

# AICHIA CHUANG

Professor

Department of Management, Bryan School of Business and Economics  
University of North Carolina at Greensboro

Aichia Chuang is Professor of Organizational Behavior and Human Resources in the Department of Management, Bryan School of Business and Economics at the University of North Carolina at Greensboro. Before joining UNCG, she was the Fu-Bon Endowed Chair in Management and Distinguished Professor at the National Taiwan University in Taiwan where she was Professor of Organizational Behavior and Human Resource Management in the Department of Business Administration. She earned her doctorate in Human Resources and Industrial Relations from the University of Minnesota and her B.A. in Sociology from the National Taiwan University. She served as visiting scholar at Stanford University and Kyoto University in Japan.

Chuang's research interests include leadership, inclusion (person-environment fit and diversity), entrepreneurship, cross-cultural management, service climate and service performance, creativity, and multilevel theories and methods. She has been invited to join a few large-scaled multinational projects. Chuang's research has appeared in such journals as the *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior & Human Decision Processes*, *Journal of Organizational Behavior*, and *Harvard Business Review*.

Chuang has won several teaching and research awards. In relation to teaching, she has received the *Herbie Award of Teaching Excellence* from the Center for Human Resources and Labor Studies at the University of Minnesota and the *Teaching Excellence Award* from the College of Management at the National Taiwan University. Regarding research, Chuang's work has won the *Center for Creative Leadership Award* (best paper published at the *European Journal of Work and Organizational Psychology*) and the Academy of Management's *Dorothy Harlow Distinguished Paper Award*. She is a recipient of the prestigious *Outstanding Research Award* and the *Ta-You Wu Memorial Research Award* (early career achievement award) both from the Ministry of Science and Technology of Taiwan, the *Mr. Lu Feng Zhang Memorial Medal* from the Chinese Management Association in Taiwan, the *Outstanding Research/Teaching Scholar Award* from the National Taiwan University, and the *E. Sun Academic Award* and the *Weizhao Chen Management Research Scholar Award* both from the College of Management at the National Taiwan University.

Chuang is currently an Associate Editor of *Human Relations* (Financial Times 50) and the HR Ambassador of the HR Division of the Academy of Management representing Taiwan. She has served as the Representative-at-Large: Asia Pacific 2016-2018 for the International Association for Chinese Management Research (IACMR), the Chair of the Best Student Conference Paper for the HR Division of AOM (2008 and 2009), the co-chairperson for the Management I Discipline in the Ministry of Science and Technology of Taiwan (2017), the English Micro Track Chair of the 2018 IACMR conference, and the OB Track Chair of the 2015 Asia Academy of Management Conference. Chuang is on the editorial board of *Academy of Management Journal*, *Organizational Behavior and Human Decision Processes*, *Human Resource Management Review*, *Management and Organization Review*, and *Asia Pacific Journal of Management*.

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University of North Carolina at Greensboro

365 Bryan Building  
516 Stirling Street, Greensboro, NC 27412  
Tel: 336-256-0437; Fax: 336-334-5580  
E-mail: [achuang@uncg.edu](mailto:achuang@uncg.edu)

## **EDUCATION AND PROFESSIONAL TRAINING**

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- Jan 2011      Case Writing and Course Development Seminar (CWCD)  
Harvard Business School
- Aug 2010      Global Colloquium on Participant-Centered Learning (GCPCL)  
Harvard Business School
- 2001          Ph.D., Department of Human Resources and Industrial Relations  
Carlson School of Management, University of Minnesota
- 1996          B.A., Department of Sociology  
College of Social Sciences, National Taiwan University

## **PROFESSIONAL EXPERIENCE**

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- Aug 2019 – present      Professor  
Department of Management  
University of North Carolina at Greensboro
- Aug 2018 – July 2019      Fu-Bon Endowed Chair in Management  
College of Management, National Taiwan University
- Aug 2016 – July 2019      Distinguished Professor  
College of Management, National Taiwan University
- July 2018                  Visiting Scholar  
Graduate School of Management  
Kyoto University, Japan
- Sept 2012 – Aug 2013      Visiting Scholar  
Department of Psychology  
Stanford University

Aug 2010 – July 2015	Outstanding Research/Teaching Scholar National Taiwan University
Aug 2011 – July 2019	Professor Department of Business Administration College of Management, National Taiwan University
Aug 2006 – July 2011	Associate Professor Department of Business Administration College of Management, National Taiwan University
Feb 2005 – July 2006	Assistant Professor Department of Business Administration College of Management, National Taiwan University
Aug 2001 – Jan 2005	Assistant Professor Department of Business Administration School of Management, National Taiwan University of Science and Technology
Sept 1999 – June 2000	Instructor Department of Human Resources and Industrial Relations Carlson School of Management, University of Minnesota
Sept 1998 – June 1999	Teaching Assistant Department of Human Resources and Industrial Relations Carlson School of Management, University of Minnesota
Sept 2000 – June 2001 Sept 1996 – June 1998	Research Assistant Department of Human Resources and Industrial Relations Carlson School of Management, University of Minnesota

## **AWARDS AND HONORS**

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### **International**

- 2016 ***Best Paper Proceedings***, OB Division, Academy of Management Meeting. (with R. S. Hsu and A. C. Wang)
- 2015 ***Outstanding Reviewer***, Organizational Behavior and Human Decision Processes

- 2013 **Honorary Fellow**, Innovation Collaborative Research Network (ICRN), UK/Spain/Netherlands
- 2013 **Center for Creative Leadership Award** - Best Paper Published at the European Journal of Work and Organizational Psychology. (with T. A. Judge and Y. J. Liaw)
- 2012 **Most Innovative Student Paper Award**, OB Division, Academy of Management Meeting. (with Y. Dong, H. Liao, J. Zhou, and E. Campbell)
- 2012 **Best Paper Proceedings**, OB Division, Academy of Management Meeting. (with Y. Dong, H. Liao, J. Zhou, and E. Campbell)
- 2011 **Excellent Paper Award**, Management Theory and Practice Conference, Shanghai, China. (with C. Y. Lee and C. T. Shen)
- 2009 Nominee of the **Outstanding Empirical Paper Award**, Eastern Academy of Management Meeting. (with C. C. Bowen, Y. J. Liaw, and Y. C. Su)
- 2008 **Best Paper Proceedings**, OB Division, Academy of Management Meeting. (with C. T. Shen)
- 2006 **Dorothy Harlow Distinguished Paper Award**, GDO Division, Academy of Management. (with H. Liao and A. Joshi)
- 2002 **Best Doctoral Student Paper Award**, OB/OT/OD Track, Southern Management Association. (with H. Liao)

### National

- 2015 **Outstanding Research Award**, Ministry of Science and Technology, Taiwan – 72 recipients out of 50102 eligible faculty members in Taiwan (.001%).
- 2014 **Mr. Lu Feng Zhang Memorial Medal**, Chinese Management Association, Taiwan.
- 2012-2015 **Outstanding Young Scholar Research Project**, National Science Council, Taiwan.
- 2012 **Best Convention Paper Award**, Taiwan Academy of Management

Meeting. (with C. T. Shen)

- 2007 ***Ta-You Wu Memorial Research Award***, National Science Council, Taiwan – one of the highest professional honors in the field of general management, given to one recipient out of all young scholars in the general management field in Taiwan.
- 2005 ***Principal Investigator Fellowship***, National Science Council, Taiwan – top 8% of scholars in general management in Taiwan.

