

CURRICULUM VITA

AMY YI OU

Associate Professor

Department of Management and Marketing

Faculty of Business

MM939, 9/F Li Ka Shing Tower

Hong Kong Polytechnic University

Hong Kong

Phone: (852) 2766 4057

Fax: (852) 2765 0611

Email: amy-yi.ou@polyu.edu.hk

Websites & Social Links

Polyu: <https://www.polyu.edu.hk/en/mm/people/academic-staff/dr-amy-y-ou/>

Scopus ID: <https://www.scopus.com/authid/detail.uri?authorId=16314101400>

ORCID ID: <https://orcid.org/0000-0003-0776-8875>

Google Scholar citations: <https://scholar.google.com/citations?user=bGtzT8AAAAJ&hl=en>

LinkedIn: <https://www.linkedin.com/in/amy-yi-ou-6268b862/?originalSubdomain=hk>

EDUCATION

- Ph.D** **Arizona State University, Arizona, U.S.A.**
◆ Field of study: Management
- M.A.** **Peking University, Beijing, China**
◆ Field of study: Enterprise management (OB & HR)
- B.A.** **Peking University, Beijing, China**
◆ Field of study: Money and Banking (Finance)

ACADEMIC EMPLOYMENT

- 2019-present **Hong Kong Polytechnic University, Hong Kong**
◆ Associate professor, Dept. of Management and Marketing
- 2011-2019 **NUS Business School, National University of Singapore, Singapore**
◆ Assistant Professor, Dept. of Management & Organisation

RESEARCH INTERESTS

Strategic leadership, leader humility, organizational culture, women leadership and career management, cross-cultural management

HONORS AND AWARDS

1. 2024. Outstanding Teacher Award (team prize), Faculty of Business, The Hong Kong Polytechnic University.
2. 2024, 2023, 2022, Best Senior Editor Award, Management and Organization Review, International Association for Chinese management Research.
3. 2022, Outstanding Practical Implications for Management Paper Award, OB division, Academy of Management.
4. 2016, ANZAM Best Paper Award, Australian & New Zealand Academy of Management Annual Conference.
5. 2013, Alvah H. Chapman Jr. Outstanding Dissertation Award, Network of Leadership Scholars of the Academy of Management and Florida International University's Center for Leadership.
6. 2012, Scholarly Impact Award and Best Paper Award, Journal of Management.
7. 2010, First Prize of IACMR/Li Ning Dissertation Proposal Grant, International Association of Chinese Management Research.
8. 2008, Best Student Paper Award, MOC division, Academy of Management.

PUBLICATIONS

(* Denotes doctoral student advisees at the time of submission)

(† Denotes equal authorship)

1. **Ou, A. Y.**, Lu, Q., Li, X., Chung, C.N., & Chen, G. L. 2025. CEO humility and corporate social irresponsibility: Evidence based on a new unobtrusive measure. Accepted at *Organization Science*.
2. Xu, L., **Ou, A. Y.**, Park, D., & Jiang, H. 2024. Breaking barriers or maintaining status quo? Female representation on decision-making group of venture capital firm and funding of woman-led businesses. *Journal of Business Venturing*, 39, 1, 106368.
3. Gabriel, A.S., †Allen, T.D., †Devers, C.E., †Eby, L.T., †Gilson, L.L., †Hebl, M., †Kehoe, R.R., †King, E.B., †Ladge, J.J., †Little, L.M., †**Ou, A.Y.**, †Schleicher, D.J., †Shockley, K.M., Klotz, A.C., & Rosen, C.C. 2023. A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. 2023. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 2, 187-210. doi:10.1017/iop.2022.111.
4. Wang, D., **Ou, A. Y.**, & Song, L. J. 2022. Stay humble and fly high: The roles of subordinate voice and competitive work context in the linkage between leader humility and

