

YAPING GONG

Department of Management
 School of Business and Management
 The Hong Kong University of Science and Technology
 Clear Water Bay, Kowloon, Hong Kong SAR
 Email: mnygong@ust.hk
 Tel: 852-2358-7748
 Fax: 852-2335-5325

Academic and Administrative Experience (HKUST)

Chair Professor (since July 1, 2018) and Fung Term Professor (Since 2019)
 Professor (since July 1, 2014)
 Department Head (since September 2017)
 Associate Professor (January 1, 2008 – June 30, 2014)
 Assistant Professor (August 2002 – December 2007)

Journal Editor and Editorial Board

Current:

Editorial board: *Academy of Management Journal* (since July 2014) (5-year impact factor: 15.873)
 Editorial board: *Journal of Management* (since July 2017) (5-year impact factor: 18.017)

Past:

Associate Editor: *Academy of Management Perspectives* (5-year impact factor: 8.93) (2018-2021)
 Senior editor: *Management and Organization Review* (5-year impact factor: 3.27) (Oct. 2013–Dec. 2017)
 Senior editor: *Asia Pacific Journal of Management* (5-year impact factor: 3.86) (2010-2012)
 Guest Editor: *International Journal of Human Resource Management* (July 2018- Dec. 2020)
 Contributing editor: *Journal of Applied Psychology* (July 2011–July 2018) (5-year impact factor: 7.51)
 Editorial board: *Journal of International Business Studies* (January 2020- Dec. 2022) (5-year impact factor: 13.555)
 Editorial board member: *Journal of Organizational Behavior* (5-year impact factor: 6.53)
 Editorial board member: *Journal of Occupational and Organizational Psychology*
 Editorial board member: *Management and Organization Review*
 Editorial board member: *International Journal of Human Resource Management*

Major Publications (* denote equal contribution; † denote PhD student at the start of the project)

36. *†Ling, C., *H, W., *Gong, Y., Liu, W., & Cho, V. **in press**. Does receiving knowledge catalyze creativity? A dyadic-level contingency model of knowledge type and psychological closeness on knowledge elaboration. *Journal of Organizational Behavior* (2021 impact factor 10.079). Accepted on July 17, 2023.
35. *†Zhang, R. X., *Gong, Y., & Zhou, M **in press**. Crossing the domain: Unintended consequences of safety and service climates. *Journal of Applied Psychology*. Accepted in February 2023.
34. *†Magni, F., *Gong, Y., †Li, J., Pan, J., & Zhou, M **in press**. The paradoxical relationship between sense of power and creativity: Countervailing pathways and a boundary condition. *Personnel Psychology*.
33. †Xin, L., Lee, B., Kim, T. Y., Gong, Y., & Zheng, X. M **2023**. Double-edged effects of creative personality on moral disengagement and unethical behaviors: Dual motivational mechanisms and a situational contingency. *Journal of Business Ethics* (2021 impact factor 6.33), 185: 449–466.
32. *†Jeong, I., *Gong, Y., & Zhong, B.J. **2023**. Does an employee-experienced crisis help or hinder creativity? An integration of threat-rigidity and implicit theories. *Journal of Management* (2021 impact factor 13.508), 49(4): 1394–1429.