### University/school

- 2018-2019 ***NTU Core Consortium Grant***, National Taiwan University.
- 2015-2016 ***Deep Plowing Research Grant***, Aiming for the Top University and Elite Research Center Development Plan, National Taiwan University.
- 2015 ***Outstanding Research Faculty***, National Taiwan University.
- 2010-2014 ***Outstanding Research/Teaching Scholar Award***, National Taiwan University – 70 recipients out of 2015 eligible faculty members of the university (3%).
- 2013 ***Distinguished Alumnus*** of the National Lan-Yang Girls' Senior High School, Taiwan.
- 2012 ***Laurel Research Grant***, Aiming for the Top University and Elite Research Center Development Plan, National Taiwan University.
- 1992-1995 ***President's Award***, National Taiwan University.

### College

- 2017 ***Teaching Excellence Award***, College of Management, National Taiwan University.
- 2015-2019 ***Joint Research Grant***, National Taiwan University (College of Management) and Fudan University (School of Management). (with X. Liang)
- 2014 ***E. Sun Academic Award***, College of Management, National Taiwan University.

- 2014 **Joint Research Grant**, National Taiwan University (College of Management) and Peking University (Guanghua School of Management). (with J. T-J. Chiang)
- 2005, 2007-2012, 2014-2017 **Research Excellence Award**, College of Management, National Taiwan University.
- 2012 **Joint Research Grant**, National Taiwan University (College of Management) and Peking University (Guanghua School of Management). (with F. Kong)
- 2005 **Weizhao Chen Management Research Scholar Award**, Taishin Financial Holding Co. & College of Management, National Taiwan University – 4 recipients out of all faculty members (113) of the college of management (3%).

**Department**

- 2007-2012, 2014-2017 **Teaching Excellence Fellowship**, Department of Business Administration, National Taiwan University.
- 1999 **Herbie Award for Teaching Excellence**, Center for Human Resources and Labor Studies, University of Minnesota – one recipient out of all faculty/instructors of the center.
- 1998-2001 **Center for Human Resources and Labor Studies Summer Fellowship**, University of Minnesota.
- 1997-2001 **Center for Human Resources and Labor Studies Doctoral Fellowship**, University of Minnesota.
- 1996 **Center for Human Resources and Labor Studies Master’s Fellowship**, University of Minnesota.

## RESEARCH INTERESTS

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- Inclusion (Person-Environment Fit and Diversity)
- Leadership
- Entrepreneurship
- Cross-Cultural Management
- Service Climate and Service Performance
- Creativity
- Multilevel Theories and Methods

## PUBLICATIONS

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(† denotes graduate students, \* denotes corresponding author)

1. Lam, L. W., Chuang, A., Wong, C. S., & Zhu\*†, N. Y. (2019). A typology of three-way interaction models: Applications and suggestions for Asian management research. *Asia Pacific Journal of Management*, *36*, 1-16.
2. Campbell†\*, E. M., Liao, H., Chuang, A., Zhou, J., & Dong†, Y. (2017). Hot shots and cool reception? An expanded view of social consequences for high performers. *Journal of Applied Psychology*, *102*, 845-866.
  - Abbreviated version printed in *Management Insights*, Dec 2018.
  - Featured in *Lifehacker*, July 7, 2017.
  - Featured in *Scientific American* and *National Public Radio*, July 5, 2017.
  - Featured in the *Research Digest*, British Psychological Society, April 2017.
3. Liao, H., Campbell, E. M., Chuang, A., Zhou, J., & Dong, Y. (2017, April). When one person's high performance creates resentment in your team. *Harvard Business Review*. Retrieved from <https://hbr.org/2017/04/when-one-persons-high-performance-creates-resentment-in-your-team>
4. Chuang\*, A., Shen†, C. T., & Judge, T. A. (2016). Development of a multidimensional instrument of person-environment fit: The Perceived Person-Environment Fit Scale (PPEFS). *Applied Psychology: An International Review*, *65*, 66-98.
5. Chuang\*, A., Hsu†, R. S., Wang†, A. C., & Judge, T. A. (2015). Does West "fit" with East? In search of a Chinese model of person-environment fit. *Academy of Management Journal*, *58*, 480-510.
  - Featured in *Business Today* (2016), 1029, 24.
6. Dong†\*, Y., Liao, H., Chuang, A., Zhou, J., & Campbell†, E. M. (2015). Fostering employee service creativity: Joint effects of customer empowering behaviors and supervisory empowering leadership. *Journal of Applied Psychology*, *100*, 1364-1380.

- **Winner of the Most Innovative Student Paper Award**, OB Division, Academy of Management Meeting, 2012.
  - Featured in ***Bauer Business Focus***, April 2017
7. Yang<sup>\*</sup>, M. Y., Cheng, F. C., & Chuang, A. (2015). The role of affects in conflict frames and conflict management. ***International Journal of Conflict Management***, *26*, 427-449.
  8. Chuang, A., Lee<sup>\*</sup>, C. Y., & Shen, C. T. (2014). A multilevel perspective on the relationship between interpersonal justice and negative feedback-seeking behaviour. ***Canadian Journal of Administrative Sciences***, *31*, 59-74.
    - Recipient of the ***Excellent Paper Award***, OBHR Track, Management Theory and Practice Conference, Shanghai, China.
  9. Power<sup>\*</sup>, J. L., Brotheridge, C. M., ...Chuang, A., ... (2013). Acceptability of workplace bullying: A comparative study on six continents. ***Journal of Business Research***, *66*, 374-380.
    - Featured in ***CIO IT Manager*** (2013), 30, 10-11.
  10. Chuang<sup>\*</sup>, A., Judge, T. A., & Liaw<sup>†</sup>, Y. J. (2012). Transformational leadership and customer service: A moderated mediation model of negative affectivity and emotion regulation. ***European Journal of Work and Organizational Psychology***, *21*, 28-56.
    - **Winner of the Center for Creative Leadership Award** (Best paper published at the EJWOP).
  11. van Vianen<sup>\*</sup>, A. E. M., Shen<sup>†</sup>, C. T., & Chuang, A. (2011). Person-organization and person-supervisor fits: Employee commitments in a Chinese context. ***Journal of Organizational Behavior***, *32*, 906-926.
  12. Chang, H. T., Chi<sup>†\*</sup>, N. W., & Chuang, A. (2010). Exploring the moderating roles of perceived person-job fit and person-organization fit on the relationship between training investment and knowledge workers' turnover intentions. ***Applied Psychology: An International Review***, *59*, 566-593.
  13. Liaw<sup>†</sup>, Y. J., Chi<sup>†\*</sup>, N. W., & Chuang, A. (2010). Examining the mechanisms linking transformational leadership, employee customer orientation, and service performance: The mediating roles of perceived supervisor and coworker support. ***Journal of Business and Psychology***, *25*, 477-492.
  14. Liao<sup>\*</sup>, H., Chuang, A., & Joshi, A. (2008). Perceived deep-level dissimilarity: Personality antecedents and impact on overall job attitude, helping, work withdrawal, and turnover. ***Organizational Behavior and Human Decision Processes***, *106*, 106-124.