- career success. *Journal of Leadership & Organizational Studies*, 29, 147-166. DOI: 10.1177/15480518211059924.
5. *Yao, J. X., Lim, S., *Guo, Y., **Ou, A.Y.**, & *Ng., W. 2022. Experienced incivility in the workplace: A meta-analytical review of its construct validity and nomological network. *Journal of Applied Psychology*, 107, 193-220. DOI: 10.1037/apl0000870.
 6. Hartnell, C. A., **Ou, A. Y.**, Kinicki, A. J., *Choi, D., & Karam, E. P. 2019. A meta-analytic test of organizational culture's association with elements of an organization's system and its relative predictive validity on organizational outcomes. *Journal of Applied Psychology*, 104, 832-850.
 - *One of the top 10 most downloaded journal articles in 2019 at American Psychological Association, among 89 journals and 4,500+ articles.*
<https://www.apa.org/monitor/2019/12/journal-articles>
 7. **Ou, A. Y.**, Waldman, D., & Peterson, S. J. 2018. Do humble CEOs matter? An examination of CEO humility and firm performance. *Journal of Management*, 44: 1147-1173.
 8. *†Zhang, H. Y., †**Ou, A. Y.**, Tsui, A. S., & Wang, H. 2017. CEO humility, narcissism and firm innovation: A paradox perspective on CEO traits. *Leadership Quarterly*, 28: 585-604.
 - *The first and second authors contribute equally to the manuscript.*
 - *An earlier version won the Best Paper Award at 2016 Australian & New Zealand Academy of Management Annual Conference.*
 9. **Ou, A. Y.**, *Seo, J. J., *Choi, D.W., & Hom, P. 2017. When can humble top executives retain middle managers? The moderating role of top management team faultlines. *Academy of Management Journal*, 60: 1915-1931.
 10. **Ou, A. Y.**, Tsui, A. S., Kinicki, A., Waldman, D. Song, L. J., & Xiao, Z.X. 2014. Humble chief executive officers' connections to top management team integration and middle managers' responses. *Administrative Science Quarterly*, 59: 34-72.
 - *An earlier version won 2013 Alvah H. Chapman Jr. Outstanding Dissertation Award*
 11. **Ou, A. Y.**, Varriale, L., & Tsui, A. S. 2012. International collaboration for academic publication: Implications from the resource-based view and transaction cost theory. *Group & Organization Management*, 37: 407-451.
 12. Hartnell, C. A., **Ou, A. Y.**, & Kinicki, A. 2011. Organizational culture and organizational effectiveness: A meta-analytic investigation of the competing values framework's theoretical suppositions. *Journal of Applied Psychology*, 96: 677-694.
 13. Tsui, A., Nifadkar, S. & **Ou, A.Y.** 2007. Cross-national, cross-cultural organizational behavior research: Advances, gaps, and recommendations. *Journal of Management*, 33: 426-478.
 - *Winner of 2012 Scholarly Impact Award and the Best Paper Award, Journal of Management*

Book chapters or practitioner publications

14. CGL Group and Bin Consulting. 2022. Hao, M., Ou, A. Y., et al. Women's Career Development White Paper on Removing the Barriers of Women's Career Advancement. China.
15. National University of Singapore and Human Capital Leadership Institute. 2018. Chen, D., Ou, A. Y., Foo, M. D., Lim, A., & Guo, C. Women in enterprises: Unlocking the careers of women@work. Singapore.
16. Wallace, A., Ou, A. Y., Owens, B. 2017. "Humility in Management." Griffin, R. (Ed.) *Oxford Bibliographies in Management*. United Kingdom: Oxford University Press.
<https://www.oxfordbibliographies.com/view/document/obo-9780199846740/obo-9780199846740-0132.xml>
17. Tsui, A.S., Nifadkar, S. & Ou, Y. 2009. Cross-cultural research: Nagging problems, modest solution. In Wyer, R.S., Chiu, C.-Y., & Hong Y.-Y. (Eds.) *Understanding Culture: Theory, research and application*: 163 – 188. New York: Psychology Press.
18. Tsui, A.S., & Ou, Y. 2008. The Scientific Process and Research Design. In Zheng, B.-S., Farh, J.L., Tsui, A.S., & Chen, X.P. (Eds). *Empirical research methods in organization and management*: 3-28. Tai Pei: Hwa Tai Publishing.