31. Li, Y., †Shao, Y., Wang, M., Fang, Y., Gong, Y., & Li, C. 2022. From inclusive climate to organizational innovation: Examining internal and external enablers for knowledge management capacity. *Journal of Applied Psychology* (2021 impact factor 11.802), 107(12): 2285–2305. ABS 4*; ABDC A*; FT Journal.
30. †Mao, J., Chang, S., Gong, Y., & Xie, J. 2021. Team job-related anxiety and creativity: Investigating team-level and cross-level moderated curvilinear relationships. *Journal of Organizational Behavior* (2021 impact factor 10.079), 42:34–47.
29. †Zhang, R., †Li, A., & Gong, Y. 2021. Too much of a good thing: Examining the curvilinear relationship between team-level proactive personality and team performance. *Personnel Psychology* (2021 impact factor 5.47), 74: 295–321.
28. Li, Y., Gong, Y., Burmeister, A., Wang, M., & †Alterman, V., Alonso, A., & Robinson, S. 2021. Leveraging age diversity for organizational performance: An intellectual capital perspective. *Journal of Applied Psychology* (2021 impact factor 11.802), 106(1): 71–91.
27. Gong, Y., Kim T. Y., & Liu, Z. 2020. Diversity of social ties and creativity: Creative self-efficacy as mediator and tie strength as moderator. *Human Relations* (2021 impact factor 5.658), 73(12): 1664-1688.
26. Lee, B., Kim T.Y., Gong, Y., Zheng, XM, & †Liu, X. 2020. Employee well-being HR attribution and job change intentions: The moderating effect of task idiosyncratic deals. *Human Resource Management* (2021 impact factor 6.235), 59: 327-338.
25. Liu, D., Gong, Y., Zhou, J., & Huang, J. C. 2017. Human resource systems, employee creativity, and firm innovation: The moderating role of firm ownership. *Academy of Management Journal* (2021 impact factor 10.979), 60(3): 1164-1188. - 2019 IACMR-RRBM Award Finalist.
24. Gong, Y., Wang, M., Huang, J. C., & †Cheung, S. Y. 2017. Toward a goal orientation-based feedback-seeking typology: Implications for employee performance outcomes. *Journal of Management* (2021 impact factor 13.508), 43(4): 1234-1260.
23. Baranik, L., Wang, M., Gong, Y., & Shi, J. 2017. Customer mistreatment, employee health and job Performance: Examining cognitive and social rumination as mediating mechanisms. *Journal of Management* (2021 impact factor 13.508), 43(4): 1261–1282.
22. Gong, Y., †Wu, J., Song, J. W., & Zhang, Z. 2017. Dual tuning in creative processes: Joint contributions of intrinsic and extrinsic motivational orientations. *Journal of Applied Psychology* (2021 impact factor 11.802), 102(5): 829-844.
21. †Cheung, S. Y., Gong, Y., Wang, M., †Zhou, L., & Shi, J. 2016. When and how does functional diversity influence team innovation? The mediating role of knowledge sharing and the moderation role of affect-based trust in a team. *Human Relations* (2021 impact factor 5.658), 69(7): 1507–1531.
20. Way, S., Tracey, B., Fay, C., Wright, P., Snell, S., †Chang, S., & Gong, Y. 2015. Validation of a multi-dimensional HR flexibility measure. *Journal of Management* (2021 impact factor 13.508), 41: 1098-1131.
19. Liu, W., Gong, Y., & Liu, J. 2014. When do business units benefit more from collective citizenship behavior of management teams? An upper echelons perspective. *Journal of Applied Psychology* (2021 impact factor 11.802), 99: 523-534.
18. Wang, M., Liu, S., Liao, H., Gong, Y., Kammeyer-Mueller, J., & Shi, J. 2013. Can't get it out of my mind: Employee rumination after customer mistreatment and negative mood in the next morning. *Journal of Applied Psychology* (2021 impact factor 11.802), 98(6): 989-1004.
17. †Chang, S., Gong, Y., Way, S., & Jia, L. 2013. Flexibility-oriented HRM systems, absorptive capacity, and firm innovativeness and market responsiveness. *Journal of Management* (2021 impact factor 13.508), 39: 1924-1951.
16. Gong, Y., Zhou, J., & †Chang, S. 2013. Core knowledge employee creativity and firm performance: The moderating role of riskiness orientation, firm size, and realized absorptive capacity. *Personnel Psychology* (2021 impact factor 5.47), 66: 443-482.

15. Gong, Y., Kim T. Y., Lee, D R, & Zhu, J. 2013. A multilevel model of team goal orientation, information exchange, and creativity. *Academy of Management Journal* (2021 impact factor 10.979), 56(3): 827-851.
-2016 Emerald Citations of Excellence Award.
14. †Liang, J., & Gong, Y. 2013. Capitalizing on proactivity for informal mentoring received during early career: The moderating role of core self-evaluations. *Journal of Organizational Behavior* (2021 impact factor 10.079), 34: 1182–1201.
13. *Chang, Y. Y., *Gong, Y., & Peng, M W 2012. Expatriate knowledge transfer, subsidiary absorptive capacity, and subsidiary performance. *Academy of Management Journal* (2021 impact factor 10.979), 55: 927-948.
12. Gong, Y., †Cheung, S Y., Wang, M, & Huang, J. C 2012. Unfolding the proactive process for creativity: Integration of the employee proactivity, information exchange, and psychological safety perspectives. *Journal of Management* (2021 impact factor 13.508), 38: 1611-1633.
- The 2017 JOM Impact Award Finalist.
11. †Chang, S, Gong, Y., & †Shum, C 2011. Promoting innovation in hospitality companies through human resource management practices. *International Journal of Hospitality Management* (2021 impact factor 10.427), 30: 812-818.
10. Hang, X, lun, J., Liu, A, & Gong, Y. 2010. Does participative leadership enhance work performance by inducing empowerment or trust? The differential effects on managerial and non-managerial subordinates. *Journal of Organizational Behavior* (2021 impact factor 10.079), 31: 122-143.
9. Gong, Y., Law, K S, †Chang, S, & Xin, K R 2009. Human resources management and firm performance: The differential role of managerial affective and continuance commitment. *Journal of Applied Psychology* (2021 impact factor 11.802), 94: 263-275.
8. Gong, Y., Huang, J. C & Farh, J. L 2009. Employee learning orientation, transformational leadership, and employee creativity: The mediating role of employee creative self-efficacy. *Academy of Management Journal* (2021 impact factor 10.979), 52: 765-778.
- 2013 Emerald Citation of Excellence Award.
7. Gong, Y., & †Chang, S 2008. Institutional antecedents and performance consequences of employment security and career advancement practices: Evidence from the People's Republic of China. *Human Resource Management* (2021 impact factor 6.235), 47: 33-48.
6. Gong, Y., Shenkar, O, Luo, Y., & Nyaw, M K 2007. Do multiple parents help or hinder international joint venture performance? The mediating role of contract completeness and partner cooperation. *Strategic Management Journal* (2021 impact factor 7.815), 28: 1021-1034.
5. Gong, Y., & †Fan, J. 2006. Longitudinal examination of the role of goal orientation in cross-cultural adjustment. *Journal of Applied Psychology* (2021 impact factor 11.802), 91: 176-184.
4. Gong, Y., Shenkar, O, Luo, Y., & Nyaw, M K 2005. Human resources and international joint venture performance: A system perspective. *Journal of International Business Studies* (2021 impact factor 11.103), 36: 505-518.
3. Gong, Y. 2003. Subsidiary staffing in multinational enterprises: Agency, resources, and performance. *Academy of Management Journal* (2021 impact factor 10.979), 46: 728-739.
2. Gong, Y. 2003. Toward a dynamic process model of staffing composition and subsidiary outcomes in multinational enterprises. *Journal of Management* (2021 impact factor 11.508), 29: 259-280.
1. Gong, Y., Shenkar, O, Luo, Y., & Nyaw, M K 2001. Role conflict and ambiguity of CEOs in international joint ventures: A transaction cost perspective. *Journal of Applied Psychology* (2021 impact factor 11.802), 86: 764-773.