- **Winner of the Dorothy Harlow Distinguished Paper Award**, GDO Division, Academy of Management, 2006.
15. Myors, B., ...Chuang, A., ..., & Sackett, P. R. (2008). Broadening international perspectives on the legal environment for selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *1*, 266-270.
  16. Myors, B., ...Chuang, A., ..., & Sackett\*, P. R. (2008). International perspectives on the legal environment for selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *1*, 206-246.
  17. Liao\*, H., & Chuang, A. (2007). Transforming service employees and climate: A multi-level multi-source examination of transformational leadership in building long-term service relationships. *Journal of Applied Psychology*, *92*, 1006-1019.
  18. Liao\*, H., Joshi, A., & Chuang, A. (2004). Sticking out like a sore thumb: Employee dissimilarity and deviance at work. *Personnel Psychology*, *57*, 969-1000.
  19. Liao\*, H., & Chuang, A. (2004). A multilevel investigation of factors influencing employee service performance and customer outcomes. *Academy of Management Journal*, *47*, 41-58.
- **Winner of the Best Doctoral Student Paper Award**, OB/OT/OD Track, Southern Management Association, 2002.

### **Publications in Mandarin**

20. Chuang\*, A., Lee, C. Y., Chen†, Y. S., & Yen†, K. C. (in press). Research on employee creativity in Taiwan and East Asia countries: Findings and implications. *NTU Management Review*.
21. Chuang, A., & Shen\*, C. T. (2017). “Fit” about fits: The interaction between relational fit and rational fit. *Journal of Human Resource Management*, *17*, 1-32.
22. Chuang\*, A., Hsu, R. S., & Wang, A. C. (2016). Challenge to person-environment fit in the Chinese context. *Harvard Business Review*, *122*, 36-38.
23. Chuang\*, A., & Hsu†, R. S. (2015). Paradox of authenticity: Can it be solved in Chinese settings? *Harvard Business Review*, *101*, 56-58.
24. Chuang\*, A., & Su†, H. (2005). Perceived fit: Trait and environmental antecedents and job attitude consequences. *Journal of Human Resource Management*, *5*, 1-27.
25. Chuang\*, A., & Lin†, H. (2005). An investigation of the effect of person-environment fit on work

attitudes and behaviors. *Taiwan Academy of Management Journal*, 5, 123-148.

- Honorable Mention of the *ING Antai National MBA Thesis Award* in OBHR

## BOOK CHAPTER

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1. Chuang, A., Wang, A. C., Hsu, R. S., Lee, Y.-t. (2018). Industrial, work and organizational psychology in Asia. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE handbook of industrial, work and organizational psychology* (2nd ed., Vol. 3, pp. 91-109). London, United Kingdom: Sage Publications Ltd.
2. Shen, W., ...Chuang, A., & Cook, M. (2017). Updated perspectives on the international legal environment for selection. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of employee selection* (2<sup>nd</sup> ed.) (pp. 659-677). New York, NY: Taylor & Francis Group.
3. Chuang, A. (review). (2013). From micro to meso: Critical steps in conceptualizing and conducting multilevel research, by K. J. Klein & S. W. J. Kozlowski, 2000, *Organizational Research Methods*, 3, 211-236. In G. W. H. Cheung & T. K. Peng (Eds.), *Collection of selected organizational research methods papers* (Trans.) (pp. 273-318). Taipei: Best-Wise Publishing Co. Ltd.
4. Liao, H., & Chuang, A. (2012). Multilevel model building and analysis. In X. P. Chen, A. S. Tsui & J. L. Farh (Eds.), *Empirical methods in organization and management research* (2<sup>nd</sup> ed.) (pp. 442-476). Beijing: Peking University Press.  
Traditional Chinese translation reprinted by Hwatai publishing (Taiwan) in 2014.
5. Sackett, P. R., ...Chuang, A., ..., & Aguinis, H. (2010). Perspectives from twenty-two countries on the legal environment for selection. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of employee selection* (pp. 651-676). New York, NY: Taylor & Francis Group.

## BOOK PREFACE

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1. Chuang, A. (2011). The congruence between the employees and the corporate. In C. Benko & M. Anderson, *The corporate lattice: Achieving high performance in the changing world of work*. Taipei: InStars Multimedia. (in Chinese)

## REFEREED CONFERENCE PROCEEDINGS

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(† denotes graduate students)

1. Chuang, A., Hsu<sup>†</sup>, R. S., & Wang, A. C. (2016). Existential meaning crises and work tailoring among entrepreneurs for meaning. *Best paper proceedings of the 76<sup>th</sup> Annual Meeting of the Academy of Management*.

2. Dong<sup>†</sup>, Y., Liao, H., Chuang, A., Zhou, J., & Campbell<sup>†</sup>, E. M. (2012). An invisible hand in employee service creativity: Customer empowering behaviors. *Best paper proceedings of the 72<sup>nd</sup> Annual Meeting of the Academy of Management*.
3. Chuang, A., & Shen<sup>†</sup>, C. T. (2008). Leader-member relationship: The mediation and moderation effects of person-environment fit in a Chinese culture. *Best paper proceedings of the 68<sup>th</sup> Annual Meeting of the Academy of Management*.
4. Liao, H., Chuang, A., & Joshi, A. (2006). In the eye of the beholder: Understanding perceived dissimilarity. In K. Mark Weaver (Ed.), *Best paper proceedings of the 66<sup>th</sup> Annual Meeting of the Academy of Management*.
5. Liao, H., & Chuang, A. (2002). A multilevel investigation of individual and contextual factors influencing employee service performance. *Best paper proceedings of the 2002 Annual Meeting of the Southern Management Association*.

## **REFEREED PRESENTATIONS**

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(<sup>†</sup> denotes graduate students, \* denotes corresponding author)

### **Organized Conference Sessions**

1. Co-chair (2004). *Customer service: Antecedents, processes, and impact on the bottom line*. Symposium presented at the Annual Meeting of the Academy of Management, New Orleans, LA, USA. (with H. Liao)

### **Conference Presentations**

2. Chuang, A., Hsu<sup>†</sup>, R. S., & Wang, A. C. (2016). *Existential meaning crises and work tailoring among entrepreneurs for meaning*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California, USA.
  - *Best Paper Proceedings*, OB Division.
3. Zhou, J., Oldham, G. R., Chuang, A., & Hsu<sup>†</sup>, R. S. (2016). A field quasi-experimental study of incentives, choice, and employee creativity. In A. Brodsky (Chair), *Challenging the status quo in organizations: From subordinate challenge to superior reactions*. Paper presented in a symposium at the Annual Meeting of the Academy of Management, Anaheim, California, USA.
4. Chuang, A., Lee, C. Y., Chen<sup>†</sup>, Y. S., & Yen<sup>†</sup>, K. C. (2015). *Retrospect and prospect of research on employee creativity: Research findings from Taiwan and East Asia countries*. Paper presented at the NTU Management Review 25th Anniversary Conference, Taipei, Taiwan.
5. Liaw, Y. J., Chuang, A., & Judge, T. A. (2014). *Investigating employee surface acting: The*

*influence of LMX and ambivalence*. Paper presented at the conference of the International Association for Chinese Management Research, Beijing, China.