RESEARCH GRANTS & EXTERNAL FUNDING

1. 2024-2026, Principal Investigator, General Research Fund (#15506424), HKD\$675,811.
Title: Dare to advocate: Female entrepreneurs' advocacy for gender equality on social media and the impact on their funding success
2. 2022-2025, Principal Investigator, General Research Fund (#15500322), HKD\$550,189.
Title: It takes two to Tango: A study on the impact of personal chemistry between venture capitalists and entrepreneurs on investment collaboration using digital footprints.
3. 2023, Principal Investigator, Department Strategic Area Fund, USD45,000.
4. 2021-2023, Co-Investigator. Project of Strategic Importance, HKD\$1,000,000.
Title: Artificial Intelligence and Applications of Natural Language Processing (NLP) in Business.
5. 2019-2022, Principal Investigator, General Research Fund (#15505519), HKD\$554,000.
Title: Proactive actor profiles: An identity-based motivational approach.
6. 2019-2022, Principal Investigator, Internal Research Fund (#P0030113), HKD\$500,000.
Title: CEO Humility and Corporate Social Irresponsibility.

7. 2020-2021, Principal Investigator. Undergraduate Research and Innovation Scheme (URIS) (#P0038492), HKD\$30,000.
Title: How does gender ideology affect career- and family-related behaviors and well-being: the mediating effect of career aspiration.
8. 2020-2021, Principal Investigator, Internal Research Fund (#P0031866), HKD\$180,600.
Title: Does top managers' regulatory focus affect corporate environmental responsibility disclosure? Evidence from China.
9. 2016-2019, Principal Investigator, Humanities & Social Sciences Fund (#R-317-000-125-646), SGD\$99,552.
Title: Advancing female leadership in Asia
10. 2014-2016, Principal Investigator, Singapore Ministry of Education Tier 1 Academic Research Fund (#R-317-000-114-112), SGD\$17,400.
Title: CEO humility and organizational ambidexterity
11. 2011-2014, Principal Investigator, Singapore Ministry of Education Tier 1 Academic Research Fund (#R-317-000-097-133), SGD\$40,000.
Title: Humble leadership
12. 2010, Principal Investigator, Arizona State University GPSA dissertation grant, USD\$2,000.

INVITED TALKS

1. 2024. CEO Humility and strategic decision making with a new unobtrusive measure of CEO humility. Zoom. Humble Hub.
2. 2024. Queen bees, Allies, or Martyrs: Women in C-Suits, Venture Capital, and Startups. The Hong Kong Polytechnic University, Hong Kong, China.
3. 2023. From CEO humility to investor-entrepreneur chemistry: A journey of an OB scholar venturing into strategy research. Peking University, Beijing, China.
4. 2023. From CEO humility to women career management: Studying pressing issues for a better society. University of Macau, Macau, China.
5. 2022. Upper echelon theory and CEO humility research: Reflections on a journey of perseverance and hope. IACMR Research Series, China.
6. 2022. The past, present, and future of upper echelon research: Reflections of an Organizational Behavior scholar. East China Normal University, China.
7. 2020. A journey to fulfillment: sharing experience on junior faculty career development. IACMR Annual Conference, China.
8. 2019. Organizational culture change. Infineum, Singapore.
9. 2018. Leader humility. Hong Kong Polytechnic University, Hong Kong, China.
10. 2018. Leader humility and career success. Shenzhen University, Shenzhen, China.
11. 2017. Leader humility and career success. Nanjing University, Nanjing, China.

12. 2017. Leader humility and organizational ambidexterity. Kingmed Diagnostics, Guangzhou, China.
13. 2016. Strategic leadership, CEO humility, and ambidexterity. Copenhagen Business School, Copenhagen, Denmark.
14. 2013. The trickle-down effect: A case of humble CEOs. Florida International University, Miami, Florida, U.S.A.
15. 2011. CEO humility and organizational ambidexterity. China Europe International Business School, Shanghai, P.R. China.
16. 2010. CEO humility. National University of Singapore, Singapore.
17. 2010. CEO humility. Nanyang Technology University, Singapore.
18. 2010. CEO humility. Hong Kong University of Science and Technology, Hong Kong, China.
19. 2009. Organizational culture and organizational effectiveness. 2009. Chinese Academy of Sciences, Beijing, China.