Refereed Conference Presentations

61. * Gong, Y., & *Li, J. 2023. A dynamic goal perspective on team innovative performance. Paper accepted for presentation at the symposium on “Team Creativity and Innovation Research: Introducing Diverse Perspectives and Novel Insights”, the 2023 *Academy of Management Conference*, Boston, USA.
60. Chen, T. T., *Kim, T. Y., *Gong, Y., & Liang, Y. 2023. Directional relationship between creative self-efficacy and intrinsic motivation in affecting creativity. Paper accepted for presentation at the 2023 *Academy of Management Conference*, Boston, USA.
*Selected as one of the best papers in the 2023 conference
59. Magni, F., & Gong, Y. 2022. Warmth matters, not competence: AI recruiting and applicant attraction. Paper presented at the 2022 *Academy of Management Conference*, Seattle, Washington.
* Selected as one of the best papers in the 2022 conference.
58. Li, J., & Gong, Y. 2022. Leader Negative feedback and employee creativity: A latent growth modeling of challenge and threat appraisal. Paper presented at the 2022 *Academy of Management Conference*, Seattle, Washington.
57. Jeong, I., Gong, Y. 2022. How do entrepreneurs respond to a crisis? Approach-avoidance and broaden-and-build perspective. Paper presented at the 2022 *Academy of Management Conference*, Seattle, Washington.
56. Magni, F., & Gong, Y. 2021. Being assessed by a computer: How using artificial intelligence as a recruiter impacts applicants’ perceptions of the organization. Paper presented at the 2021 *European Group for Organization Studies Conference*. July 8-10, 2021. Amsterdam, Netherlands.
55. Zhang, R. X., Gong, Y., & Zhou, M. 2021. A tale of two climates: The cross-domain effects of service and safety climates. Paper presented at the 2021 *Academy of Management Conference*.
54. Magni, F., Gong, Y., & Li, J. 2020. The paradoxical relationship between sense of power and creativity. Paper presented at the 2020 *Academy of Management Conference*, Vancouver, Canada.
53. Zhang, R.X., Gong, Y., & Li, A. 2020. Fuse and fracture? A dual-pathway model of proactive personality and ostracism. Paper accepted for presentation at the 2020 *Academy of Management Conference*, Vancouver, Canada.
52. Mao, K. X., & Gong, Y. 2020. Entrepreneur foreign study experience and firm innovation: Institutions and resources. Paper accepted for presentation at the 2020 *Academy of Management Conference*, Vancouver, Canada.
51. Li, Y. X., Gong, Y., Burmeister, A., & Wang, M., & Alterman, V. 2019. Linking age diversity to organizational performance: An intellectual capital perspective. Paper accepted for presentation at the 2019 *Academy of Management Conference*, Boston, USA.
50. Mo, S. J., Cheung, S., Gong, Y., & Wang, M. 2019. Creativity is allowing for failures: Leader failure tolerance and employee creativity. Paper accepted for presentation at the 2019 *Academy of Management Conference*, Boston, USA.
49. Jeong, I., Gong, Y., Zhong, B. J. 2019. Curse or blessing? Understanding when employee experienced crisis hinder or help creativity. Paper presented at the 2019 *Academy of Management Conference*, Boston, USA.
48. Gong, Y., Hon, A., Wong, J., & Chang, S. 2019. Team-directed empowering leadership and creativity. Paper presented at the 2019 *Asia Academy of Management Conference*, Bali, Indonesia.
47. *Gong, Y., *Li, J., & Chen, L. 2018. Humble and narcissistic leadership in team potency and creativity: A tale of two styles. Paper presented at the 2018 *Academy of Management Conference*, Chicago, USA. *Equal contribution.
46. Lee, B., Kim, T. Y., Gong, Y., Zheng, X. M., & Liu, X. 2018. Internal and external job change intention: Antecedents, consequences, and boundary conditions. Paper presented at the 2018 *Academy of Management Conference*, Chicago, USA.
45. *Chen, L., *Gong, Y., Song, S., & Wang, M. 2018. Linking creative environment, creativity, and innovation: The role of external contingencies. Paper presented at the 2018 *Academy of Management Conference*, Chicago, USA. *Equal contribution