6. Shen, C. T., & Chuang, A. (2014). *Antecedents and consequences of job search: The curvilinear effect of person-organization fit and the moderating effect of exploratory information search method*. Paper presented at the conference of the International Association for Chinese Management Research, Beijing, China.
7. Liaw, Y. J., & Chuang, A. (2014). *A multilevel model of employee emotional acting*. Paper presented at the Management Theory and Practice Conference, Kitakyushu, Japan.
8. Chuang, A., Hsu<sup>†</sup>, R. S., Wang, A. C., & Judge, T. A. (2013). *Does West “fit” with East? In search of a Chinese model of person–environment fit*. Paper presented at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
9. Chuang, A., & Hsu<sup>†</sup>, R. S. (2013). *Conscientiousness match in vertical dyads: The moderation of gender match*. Paper presented at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
10. Campbell<sup>†</sup>, E. M., Liao, H., Chuang, A., & Dong<sup>†</sup>, Y. (2013). *Hot shots and cool reception: Social consequences of high performance at work*. Paper presented at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
11. Chuang, A., Judge, T. A., & Liaw, Y. J. (2013). *Transformational leadership and customer service: A moderated mediation model of negative affectivity and emotion regulation*. Best Paper published at the European Journal of Work and Organizational Psychology invited to be presented at the biennial congress of the European Association of Work and Organizational Psychology, Munster, Germany.
12. Shen, C. T., & Chuang, A. (2012). *Former person-environment fit, job choice strategies, and present fit: The moderating role of exploratory search method*. Paper presented at the Annual Meeting of the Taiwan Academy of Management, Taipei, Taiwan.
  - **Winner of the Best Convention Paper Award.**
13. Dong<sup>†</sup>, Y., Liao, H., Chuang, A., Zhou, J., & Campbell<sup>†</sup>, E. M. (2012). *An invisible hand in employee service creativity: Customer empowering behaviors*. Paper presented at the Annual Meeting of the Academy of Management, Boston.
  - **Winner of the Most Innovative Student Paper Award, OB Division.**
  - **Best Paper Proceedings, OB Division.**
14. Yang, M., Cheng, F., & Chuang, A. (2012). *The impact of momentary moods and agreeableness on*

*conflict frame and conflict management*. Paper presented at the Annual Meeting of the Academy of Management, Boston.

15. Lee<sup>†</sup>, C. Y., Chuang, A., & Shen, C. T. (2011). *How to increase employees' negative feedback-seeking behavior? Cross-level perspectives of organizational justice and social information processing*. Paper presented at the Management Theory and Practice Conference, Shanghai, China.
  - Recipient of the ***Excellent Paper Award***, OBHR Track.
16. Chuang, A., & Shen, C. T. (2011). *The interactive effects of person-environment fits*. Paper presented at the Management Theory and Practice Conference, Shanghai, China.
17. Oh, I., Schmidt, F. L., Mount, M. K., ...Chuang, A., ... (2011). *The Five-Factor Model of personality and performance in East Asia*. Paper presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, USA.
18. Lee<sup>†</sup>, C. Y., Chuang, A., & Shen<sup>†</sup>, C. T. (2010). *The effect of interpersonal justice on negative feedback-seeking behavior: A cross-level study*. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
19. Liaw<sup>†</sup>, Y. J., & Chuang, A. (2009). *Antecedents and consequences of employee surface acting*. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL, USA.
20. Power, J. L., Brotheridge, C. M., ...Chuang, A., ... (2009). *How acceptable is bullying? Cultural explanations for trends in 15 countries*. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL, USA.
21. Bowen, C. C., Liaw<sup>†</sup>, Y. J., Chuang, A., & Su<sup>†</sup>, Y. C. (2009). *Cross-cultural comparisons of reliance on laws and business contracts versus three basic social mechanisms among U.S., China, and Taiwan*. Paper presented at the Annual Meeting of the Eastern Academy of Management, Hartford, CT, USA.
22. Chuang, A., & Shen<sup>†</sup>, C. T. (2008). *Leader-member relationship: The mediation and moderation effects of person-environment fit in a Chinese culture*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA, USA.
  - ***Best Paper Proceedings***, OB Division.
23. Liaw<sup>†</sup>, Y. J., Chuang, A., & Lee<sup>†</sup>, C. Y. (2008). *Antecedents of P-G fit and P-J fit: The role of Extraversion*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA, USA.

24. Chi<sup>†</sup>, N. W., Chang, H. T., & Chuang, A. (2007). *Does investigating in knowledge workers' training reduce their turnover intention? The moderating roles of perceived person-job fit and person-organization fit*. Paper presented at the Annual Meeting of the Midwest Academy of Management, Kansas City, MO, USA.
25. Chuang, A., Liaw<sup>†</sup>, Y. J., & Hsu, H. (2007). *Leadership and customer-oriented behavior-A test of the mediating effects of employee perceived support*. Paper presented at the Cross-strait Conference of the Enterprise Organization and Management Research, Shanghai, China.
26. Chuang, A., & Shen<sup>†</sup>, C. T. (2007). *The perceived person-environment fit scale (PPEFS): Development of four fit measures*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, USA.
27. Chuang, A., & Liaw<sup>†</sup>, Y. J. (2007). *Effects of transformational leadership on customer service: The role of emotional labor*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA, USA.
28. Liao, H., Chuang, A., & Joshi, A. (2006). *Work outcomes and personality antecedents of perceived deep-level dissimilarity*. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA, USA.
  - **Winner of the Dorothy Harlow Distinguished Paper Award** of the Academy of Management Conference.
29. Liao, H., & Chuang, A. (2006). *Serving customers and building customer relationships: A multi-level multi-source examination of the role of leadership*. In H. Liao (Chair), Linkage research in customer service: Connecting levels, stakeholders, and disciplines. Paper presented in a symposium at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX, USA.
30. Chuang, A., & Hu, C. (2005). *Latent growth models of person-organization fit and person-job fit: Implications for HRM*. Poster presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii, USA.
31. Liao, H., & Chuang, A. (2005). *Serving customers and building relationships: The role of leader behaviors and leader-member exchange*. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii, USA.
32. Chuang, A., Liao, W. C., & Tai<sup>†</sup>, W. T. (2005). *An investigation of individual and contextual factors influencing training variables*. Poster presented at the 20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA, USA.

