 2006 – June 2010

▲School of Business and Management, Hong Kong University of Science & Technology

- LABU subcommittee, member, 2009 – 2017
- School research committee, member, 2006 – 2017
- Ph.D. program director, July 1st, 2015-June 30th, 2017

▲Hong Kong: community/public

- External reviewer for the Research Grant Council (Hong Kong government) Competitive Earmarked Grant/General Research Fund proposals, 2006 – 2018