44. *Zhang, R. X., & *Gong, Y., 2017. Task conflict and team creativity: Differential moderating roles of service and safety climates. Paper presented at *the 2017 Academy of Management Conference*, Atlanta, Georgia, U.S.A. * Equal contribution
43. Liu, D., Gong, Y., & Zhou, J. 2016. Human resource systems, employee creativity, and firm innovation in China: Does firm ownership matter? Paper presented at *the 2016 International Association of Chinese Management Research Conference*, Hang Zhou, China.
42. Zhong, B. J., & Gong, Y. 2016. IJVs' CEOs as boundary spanners and inter-organization cooperation. Paper presented at the *2016 Academy of Management Conference*, Anaheim, California, U.S.A.
41. Jeong, I., & Gong, Y., Ju, S. Y. 2016. Relationships among incremental belief, cognitive flexibility, innovative behavior, and job performance: The moderating role of empowering leadership. Paper presented at the *2016 Academy of Management Conference*, Anaheim, California, USA.
40. Kim, T. Y., Gong, Y., Lee, H., & Liu, Z. 2015. Cognitive diversity and creativity: A multilevel investigation. Paper presented at the *2015 Academy of Management Conference*, Vancouver, Canada.
39. Zhong, B., Gong, Y., & Shenkar, O. 2014. Too much of a good thing: The role of organizational identification on organizational performance. Paper presented at the *2014 Academy of Management Conference*, Philadelphia.
38. *Wu, J., *Gong, Y., Song, J. W., & Zhen, Z. 2014. When and how does intrinsic motivation enhance creativity? The mediating role of creativity goals and the moderating role of extrinsic motivation. Paper presented at the *2014 IACMR Conference*, Beijing. *Equal contribution.
37. Zhen, Z., Gong, Y., Song, J. W., & Wu, J. 2014. Differentiated leadership and individual and team creativity: A multilevel investigation. Poster presentation at the *2014 Society for Industrial and Organizational Psychology Conference*, Hawaii.
36. Zhong, B., Gong, Y., & Shenkar, O. 2013. TMT identification and international joint venture performance: Testing a mediated curvilinear relationship. Paper presented at the *2013 Academy of Management Conference*, Orlando, Florida.
35. *Liu, D., Gong, Y., Zhou, J., & Huang, J. C. 2013. Human resources management and employee creativity: A cross-level examination of underlying mechanisms. Paper presented at the *2013 Academy of Management Conference*, Orlando, Florida.
*Finalist, the 2013 Carolyn Dexter Award, an All-Academy award.
34. Cheung, S. Y., & Gong, Y. 2012. Cognitive and affective crossfire: Joint effects of functional diversity and affect-based trust on knowledge sharing and innovation in teams. Paper presented at the *2012 Asia Academy of Management Conference*, Seoul, South Korea.
33. Zhong, B., Gong, Y., Shenkar, O., & Luo, Y. 2012. TMT identification, knowledge creation, and international joint venture performance: Does national diversity matter? Paper presented at the *2012 Academy of International Business Conference*, Washington DC.
32. Cheung, S. Y., & Gong, Y. 2012. Effects of goal orientation on incremental and radical creativity: A learning perspective. Paper presented at the *2012 Academy of Management Conference*, Boston, Massachusetts.
31. Jiang, L., & Gong, Y. 2012. The adoption and utilization of high-commitment HRM practices for product innovation in Chinese private firms. Paper presented at the *2012 International Association for Chinese Management Research Conference*, Hong Kong, China.
30. Wang, M., Liu, S., Liao, H., Gong, Y., & Shi, J. 2012. Can't get it out of my mind: Within- and between-person relationships between employee rumination after customer mistreatment and negative mood. Paper presented at the *21st Annual Frontiers in Service Conference*, Maryland, U.S.A.