33. Chuang, A., & Liao, H. (2004). *How does service climate translate into customer outcomes? An investigation of the mediating role of employee service-focused task and citizenship performance*. In H. Liao & A. Chuang (Chairs), *Customer service: Antecedents, processes, and impact on the bottom line*. Paper presented in a symposium at the Annual Meeting of the Academy of Management, New Orleans, LA, USA.
34. Chuang, A., & Peng<sup>†</sup>, H. (2003). *Organizational service climate and customer perceived service quality: Test of the mediating effect*. Paper presented at the 2<sup>nd</sup> Annual Academic Conference of the New Paradigms Management, Taipei, Taiwan.
35. Chuang, A., & Lin<sup>†</sup>, H. (2003). *The relationship between person-supervisor fit, person-job fit, person-group fit, person-organization fit and employee work attitudes and behaviors*. Paper presented at the 42<sup>th</sup> Annual Conference of the Taiwanese Psychological Association, Taipei, Taiwan.
36. Liao, H., Joshi, A., & Chuang, A. (2003). *A cross-level investigation of the impact of diversity on employee counterproductive behavior*. In H. Liao & A. Joshi (Chairs), *Through a multilevel perspective: Understanding individual and team performance*. Paper presented in a symposium at the Annual Meeting of the Academy of Management, Seattle, WA, USA.
37. Glomb, T. M., Kammeyer-Mueller, J. D., Wanberg, C. R., Ahlburg, D. A., & Chuang, A. (2003). *Longitudinal examination of multiple dimensions of person-environment fit*. In A. M. Ryan & L. J. Ramsay (Chairs), *Redefining personality's role in fit assessments*. Paper presented in a symposium at the 18<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, USA.
38. Chuang, A. (2002). *The perceived importance of person-job fit and person-organization fit between and within interview stages*. Paper presented at the 1<sup>st</sup> Annual Academic Conference of the New Paradigms Management, Taipei, Taiwan.
39. Liao, H., & Chuang, A. (2002). *A multilevel investigation of individual and contextual factors influencing employee service performance*. Paper presented at the Annual Meeting of the Southern Management Association, Atlanta, GA, USA.
- **Winner of the Best Doctoral Student Paper Award, OB/OT/OD Track.**
40. Tai<sup>†</sup>, W., Chuang, A., & Liao, W. (2002). *Individual traits, strain and job satisfaction*. Paper presented at the 2002 Human Resources Thesis and Case Conference of the China Human Resources Development Academic Society, Taipei, Taiwan.
41. Liao, W., Chuang, A., & Tai<sup>†</sup>, W. (2002). *Self-efficacy as a mediator and interpersonal justice as a moderator of the relationship between locus of control and training outcomes in remedial training*. Paper presented at the 2002 International Conference on Knowledge-Based Economy and Global

Management, Taipei, Taiwan.

42. Rotundo, M., & Chuang, A. (2001). *Applicants' reactions to the employment interview*. Poster presented at the 16<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, USA.

## **INVITED PROFESSIONAL PRESENTATIONS/DISCUSSIONS**

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### **International**

1. July 2018, Invited Speaker, *Enhancing the Creativity of Employees' Ideas: A Quasi-experimental Investigation of Rewards, Choice and Personality*, Organizational Behavior Research Seminar, Graduate School of Management, Kyoto University, Kyoto, Japan.
2. Dec 2017, Invited Speaker, *Existential Crises and Work Tailoring among Entrepreneurs for Meaning*, Departmental Research Seminar, Department of Management and Marketing, Hong Kong Polytechnic University, Hong Kong.
3. Dec 2016, Keynote speaker, *Qualitative Research in PE Fit and Misfit*, Global e-Conference on Fit, Cyberspace.
4. June 2016, Panelist, *Talent Development in New Service Era*, International Conference on Service Science and Innovation (ICSSI), Taipei, Taiwan.
5. June 2016, Session Chair, *Cultural Implications on Management Practice*, International Association of Chinese Management Research (IACMR), Hangzhou, China.
6. April 2016, Discussant, *Organizational Mechanism and Firm Performance*, Management Theory and Practice Conference, Kyoto, Japan.
7. Nov 2015, Invited Speaker, *Leadership: Team Building & Communication*, Asian Oceanian School of Radiology youth club, I-Lan, Taiwan.
8. July 2015, Keynote Speaker, *Developing Chinese Indigenous Research: Forming Research Questions and Examples*, The Third Annual International Symposium: When Micro meets Macro: Current Issues of OB/HRM Research, Shanghai University of Finance and Economics, Shanghai, China.
9. June 2015, Plenary Showcase Panelist, *A Chinese Model of Person-Environment Fit*, The 9<sup>th</sup> Asia Academy of Management Conference, Hong Kong.
10. June 2015, Introducer of the Keynote Speaker (Jiing-Lih Farh), *Authority, Benevolence, and Morality: Reflections on Three-decade Chinese Leadership Research*, The 9<sup>th</sup> Asia Academy of Management Conference, Hong Kong.
11. June 2015, Session Chair, *Leadership and Empowerment*, The 9<sup>th</sup> Asia Academy of Management Conference, Hong Kong.
12. April 2014, Session Chair, *Congruence in Organizations*, Management Theory and Practice Conference, Kitakyushu, Japan.
13. Jan 2014, Speaker, *Does West "Fit" with East? In Search of a Chinese Model of Person-Environment Fit*, Faculty of Business Administration, University of Macau.
14. Nov 2011, Discussant, *Group and Decision Making*, Management Theory and Practice Conference,



Shanghai, China.

15. Oct 2007, Introducer of the Keynote Speaker (Ramon Aldag), *Organizational Culture and Culture Fit*, International Conference on Workforce Education and Development (ICOWED), National Taiwan Normal University.

### **National**

16. Sept 2014, 2015, 2016, 2017, Panel Chair, Research Grant Output Conference and Industry Forum, Ministry of Science and Technology.
17. Aug 2014, Discussant, National MBA Thesis Award and Conference, Chinese Management Association.
18. July 2014, Discussant, TOPCO Thesis Award and Conference, TOPCO/ Taiwan Academy of Management.
19. Nov 2013, Discussant, OBHR Track, Chinese Management Association Annual Meeting.
20. Sept 2013, Session Chair, Organization Theory and Behavior Track, Taiwan Academy of Management Annual Meeting.
21. Sept 2012, Session Chair, Organization Theory and Behavior Track, Taiwan Academy of Management Annual Meeting.
22. Aug 2012, Expert Consultant, Human Research Protection Forum, National Science Council.
23. June 2012, Speaker, *Multilevel Research in OB*, Taiwanese Psychological Association.
24. Apr 2012, Expert Panelist, Codes of Research Ethics Forum, National Science Council.
25. Jan 2012, Expert Consultant, Human Research Protection Forum, National Science Council.
26. Dec 2011, Discussant, OBHR Track, Research Grant Output Conference, National Science Council.
27. July 2011, Discussant, TOPCO Thesis Award and Conference, TOPCO/Association of Taiwan Electronic Commerce.
28. June 2011, Discussant, OBHR Forum, National Changhua University of Education.
29. June 2010, Panelist, *Challenges and Breakthrough of Academic Research*, OBHR Forum, National Chengchi University.
30. July 2007, Speaker, *An Overview of the Logic and Rationale of HLM with Substantive Applications*, International Forum and Conference of Business Administration, National Chung Hsing University.
31. Dec 2005, Panelist, *Learning Strategy of Doctoral Students*, International Conference on Comparative Management, National Sun Yat Sen University.
32. June 2005, 2007, Discussant, HR Thesis Award and Conference, 104 Job Bank.
33. Sept 2004, Speaker, *Academic Career for Junior Faculty: Planning and Publishing*, Workshop for OBHR Research Community and Academic Career Development, National Science Council.
34. Nov 2003, Speaker, *How to Publish in Top Journals?* Annual Academic Conference of the New Paradigms Management, National Taiwan University of Science and Technology.
35. Nov 2003, Discussant, Annual Conference of the Human Resource Management Practices, National Central University.
36. Nov 2002-2006, 2008, Session Chair/Discussant, Annual Academic Conference of the New Paradigms Management, National Taiwan University of Science and Technology.
37. Nov 2002, Speaker, *Human Resource Planning of the Twenty-first Century*, Workshop of Career Services of Senior High Schools, National Lan-Yang Girls' Senior High School.