CONFERENCE PRESENTATIONS

1. Ou, A. Y., Li, Y. J., Xu, L., Yu, X. H., & Guo, V. 2024. It Takes Two to Tango: Personal Chemistry Between Investors and Entrepreneurs on Social Media. Paper accepted to be presented at Strategic Management Society Annual Conference in Istanbul, Turkey.
2. Wong, C. Y., & Ou, A. Y. 2023 Will workplace exercise improve the well-being of security guards? A field experiment intervention examining the implementation of SDT and JD-R models to promote workplace exercise. Paper presented at Australian & New Zealand Academy of Management Annual Conference, New Zealand.
3. Cheng, B., Xu, J., Ouyang, K., Ou, A. Y. & McAllister, D. 2023. The Impact of New Ways of Working for Moms: Profiling Lunch Breaks and Outcomes. Paper presented at Mini-Conference on Thriving in Challenging Times, Leeds, U.K.
4. Teng, E., Ou, A. Y., Li, F. 2023. Managing the double bind of women leaders: The spillover impact of identity management strategies. Paper presented at Academy of Management Annual Conference, Boston, U.S.A.
5. Cheng, B., Xu, J., Ou, A. Y., McAllister, D., & Ouyang, K. 2022. Daily lunch break profiles and work-related outcomes for working mothers. Paper presented at Academy of Management Annual Conference, Seattle, U.S.A.

Received **“Outstanding Practical Implications for Management Paper”** Award at OB division.

6. Chen, W.Y., Su, Q., Ou, A. Y., & Song, L. 2022. Overqualification in Socialization Context: A Social Capital Perspective. Paper presented at Academy of Management Annual Conference, Seattle, U.S.A.

7. Xu, J., Ou, A. Y., Park, D., & Han, J. 2022. Does female representation in top management teams increase support of women-led businesses? Paper presented at Academy of Management Annual Conference, Seattle, U.S.A.
8. Li, C., Ou, A. Y. & Chen, G. L. 2021. CEO Humility, Corporate Governance, and Shareholder Activism. Paper presented at Academy of Management Annual Conference online.
9. Chen, W.Y., Su, Q., Ou, A. Y., & Song, L. 2021. Newcomer overqualification and performance trajectory: A social capital change perspective. Paper presented at Academy of Management Annual Conference online.
10. Gong, S., Xu, J. & Ou, A. Y. 2021. A personality-based view of emerging sector entry decision. Paper presented at Strategic Management Society Annual Conference online.
11. Ou, A. Y., Lu, Q., Chen, G. L., & Chung, C. N. 2019. Do no evil: CEO humility and corporate social irresponsibility. Paper presented at Academy of Management Annual Conference, Boston, U.S.A.
12. Su, Q., Ou, A. Y., Song, L. J., & Lau, D. 2019. Inter-team faultline and its influence on team and organizational performance: An inter-team trust and collaboration perspective. Paper presented at Academy of Management Annual Conference, Boston, U.S.A.
13. Ou, A. Y., Wang, D., Song, L. J., & Tangirala, S. 2018. A humble path to the top: Preliminary findings about humility and career success. Paper presented at the bi-annual meeting of International Association of Chinese Management Research, Wuhan, P. R. China.
14. Chen, D., Ou, A. Y., Lim, A., Foo, M. D., & Guo, Y. 2018. It takes a village: Research on practices to advance female careers in Singapore. Paper presented at European Group for Organizational Studies Annual Conference, Estonia.
15. Ou, A. Y., Su, Q., Song, L. J., & Lau, D. 2017. A Multilevel Theory of Top Management Team Faultlines and Organizational Performance. Paper presented at Academy of Management Annual Conference, Atlanta, U.S.A.
16. Yao, J., Lee, R. X. R., & Ou, A. Y. 2017. How and when may servant leadership inhibit team learning? Paper presented at Academy of Management Annual Conference, Atlanta, U.S.A.
17. Ou, A. Y., Li, S. F., Jiang, P., & Deng, L. 2017. Chinese CEOs Socialist Political Ideology and Corporate Social Responsibility Commitments. Paper presented at Academy of Management Annual Conference, Atlanta, U.S.A.
18. Yao, J.X., Guo Y., Ng, W.X., Lim, S., & Ou, A. Y. 2017. Workplace incivility: A meta-analytic review. Paper accepted at Society of Industrial and Organizational Psychology Annual Conference, Orlando, U.S.A.