29. Gong, Y., Kim, T. Y., Zhu, J., & Lee, D. R. 2011. Multilevel influences of team goal orientation on creativity. Paper presented at the *2011 Academy of Management Conference*, San Antonio, TX.
28. Zhu, J., Gong, Y., Kim, T. Y., & Lee, D. R. 2011. A multilevel study of creativity in work teams: Role of functional diversity, team psychological safety, and intrinsic motivation. Paper presented at the *2011 Academy of Management Conference*, San Antonio, TX.
27. Zhong, B., Gong, Y., Shenkar, O., Luo, Y., Xiao, Z., & Zhao, S. 2011. CEO organizational identification, inter-party cooperation and international joint venture performance. Paper presented at the *2011 Academy of Management Conference*, San Antonio, TX.
26. *Chang, Y. Y., *Gong, Y., & Peng, M. W. 2011. It takes two to tango: Joint effects of expatriates' competencies to transfer and subsidiary absorptive capacity on subsidiary performance. Paper presented at the *2011 Academy of International Business–UKI Conference*, Edinburgh, U.K. *Equal contribution.
25. Baranik, L. E., Wang, M., Gong, Y., & Shi, J. 2011. Customer-related social stressors, rumination, and social sharing: A longitudinal investigation. Paper presented at the *2011 Society for Industrial Organizational Psychology Conference*, Chicago, IL.
24. Chang, S., & Gong, Y. 2010. High performance work systems and employee creativity: A cross-level examination of alternative mediating mechanisms. Paper presented at the *2010 Asia Academy of Management Conference*, Macau.
23. Gong, Y., Wang, M., & Huang, J. C. 2010. Goal orientation-based information seeking: A conceptual and empirical foundation. Paper presented at the *2010 Academy of Management Conference*, Montreal, Canada.
22. Cheung, S. Y., & Gong, Y. 2010. The radical-incremental distinction in creativity: Integration of goal orientation and learning perspectives. Paper presented at the *2010 Academy of Management Conference*, Montreal, Canada.
21. Gong, Y., Cheung, S. Y., & Huang, J. C. 2009. Proactive personality, social capital, and employee creativity. Paper presented at the *2009 Academy of Management Conference*, Chicago, Illinois.
20. Chang, S., & Gong, Y. 2009. Flexibility-focused HRM systems, innovativeness, and responsiveness: The role of absorptive capacity. Paper presented at the *2009 Academy of Management Conference*, Chicago, Illinois.
19. Gong, Y., & Chang, S. 2008. How do high performance work systems affect collective organizational citizenship behavior? A collective social exchange perspective. Paper presented at the *2008 Academy of Management Conference*, Anaheim, California.
18. Yang, J. X., & Gong, Y. 2008. When proactive personality begets social capital: A longitudinal investigation. Paper presented at the *2008 Society for Industrial and Organizational Psychology Conference*, San Francisco, California.
17. Gong, Y., Huang, J. C., Farh, J. L., & Cheung, S. Y. 2007. Learning mind and stimulating leader: How do they affect creative performance? A three-wave field longitudinal investigation. Paper presented at the *2007 Academy of Management Conference*, Philadelphia.
16. Kim, H., & Gong, Y. 2007. How does group-based pay system affect organizational performance? A social identity perspective. Paper presented at the *2007 Academy of Management Conference*, Philadelphia.
15. Gong, Y., & Farh, J. L. 2006. Asymmetric reactions to common dialect group identity in vertical dyads in Chinese organizations. Paper presented at the *2006 Academy of Management Conference*, Georgia, Atlanta.
14. Gong, Y., Law, K. S., Chang, S., & Xin, K. R. 2006. HRM and firm performance: Role of commitment, citizenship behaviors and job satisfaction. Paper presented at the *2006 Academy of Management Conference*, Georgia, Atlanta.
13. Takeuchi, R., Wang, M., & Gong, Y. 2006. Goal orientation and emotional stability effects on expatriates: The role of psychological workplace strain and self-efficacy. Paper presented at the *2006 Academy of Management Conference*, Georgia, Atlanta.

12. Chang, S., & Gong, Y. 2006. Cultural values' direct and moderating impact on goal orientation and performance: A longitudinal study. Paper presented for presentation at the **2006 Academy of Management Conference**, Georgia, Atlanta.
11. Takeuchi, R., Wang, M., & Gong, Y. 2006. Mediating effects of self-efficacy and psychological workplace strain for expatriates. Paper presented at the **2006 Society for Industrial and Organizational Psychology Conference**, Dallas, Texas.
10. Gong, Y., & Chang, S. 2005. Putting “goals” in the picture: A longitudinal examination of goal setting and dispositional learning goal orientation in cross-cultural adjustment. Paper presented at the **2005 Academy of Management Conference**, Hawaii.
9. Gong, Y., Wong, K. F. E., Farh, J. L., & Chang, S. 2005. Linking goal orientation and goal setting: Overriding, moderation, and mediation approaches. Paper presented at the **2005 Academy of Management Conference, Hawaii**.
8. Gong, Y., Shenkar, O., Luo, Y., & Nyaw, M. K. 2005. Parent multiplicity and international joint venture performance: Agency and resource perspectives. Paper presented at the **2005 Academy of Management Conference**, Hawaii.
7. Gong, Y., & Fan, J. 2004. A longitudinal examination of the role of goal orientation in cross-cultural adjustment. Paper presented at the **2004 Academy of Management Conference**, New Orleans, Louisiana.
6. Gong, Y. 2004. Top management team composition, workforce composition, and subsidiary Performance. Paper presented at the **2004 Academy of Management Conference**, New Orleans, Louisiana.
5. Gong, Y., & Shenkar, O. 2003. Putting more on the people side: Does cultural heterogeneity matter in international joint venture performance? Paper presented at the Symposium on “Human Resources Management and International Joint Venture Performance” at the **2003 Academy of Management Conference**, Seattle, Washington.
4. Gong, Y., Fan, J., & Zoogah, D. 2003. Relationships among goal orientation, self-efficacy, and cross-cultural performance: A longitudinal study of mediational processes. Paper presented at the **2003 Society for Industrial and Organizational Psychology Conference**, Orlando, Florida.
3. Gong, Y. 2002. Human resources and international joint venture performance: An organizational identification explanation. Paper presented at the **2002 Academy of Management Conference**, Denver, Colorado.
2. Gong, Y. 2001. Does goal orientation matter in cross-cultural adjustment? Paper presented at the **2001 Southern Management Association Conference**, New Orleans, Louisiana.
1. Gong, Y., Shenkar, O., Luo, Y., & Nyaw, M. K. 2000. Role conflict and ambiguity of CEOs in international joint ventures: A transaction cost perspective. Paper presented at the **2000 Academy of Management Conference**, Toronto, Canada.