38. June 2002, Discussant, National MBA Thesis Award and Conference, Chinese Management Association.

**Individual Academic Institutes/Business Settings/Non-profit Organizations**

Spoke in more than 45 schools/organizations on topics of multilevel research, Hierarchical Linear Modeling, mediated moderation and moderated mediation, research methodology in general, recruitment and selection, performance management, practical HR issues, and leadership.

## TEACHING INTERESTS

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- Research Methodology
- Organizational Behavior
- Leadership
- Human Resource Management
- Human Resource Analytics
- Cross-Cultural Management
- Multilevel Research

## TEACHING

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### Courses Taught

University of North Carolina at Greensboro:

- *Quantitative Research Methods* (required Ph.D.)

National Taiwan University (in English/Chinese):

- *Seminar in Multilevel Research* (elective Ph.D. seminar)
- *Quantitative Research Methods and Applications* (elective Ph.D. & elective MBA)
- *Seminar in Person-Environment Fit* (elective Ph.D. seminar; English taught)
- *Seminar in Human Resource Management* (required Ph.D. seminar)
- *Independent Study* (required Ph.D. & required research-track MBA)
- *Organizational Behavior* (required MBA/GMBA-English taught, required EMBA, required undergraduate)
- *Staffing Organizations* (elective MBA & elective undergraduate; English taught)
- *Research Methods for EMBA* (elective EMBA)
- *Human Resource Management* (elective undergraduate)

National Taiwan University of Science and Technology (in English/Chinese):

- *Research Methodology* (elective Ph.D., elective MBA, & elective EMBA)
- *Workshop in Business Administration* (required Ph.D. & required MBA)
- *Human Resource Selection* (elective MBA; English taught)
- *Performance Appraisal and Management* (elective MBA & elective undergraduate)
- *Human Resource Management* (required EMBA & required undergraduate)
- *Strategic Human Resource Management* (elective EMBA)
- *Business* (required undergraduate)
- *Special Topics in Business Administration* (required undergraduate)
- *Staffing Organizations* (elective undergraduate)
- *Compensation and Benefits* (elective undergraduate)

University of Minnesota (in English):

- *Human Resource Management and Industrial Relations* (Instructor; required undergraduate)
- *Intermediate Quantitative Method of Industrial Relations* (Teaching assistant; required MA)

### **New Course Development**

University of North Carolina at Greensboro:

- Fall 2019, developed a new Ph.D. course – *Quantitative Research Methods*.

National Taiwan University:

- Spring 2011, developed a new EMBA course – *Research Methods for EMBA*.
- Fall 2007, developed a new method Ph.D. seminar – *Seminar in Multilevel Research*.
- Spring 2007, developed a new method Ph.D./MBA course, *Quantitative Research Methods and Application*.
- Fall 2006, developed a new Ph.D. seminar – *Seminar in Person-Environment Fit* (English taught).
- Spring 2006, developed a new MBA/undergraduate course – *Staffing Organizations* (English taught).

National Taiwan University of Science and Technology:

- Spring 2003, developed a new undergraduate course – *Compensation and Benefits*.
- Spring 2002, developed a new Ph.D./MBA course – *Research Methodology*.
- Fall 2001, developed a new MBA/undergraduate course – *Performance Appraisal and Management*.

## **MENTOR TO STUDENTS**

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- Undergraduate, MBA, Doctoral, Executive MBA at National Taiwan University.

## **STUDENT SUPERVISION**

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### **Advisor of Graduate Students**

1. Yu Syuan Chen (2019). *Workplace telepressure: Antecedents and consequences and the moderation effects of coping behaviors and motivations*. Ph.D. Dissertation, National Taiwan University.
2. Kuo-Ching Yen (2018). *The influence of team collaborative and competitive climate on individual and group creativity*. Ph.D. Dissertation, National Taiwan University.
3. Chun-Yao Chuang (2016). *An investigation on perceived subordinate turnover and first line*

- supervisors' intention to quit*. Master's Thesis, National Taiwan University.
4. Jason Chienchen Pan (2015). *A longitudinal study on operator turnover - an electronic design manufacturing service company in the Eastern China*. Master's Thesis, National Taiwan University.
  5. Shuwei Hsu (2015). *On the meaning of jingye: looking into the moral and ethical dimensions of Chinese people's working live*. Ph.D. Dissertation, National Taiwan University.
  6. Chun Yang Lee (2014). *A multilevel investigation on how leader humility enhances employee creative performance*. Ph.D. Dissertation, National Taiwan University.
  7. Chi-Tai Shen (2011). *Longitudinal investigation on the relationship between former fits, new job choice strategies, and present fits*. Ph.D. Dissertation, National Taiwan University.
  8. Yuann Jun Liaw (2010). *Antecedents and consequences of employee surface acting*. Ph.D. Dissertation, National Taiwan University.
  9. Cheng Han Wu (2009). *A cross-level examination on relationships between person-group fit and employee work outcomes: the moderating roles of individual perceptions of group politics and group political climate*. Master's Thesis, National Taiwan University.
  10. Tzu-Chu Liu (2008). *The impact of person-group fit on employee behavior: The moderating effects of individual and group-level variables*. Master's Thesis, National Taiwan University.
  11. Yan-Jie Mau (2008). *The antecedents and consequences of person-supervisor fit: The mediation and moderation effects*. Master's Thesis, National Taiwan University.
  12. Chu-Jung Lee (2007). *The antecedents of turnover intention: the effects of information seeking behavior and person-environment fit*. Master's Thesis, National Taiwan University.
  13. Yu-Chun Yeh (2007). *Leader-member relationship, person-supervisor fit, and outcomes: the moderating effects of person-organization fit and person-group fit*. Master's Thesis, National Taiwan University.
  14. Yun-Chia Hsieh (2005). *The effect of person-organization fit and person-job fit on work behaviors: The moderating approach*. Master's Thesis, National Taiwan University of Science and Technology.
  15. Hui-Chen Hsu (2005). *Leadership and customer-oriented behavior: A test of the mediating effects of employee perceived support*. Master's Thesis, National Taiwan University of Science and Technology.
  16. Hui-Min Su (2005). *Employee affective delivery and customer perception: A test of the moderating effects of PANAS*. Master's Thesis, National Taiwan University of Science and Technology.
  17. Wei-Tao Tai (2005). *The relationships among locus of control, self-efficacy, organizational commitment, organizational justice, and training effectiveness in remedial training*. Ph.D. Dissertation, National Taiwan University of Science and Technology.
  18. Huiyen Lin (2004). *An investigation of effect of person-environment fit on work attitudes and behaviors*. Master's Thesis, National Taiwan University of Science and Technology.
  19. Hung Wen Su (2004). *Antecedents and consequences of perceived person-environment fit*. Master's Thesis, National Taiwan University of Science and Technology.
  20. Shuya Zeng (2004). *An Investigation of the factors influencing the change of person-organization fit and person-job fit*. Master's Thesis, National Taiwan University of Science and Technology.

21. Yaoxian Huang (2003). *An investigation of factors influencing willingness to be expatriates in mainland China-from the perspective of work-family conflict*. Master's Thesis, National Taiwan University of Science and Technology.
22. Hsiang-Wen Peng (2003). *Organizational service climate and service quality: Test of the mediating effects of task performance and organizational citizenship behavior*. Master's Thesis, National Taiwan University of Science and Technology.