19. Zhang, H. Y., Ou, A. Y., Tsui, A. S., & Wang, H. 2016. Humility and narcissism in CEOs: Paradoxical traits, socialized charisma and firm innovation. Paper presented at Australian & New Zealand Academy of Management Annual Conference, Brisbane, Australia. Received ***Leadership and Governance Stream Best Paper Award***.
20. Ou, A. Y., Hartnell, C. A., Kinicki, A. J., Karam, E. P., & Choi, D. 2016. Culture in context: A meta-analysis of the nomological network of organizational culture. Paper presented at Academy of Management Annual Conference, Anaheim, U.S.A.
21. Seo, J., Choi, D., & Ou, A. Y. 2015. Middle manager turnover: The joint effects of top managers and top management teams. Paper presented at Academy of Management Annual Conference, Vancouver, Canada.
22. Ou, A. Y., Waldman, D., & Peterson, S. 2015. Embracing the paradoxical: CEO humility and organizational ambidexterity. Paper presented at European Group for Organizational Studies Annual Conference, Athens.
23. Ou, A. Y., Chiu, C. Y., Su, Q., & Owens, B. 2014. Leader humility and follower responses: How does status incongruence matter. Paper presented at the bi-annual meeting of International Association of Chinese Management Research, Beijing, P. R. China. One of the three finalists in the ***Conference Best Paper Award*** competition for the conference theme category
24. Zhang, H. Y., Ou, A. Y., Tsui, A. S., & Wang, H. 2014. Humility and narcissism: Developing a paradox perspective of CEO attributes. Paper accepted by European Group for Organizational Studies Colloquia, Rotterdam.
25. Ou, A. Y., Su, Q., Chiu, C. Y., & Owens, B. 2014. A cross-cultural comparison of humility and charisma relationship with status incongruences as moderators. Paper presented at Academy of Management Annual Conference, Philadelphia.
26. Ou, A. Y., Choi, D., & Seo, J. 2014. A multilevel model of top management diversity, empowering leadership and middle managers' turnover. Paper presented at Academy of Management Annual Conference, Philadelphia.
27. Lim, S. & Ou, A. Y. 2014. Reactions to incivility: The influence of individualism and collectivism. Paper accepted by International Congress of Applied Psychologists, Paris.
28. Ou, A. Y., Owens, B. P., & Sun, S.H. 2013. Leader humility and status inconsistency: A test of cooperative vs. competing status perspectives. Paper presented at Academy of Management Annual Conference, Orlando.
29. Ou, A. Y., Hartnell, C., Kinicki, A., & Karam, L. 2013. A meta-analytic path analysis of leadership, organizational culture, and unit performance. Paper presented at Academy of Management Annual Conference, Orlando. Accepted for ***Best Paper Proceedings***.