Research Grants, Awards and Honors

Academy of Management Best Papers, 2023, 2022, 2008, & 2006

Academy of Management Journal Best Reviewers Award (2023, 2016)

The second runner up, the 2022 Michael Poole award for the best paper, International Journal of Human Resource Management.

Dean’s Recognition of Excellent Teaching Award (Fall 2015/16; Spring 2020/2021; Spring 2021/2022)

The 2019 Responsible Research in Management Award Finalist

The 2017 Journal of Management Scholarly Impact Award

The 2016 Academy of Management Journal Best Reviewer Award

The 2016 Emerald Citations of Excellence Award

The 2016 IACMR Conference Best Reviewers Award

Wiley list of top 100 most cited scholars in management during 2009-2014 (ranked 62nd)

Exceptional Service on the editorial board of the Journal of Applied Psychology (2014)

Best Senior Editors Award, Management and Organization Review (2015)

Best Reviewer Award, Management and Organization Review (2014)

The 2013 Emerald Citations of Excellence Award

Finalist for the All-academy Carolyn Dexter Award, the Academy of Management (2013)

Papers of Excellent in International Human Resource Management, Academy of Management, 2007

Competitive General Research Fund (project 16502523: Beyond support for innovation climate: Multiple climates and unintended impacts on team innovation) (Jan. 1, 2024 – June 30, 2026). Principle investigator. Funding amount HK\$442,257, Research Grants Council, Hong Kong SAR.

Competitive research fund (SPPR21BM01: The Development of Fintech, Insurtech, and Regtech Manpower to Sustain Hong Kong as a Leading Global Financial Center) (May 2021-2024). Co-investigator. Funding amount HK\$4,589,473. Policy Innovation and Coordination Office, HKSAR Government.

Competitive General Research Fund (project 16501220: Leader's negative feedback and employee creativity) (Jan 1, 2021, to Dec. 30, 2022). Principal Investigator. Funding amount, HK\$551,394, Research Grants Council, Hong Kong SAR.

Competitive General Research Fund (GRF) (project 16501418: sense of power and creativity) (Jan. 1, 2019 – February 28, 2021). Principal Investigator. Funding amount HK\$413,910, Research Grants Council, Hong Kong SAR.

Competitive General Research Fund (GRF) (project 16514016: team crisis and creativity) (Jan. 1, 2017 – June 30, 2019): Principal Investigator. Funding amount HK\$458,000, Research Grants Council, Hong Kong SAR.

Competitive General Research Fund (GRF) (project 12503017: An exchange-based theory of knowledge sharing: Knowledge inclusiveness, integrative understanding, and individual creativity) (Jan. 1, 2018 – Feb. 29, 2020). Co-investigator. Funding amount HK\$417,731. Research Grants Council, Hong Kong SAR.

Competitive research grant (Project 71672027: Status differences among key teams and impact on team effectiveness – the third-party dependence perspective (核心成员间地位差异对团队产出的影响: 第三方依赖视角) (Jan. 2017-Dec 2020). Co-investigator. National Natural Science Foundation Project (中国国家自然科学基金项目).

Competitive General Research Fund (GRF) (project 242012: team functional diversity and innovation) (2012-2014). Co-investigator. Funding amount, HK\$369,915, RGC, Hong Kong SAR.

RGC Research Grant from School-based Initiatives (SBI12BM09) (2012-2013). Principal Investigator, HK\$ 50,000.

Competitive General Research Fund (GRF) (project 640709: HR systems and creativity) (2009-2011). Principal investigator (sole recipient). Funding amount HK\$ 283,015, RGC, Hong Kong SAR.

Competitive Earmarked Research Grant (CERG) (HKUST6485/06H: HR systems and performance in international joint ventures) (2006-2008). Principle investigator, HK\$ 688,600, RGC, Hong Kong SAR.