**Member of Doctoral Student Committee**

1. Hsin-Hung Chen (2017). Department of Business Administration, National Chengchi University.
2. Naiying Liu (2016). Department of International Business, National Taiwan University.
3. Wan-Ju Chou (2016). Department of Psychology, National Taiwan University.
4. Feng-Hsia Kao (2016). Department of Psychology, National Taiwan University.
5. Elizabeth Campbell (2014). Department of Management and Organization, University of Maryland. (Reader of 2<sup>nd</sup> Year Paper)
6. Kuei-Yang Cheng (2014). Department of International Business, National Taiwan University.
7. Chia-Yi Feng (2014). Department of Industrial Education and Technology, National Changhua University of Education.
8. Hao-Yi Chen (2012). Department of Business Administration, National Chengchi University.
9. Hsu-Wei Hsu (2012). Department of International Business, National Taiwan University.
10. Su-Ying Pan (2012). Department of Business Administration, National Taiwan University of Science and Technology.
11. An-Chih Wang (2012). Department of Psychology, National Taiwan University.
12. Chia-Hsiung Huang (2010). Department of Business Administration, National Chengchi University.
13. Chi-Wei Liu (2010). Department of Business Administration, I-Shou University.
14. Chung-Ting Lo (2010). Department of Business Administration, I-Shou University.
15. Shaw-Tz Wu (2010). Department of Business Administration, National Chengchi University.
16. Nai-Wen Chi (2009). Department of Business Administration, National Chengchi University.
17. Hsiu-Fen Tsai (2009). Department of International Business, National Taiwan University.
18. Wen-Fen Yang (2009). Institute of Business & Management, National Chiao Tung University.
19. Chih Yun Wu (2008). Department of Business Administration, National Chengchi University.
20. Yung-Shui Wang (2006). Graduate Institute of Human Resource Management, National Central University.

**Advisor of Undergraduate Student Project Team**

21. Five Teams (2003-2005). Team Project in Special Topics in Business Administration, National Taiwan University of Science and Technology.

**AWARDS OF STUDENTS SUPERVISED**

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- 2019 Kuo-Ching Yen, Excellent Doctoral Dissertation of the *TSC Thesis Award*, Taiwan.
- 2018 Yu-Syuan Chen, *Doctoral Dissertation Fellowships for the Humanities and Social Sciences*, Ministry of Science and Technology, Taiwan.
- 2017 Yu-Syuan Chen, *Graduate Students Study Abroad Program*, Ministry of Science and Technology, Taiwan (University of Illinois-Urbana Champaign).
- 2014 Chun Yang Lee, Excellent Doctoral Dissertation of the *TOPCO Thesis Award*, Taiwan.
- 2014 Ryan Shuwei Hsu, *Doctoral Dissertation Fellowships for the Humanities and Social Sciences*, Ministry of Science and Technology, Taiwan.
- 2014 Ryan Shuwei Hsu, *Li Ning Dissertation Proposal Grant*, International Association for Chinese Management Research (IACMR).
- 2013 Yuann Jun Liaw, *Center for Creative Leadership Award* - Best Paper Published at the *European Journal of Work and Organizational Psychology*.
- 2013 Ryan Shuwei Hsu, *Graduate Students Study Abroad Program*, National Science Council, Taiwan (Boston College).
- 2012 Chi-Tai Shen, *Best Convention Paper Award*, Taiwan Academy of Management Meeting.
- 2011 Chun Yang Lee and Chi-Tai Shen, *Excellent Paper Award*, Management Theory and Practice Conference, Shanghai, China.
- 2009 Cheng Han Wu, Winner of the *National MBA Thesis Award* in OBHR, Taiwan.
- 2008 Chi-Tai Shen, *Best Paper Proceedings*, OB Division, Academy of Management Meeting.
- 2008 Tzu-Chu Liu, Honorable Mention of the *ING Antai National MBA Thesis Award* in OBHR, Taiwan.
- 2008 Chi-Tai Shen, *Graduate Students Study Abroad Program*, National Science Council, Taiwan (University of Amsterdam).
- 2008 Yuann Jun Liaw, *Graduate Students Study Abroad Program*, National Science Council, Taiwan (University of Florida).
- 2007 Yu-Chun Yeh, Winner of the *ING Antai National MBA Thesis Award* in OBHR, Taiwan.
- 2007 Chu-Jung Lee, Honorable Mention of the *Small Business Research Thesis Award*, Taiwan.
- 2005 Hui-Min Su, Winner of the *104 Job Bank HR Thesis Award*, Taiwan.
- 2005 Yun-Chia Hsieh, Honorable Mention of the *104 Job Bank HR Thesis Award*, Taiwan.
- 2005 Student Project Team, Winner of the *Special Topics in Business Administration Award*, Department of Business Administration, National Taiwan University of Science and Technology.
- 2004 Huiyen Lin, Honorable Mention of the *ING Antai National MBA Thesis Award* in OBHR, Taiwan.
- 2004 Student Project Team, Winner of the *Special Topics in Business Administration Award*, Department of Business Administration, National Taiwan University of

- 2003 Science and Technology.  
Student Project Team, Fourth Prize of the *Special Topics in Business Administration Award*, Department of Business Administration, National Taiwan University of Science and Technology.



## PROFESSIONAL SERVICES

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### Editorship

- Oct 2016 – present, Associate Editor  
*Human Relations* (Financial Times 50)
- Aug 2019 – present, Advisory Board  
Dec 2011 – July 2019, Area Editor: OBHR  
June 2007 – Nov 2011, Co-Area Editor: OBHR  
*NTU Management Review* (Taiwan Social Science Citation Index)
- Sept 2013 – Aug 2018, Area Editor: OBHR  
*Organization and Management* (Taiwan SSCI)
- June 2012 – September 2015, Guest Editor  
Special Issue: Multilevel Empirical Research in Organizational Behavior  
*NTU Management Review*

### Editorial Board Membership

- July 2016 – present, *Academy of Management Journal*
- Fall 2016 – present, *Human Resource Management Review*
- Sept 2016 – present, *Journal of Business Administration*
- Aug 2016 – present, *Journal of Management* (Taiwan SSCI)
- Oct 2015 – present, *Organizational Behavior and Human Decision Processes*
- Mar 2014 – present, *Asia Pacific Journal of Management*
- Jan 2014 – present, *Management and Organization Review*
- Mar 2009 – present, *Human Relations*
- Dec 2007 – present, *Journal of Human Resource Management* (Taiwan SSCI)
- Jan 2005 – present, *Journal of Management & Systems* (Taiwan SSCI)
- Nov 2005 – Oct 2007, *Management Review* (Taiwan SSCI)

### Ad hoc Review (International)

- *Academy of Management Journal*
- *Asia Pacific Journal of Management*
- *Asian Journal of Social Psychology*
- *Group & Organization Management*
- *Human Relations*
- *Human Resource Management Review*
- *International Journal of Human Resource Management*
- *Journal of Management*

- *Journal of Occupational and Organizational Psychology*
- *Journal of Service Research*
- *Management and Organization Review*
- *Organizational Behavior and Human Decision Processes*
- *Personnel Review*
- *Annual conferences of the Society for Industrial and Organizational Psychology*
- *Annual meetings of the Academy of Management*
- *Annual meetings of the Asia Academy of Management*

### **External Review**

- 2018, External Reviewer, ***Faculty Promotion***, Department of Organization Management, Shanghai Jiao Tong University, China.
- 2017, External Reviewer, ***Faculty Promotion***, Department of Management and Marketing, Hong Kong Polytechnic University.
- 2017, External Reviewer, ***Faculty Promotion***, Guanghua School of Management, Peking University, China.
- 2015 and 2016, External Reviewer, ***Faculty Promotion***, Faculty of Business Administration, University of Macau.
- 2015, External Reviewer, Innovational Research Incentives Scheme, ***Netherlands Organization for Scientific Research (NWO)***, the Netherlands.
- 2015, External Review Committee Member, ***MOST Rewards for Retaining Exceptional Scholars***, National Changhua University of Education.
- 2013 – present, External Reviewer, ***Humanities, Social Sciences, and Business Studies Panel, Research Grant Council***, Hong Kong.