Competitive Earmarked Research Grant (CERG) (HKUST6249/03H: strategic HRM) (2003-2005). Principle investigator. Funding amount HK\$ 660,000, RGC, Hong Kong SAR.

Competitive Research Grant (HIA98/99.BM01-K: HRM systems, employee and firm performance in China). Principle investigator, funding amount HK\$ 150,000, Hung Lung Center for Organizational Research, HKUST.

Direct Allocation Grant (2002-2004). Principle Investigator. Funding amount HK\$ 78,000, HKUST.

Center for International Business Education and Research, OSU, Joint Venture Research Grant (2001-2002). Co-investigator. Funding amount US\$ 9,000.

Professional Services

August 5, 2023. Facilitator, OB Research Round Tables Forum. Professional development workshop, the 2023 Academy of Management Conference, Boston, U.S.A.

April 26, 2023. Goal orientation and creativity: A review, reflection, and future research directions. Speaker, Society for Industrial and Organizational Psychology Greater China Program.

July 28, 2021. Speaker, IACMR's research webinar series. 300+ Faculty and students from mainland china, HK and Macao SAR, U.S.A., etc.

Mentor for AMP paper development workshop (online) (33 participants from universities across the world). June 8 & June 10, 2021.

Member, the 2020 Senior Consultation Editorial Board for special issue on Covid-19 and management scholarship, *Frontier of Business Research in China*.

Judge, the 2020 Human Capital Management Scholarship Competition, Hong Kong Management Association.

Member, Selection Committee for Responsible Research in Management Award (2019-2020), International Association for Chinese Management Research (IACMR)

Department Chair's Panel, the *2019 Asia Academy of Management Conference*, Bali, Indonesia.

Session chair and discussant, the *2019 Asia Academy of Management Conference*, Bali, Indonesia.

Session chair and discussion, the *2018 International Association for Chinese Management Research Conference*, Wuhan, China.

Track (Division) Chair, Global Leadership and Cross-Cultural Management, the *2018 Academy of International Business Conference*, Minneapolis, Minnesota, U.S.A.

The research committee for the *International Association for Chinese Management Research (2015-2016)* * The second term.

The 2015 Ralph Alexander Dissertation Award committee, the HR Division, *Academy of Management*

Local arrangement committee and organizer, the *Inaugural MOR Research Frontiers Conference* (2014)

The 2014 *MOR Inaugural Research Frontiers Conference* panel co-organizer and convener (with Kwok Leung): Beyond Individuals: A Chinese Contextual Perspective on Creativity (Dec. 4-7, 2014).

The Leadership Steering Committee and Program Committee, the first *HR Division International Conference (2014)*, the Academy of Management

Invited faculty speaker, junior faculty consortium, the HR division, the *2013 Academy of Management Conference*, Orlando, Florida

The research committee for the *International Association for Chinese Management Research (2013-2014)*

* Evaluate proposals and select winners for two awards: Emerald Research Award (once a year) and the Li Ning Dissertation Proposal Grants (once a year)

The English Program Committee, the *2018 International Association for Chinese Management Research Conference*, Wuhan, China

The English Program Committee, the *2014 International Association for Chinese Management Research Conference*, Beijing, China

Session Chair and Discussant (English Program), the *2012 International Association for Chinese Management Research Conference*, Hong Kong SAR, China

Session Facilitator (China Forum), the *2012 International Association for Chinese Management Research Conference*, Hong Kong SAR, China

The English Program Committee, the *2012 International Association for Chinese Management Research Conference*, Hong Kong SAR, China

Dec. 11-12, 2010: Invited Discussant for *Asia Pacific Journal of Management Special Issue Conference*

Chair, the Best Student Convention Paper Award committee, the HR division, the *2011 Academy of Management Meeting*, Texas, U. S. A.

The English Program Committee, the *2010 International Association for Chinese Management Research Conference*, Shanghai, China

The Best Student Convention Paper Award Committee, the HR division, the *2010 Academy of Management Meeting*, Montreal, Canada

Panel member, the HR Division Doctoral Student Consortium, the *2008 Academy of Management Meeting*, Anaheim, CA

The HR Ambassador representing China, the HR division, *the Academy of Management* (2008 - 2011)

Session discussant, the *2008 International Association for Chinese Management Research Conference*, Guangzhou, China

Session Chair, the *2008 International Association for Chinese Management Research Conference*, Guangzhou, China

Co-Chair for the Doctoral Consortium at *the International Association for Chinese Management Research 2006 Conference*, Nanjing, China

Reviewer for the *2004, 2006, 2008 and 2010 International Association for Chinese Management Research Conference*, Beijing, Nanjing, Guangzhou, Shanghai, China

Keynote speaker, Commitment HRM system in firms operating in China, the 2004 Korean Association for Personnel Administration Conference, South Korea

University, School, and Department Services

The HKUST(GZ) Chair Professor Nomination Committee in Business, Social Science and Humanities (8 July 2022 to 30 June 2024)

The HKUST (CWB) Chair professor nomination committee in School of Business and Management, (2022 – present)

Affiliate faculty of HKUST (GZ) (2021-2024)

DBA Coordinator for Management (since March 2022) and DBA committee (since July 2022)

Jan 2022-Dec 2023. Senate Committee on Student Affairs.