### **Service to the Academy of Management (AOM), HR Division**

- 2008 – present, HR Ambassador representing Taiwan, ***HR Ambassador Program***.
- 2008 & 2009, Chair, ***Best Student Conference Paper Award Committee***.
- 2007, 2010 – 2012, Member, ***Best Student Conference Paper Award Committee***.

### **Service to the Society for Industrial and Organizational Psychology (SIOP)**

- 2013 & 2015, Member, ***Goldstein and Schneider Scholarships Committee***.

### **Service to the International Association for Chinese Management Research (IACMR)**

- 2016-2018, Representative-at-Large: Asia Pacific, ***Board of Governors***.
- 2018, Chair, English Micro Track, ***Biennial Conference***.
- 2017-2018, Co-chair, ***Research Committee*** and ***Kwok Leung Memorial Dissertation Fund Grant Committee***.
- 2017, Co-chair, ***Distinguished Scholarly Contribution Award Committee, Responsible Research***

*in Management (RRM) Award Committee, and IACMR/Emerald China Doctoral-Research Publication Awards Committee.*

**Service to the Asia Academy of Management (AAOM)**

- 2015, Chair, OB Track, *Biennial Conference*.

**Service to the Taiwan Academy of Management (TAOM), Taiwan**

- 2015 – present, Executive Director, *Board of Governors*.
- 2012 – 2015, Director, *Board of Governors*.
- 2008 – 2012, Supervisor, *Board of Governors*.

**Service to the Ministry of Science and Technology (Formerly Known as the National Science Council), Taiwan**

- 2018, Chair, *Outstanding Research Award Committee*, General Management Division.
- 2017, Co-chairperson, *Management I Discipline*, Department of Humanities and Social Sciences.
- 2015, Member, *Outstanding Research Award Committee*, General Management Division.
- 2013, Subject Leader (Person-Environment Fit), *Professional Development Workshop*, Department of Humanities and Social Sciences.
- 2011, Member, *Taiwan Social Science Citation Index Journal Review Committee*, Department of Humanities and Social Sciences.
- 2011, Member, *Ta-You Wu Memorial Research Award Committee*, General Management Division.
- 2009 – 2011, Member, *Research Grants Proposal Re-examination Committee*, General Management Division.
- 2004 & 2011, Member, *Academic Development Summit*, General Management Division.
- 2004, Co-Program Chair, *Workshop for OBHR Research Community and Academic Career Development*, General Management Division.
- 2001 – present, Reviewer, *Research Grants Proposal*, Department of Humanities and Social Sciences.

**DEPARTMENT/COLLEGE/UNIVERSITY SERVICES**

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**Department**

University of North Carolina at Greensboro (Department of Management):

- Aug 2019 – present, Interim Director, *Ph.D. in Business Administration*.

National Taiwan University (Department of Business Administration):

- Aug 2016 – July 2017, *Faculty Search Committee*.
- Aug 2016 – July 2017, Chair, *Student Admission Committee*.
- Aug 2014 – July 2016, Chair, *OBHR Division*.
- Aug 2013 – July 2014, *Faculty Search Committee*.
- Aug 2012 – July 2014, *Curriculum Committee*.
- Aug 2010 – July 2012, *Library Committee*.
- Aug 2010 – July 2012, *Scholarships Audit Committee*.
- Aug 2008 – July 2009, Chair, *Student Admission Committee*.
- 2006, 2007, and 2011, Speaker, *nation-wide Student Recruitment Campaign*.
- Aug 2005 – July 2007, *Student Scholarship Committee*.
- Feb 2005 – July 2019, Mentor to students for all academic programs.
- Feb 2005 – July 2019, *Entrance Examination Committee* for all academic programs.
- Aug 2005 – July 2007, Chair, *OBHR Division*.

National Taiwan University of Science and Technology (Department of Business Administration):

- Aug 2003 – July 2004, *Library Committee*.
- Aug 2002 – July 2004, *Course Planning Committee*.
- Aug 2002 – July 2003, Chair, *OBHR Division*.
- Aug 2002 – July 2003, *Graduate Student Scholarship Committee*.
- Aug 2001 – Jan 2005, Mentor to undergraduate students.
- Aug 2001 – Jan 2005, *Entrance Examination Committee* for all academic programs.

### College

National Taiwan University (College of Management):

- Aug 2016 – July 2018, *Faculty Search and Promotion Committee*.
- Aug 2016 – July 2018, *College Council Representative*.
- Aug 2014 – July 2015, *Budget Allocation and Execution Committee*.
- Aug 2014 – July 2015, *College Council Representative*.
- Aug 2013 – July 2014, *International and Cross-strait Academic Exchange Committee*.
- Aug 2013 – July 2014, *EMBA Committee*.
- Aug 2011 – July 2012, Reviewer, *Exchange Students Program*.
- Feb 2011 – July 2012, *Publications and Public Relations Committee*.
- Aug 2008 – July 2009, *International and Cross-strait Academic Exchange Committee*.
- Oct 2005 – Apr 2010, *AACSB Accreditation Committee*.
- Aug 2005 – July 2007, *College of Management Affairs Committee*.

### University

National Taiwan University:

- Aug 2011 – July 2014, Editorial Board, *NTU Alumni Bimonthly*.
- Aug 2010 – July 2012, *Student Counseling Committee*.
- 2010, *Faculty Review Policy Committee*.
- Sept 2010, Panelist, *Orientation Workshop for New Faculty*.
- Jan 2007, Speaker, *Workshop of Job Analysis*, Office of Student Affairs.
- Aug 2005 – July 2006, *International Student Scholarship Committee*.

National Taiwan University of Science and Technology:

- Aug 2003 – July 2004, *Gender Equality Committee*.
- Aug 2002 – July 2003, Advisor, *Pop Dancing Club*.

## **CONSULTING ENGAGEMENTS**

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- Principal Consultant (US): Thermo Fisher Scientific.
- Principal Consultant (Taiwan): Acer, Compal Electronics, Hotai Motor, Institute for Information Industry, momo.com Inc, Pegatron Corporation, Showlin, Sinyi Realty Inc.
- Consulting Team (US): 3M, Bristol-Myers Squibb, Embers America, Honeywell.

## **MEDIA**

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- 30 Magazine, Bauer Business Focus, Business Next, Business Today, Business Weekly, CIO IT Manager, Lifehacker, National Public Radio, Research Digest, Scientific American.

## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management (AOM)
- American Psychological Association (APA)
- Society for Industrial and Organizational Psychology (SIOP)
- International Association for Chinese Management Research (IACMR)
- Taiwan Academy of Management (TAOM)