April 23, 2021. SBM interdisciplinary talk series - AI and future of work (with Federico Magni, PhD Mentee): AI recruiter and applicant reactions: A matter of warmth and competence?

Target Of Opportunity Faculty Hiring Committee (TOOC) of HKUST (GZ) (since 2021)

University Standing List of Hearing Committee Members (1 July 2020 to 30 June 2023)

Moderator, BizInsight@HKUST lunch seminar series (April 7, 2020).

Chair, accounting department head search committee (2020).

Member, search and substantiation committee, IPE thrust, the Societal Hub, HKUST (GZ) (2020- present)

School DBA Program Taskforce (since Sept. 2018)

University Chair Professor and Named Professor Committee (Sept. 2018-Oct. 2020)

Impact case writer, the 2020 Research Assessment Exercise (RAE) (2017-2019)

Facilitator/moderator for BizInsight@HKUST Lunch Seminar Series (April 2018, 2020)

University senate committee (since 2017)

University cluster hiring committee for Design Thinking and Entrepreneurship (June 2017 -2018)

Judge, One-million-dollar entrepreneurship case competition, organized by Beijing office of SBM (2017).

SBM China Strategy Steering Committee (since Jan. 2017)

JUPAS (Joint University Programs Admissions System) interview of (20) applicants (May 7, 2017)

JUPAS (Joint University Programs Admissions System) interview of (20) applicants (May 1, 2016)

School Search Committee for Management Department Head (2015-2016)

School Research Committee (2015-2017)

Department Faculty Search and Appointment Committee Co-Chair (2014-2015) and Chair (2015-2017)

HKUST Senate Committee on Student Affairs (2013 – 2016)

School Faculty Advisor for SBM undergraduate students (2013 – 2016)

Department IA/TA committee Chair (July 2012 – 2015)

Department representative, Research Assessment Exercise (RAE) (2012 – 2014)

Associate Director, Hang Lung Center for Organizational Research (2010- 2016)

Departmental Substantiation and Promotion Committee (2008 - 2017)

Department Academic/Merit Review Committee (July 2008 – 2017)

Department Faculty Search and Appointments Committee (July 2011 – 2012)

OBE (outcome-based education) pioneer for piloting outcome-based education (2009)

Department Ph.D. Committee Co-Chair (July 2006 – June 2010)

Department Ph.D. Committee member (2003 – 2006)

Department Junior Faculty Recruiting Committee Member (June 2006 - 2008)

Department GRF grant proposal coordinator (July 2007 – 2008; July 2011-2012)

Department course coordinator for MGTO 231 (now MGMT 3110)

Library Liaison for the MGTO department (2009- 2012)

Ph.D. and MPhil student supervisor

- Beihe Song (co-supervisor) (since summer 2023)
- Magni Federico (2016–2021) (first placement: ETH Zurich, Switzerland)
- Kassie Jie Li (2016–2022) (First placement: Wilfred Laurier, Canada)
- Inseong Lewis Jeong (2014–2019) (First placement: Lingnan University)
- Sally Cheung (2005-2010) (First placement: HKBU)
- Chang Song (2002–2007) (First placement: CUHK; now Associate Professor at HKBU)

Ph.D. thesis committee member

- Beihe Song (2022)
- Jiping Li (2016–2018) (first placement: Frankfurt School of Finance & Management, Germany)
- Ruixue Zhang (2017-2019) (first placement: Rennes School of Business, France)
- Nadia Yin Yu (2016) (first placement: NEOMA Business School in France)
- Lisa Ya Lin (2010-2015) (first Placement: Hong Kong Baptist University)
- Bi-Juan Zhong (2011–2013) (first placement: City University of New York)
- May Wang (2008- 2010) (first placement: Tsing Hua University)
- Zhijun Chen (2010–2011) (first placement: Shanghai University of Finance and Economics)
- Liang Jian (2006) (first placement: Shanghai Jiaotong University; now full professor at Tongji University)
- Lynda Song (2005) (first placement: Renmin University of China; now full professor at Leeds University)

MPhil thesis committee member

- Beihe Song (2022), Xing Yuan (2017), Kassie Jie Li (2017), John Jamison (2017), Leyuan Xie (2016), Ruixue Zhang (2015), Jiping Li (2014), Yao Chen (2010), Elf Y. Xi (2005)

Faculty advisor for SBM case competition team (2004)

Department Research Seminar Coordinator (2003 – 2004)

Professional Affiliations

Academy of Management

Society for Industrial and Organizational Psychology

Academy of International Business

American Psychological Association

International Association for Chinese Management Research

Beta Gamma Sigma