30. Ou, A. Y. 2012. Building an empowering organization: A study of humble CEOs. Paper presented at Academy of Management Annual Conference, Boston. Accepted for *Best Paper Proceedings*.
31. Ou, A. Y., Peterson, S. J., & Waldman, D. 2012. Organizational ambidexterity and firm performance: The role of CEO humility. Paper presented at Academy of Management Annual Conference, Boston.
32. Ou, A. Y., Hartnell, C., Kinicki, A., & Karam, L. 2012. Antecedents and outcomes of organizational culture: A meta-analytic test of a theoretically-based linkage model. Paper presented at Society of Industrial and Organizational Psychology Annual Conference, San Diego.
33. Ou, A. Y., & Varriale, L. 2010. International academic collaboration for knowledge creation: A multi-method study. Paper presented at Academy of Management Annual Conference, Montreal.
34. Ou, A. Y. 2010. CEO humility: Prospects for studying an underexplored positive CEO characteristic. Paper presented at Academy of Management Annual Conference, Montreal.
35. Hartnell, C., Ou, A. Y., & Kinicki, A. 2009. Assessing the organizational culture – organizational effectiveness link: A meta-analytic review. Paper presented at Academy of Management Annual Conference, Chicago.
36. Ou, A. Y., Tsui, A. S., & Wu, J. B. 2008. Winning followers' hearts: A study on gender differences in effective leadership. Paper posted at Academy of Management Annual Conference, Anaheim.
37. Ou, A. Y. & Corley, K. 2008. The Birth and death of sensegiving Spirals: Searching for meaning during Hong Kong's SARS outbreak. Paper presented at Academy of Management Annual Conference, Anaheim. *Winner of MOC best student paper award*.
38. Nifadkar, S. & Ou, A. Y. 2007. Cross-National, Cross-Cultural Organizational Behavior Research: Advances, Gaps, and Recommendations. Paper presented at Academy of Management Annual Conference, Philadelphia.
39. Ou, A. Y. & Charles, A. 2007. The moderating effects of organizational culture and racial similarity in formal mentoring programs. Paper presented at Academy of Management Annual Conference, Philadelphia.
40. Ou, A. Y. & Li, S. L. 2007. Developmental Network: Linkage between formal mentoring programs and career success. Paper presented at Academy of Management Annual Conference, Philadelphia.

ORGANIZED SYMPOSIUMS & PROFESSIONAL DEVELOPMENT WORKSHOPS

1. 2023. Symposium co-organizer. Understanding the grand challenge of gender inequality in pandemic and post-pandemic worlds. Academy of Management Annual Conference, Boston, U.S.A.
2. 2023. Professional development workshop co-organizer. It takes a village: Creating a supportive community for junior women faculty. International Association of Chinese Management Research Bi-Annual Conference, Hong Kong, China.
3. 2021. Symposium co-organizer. New measures with big data and machine learning in strategic leadership research. Academy of Management Annual Conference online.
4. 2020 (postponed to 2021 due to Covid-19). Professional development workshop co-organizer. Finding your research identity and purpose: Lessons from Research Award Winners. International Association of Chinese Management Research Bi-Annual Conference, Xi' An, China.
5. 2018. Symposium co-organizer. The Virtue of Humility in the Workplace: Antecedents, Benefits, and Boundary Conditions. Academy of Management Annual Conference, Chicago, U.S.A.
6. 2018. Professional development workshop facilitator. OB Research Roundtables. Academy of Management Annual Conference, Chicago, U.S.A.
7. 2017. Professional development workshop co-organizer. Microfoundation of Management 3.0. Academy of Management Annual Conference, Atlanta, U.S.A.
8. 2016. Symposium co-organizer. Bringing paradox research back to China: A symposium in honor of Kwok Leung. International Association of Chinese Management Research Bi-Annual Conference, Hang Zhou, China.
9. 2016. Symposium co-organizer. Dynamics of paradoxical leadership: Theoretical frameworks and empirical evidences of balancing. Academy of Management Annual conference, Anaheim, California, U.S.A.
10. 2015. Symposium co-organizer. Examining paradoxes at the individual level. Academy of Management Annual conference, Vancouver, Canada.

TEACHING EXPERIENCE

Hong Kong Polytechnic University

Dfintech	Instructor	MM6012 Introduction to Qualitative Research Latest Rating: 4.4 / 5	2019 – 2023
----------	------------	---	-------------

DBA	Instructor	MM6011 Qualitative Research & Experimental Design Latest Rating: 4.3 / 5	2020 – 2024
Ph.D.	Instructor	MM6001 Research Method Latest Rating: 4.5 / 5	2019 – 2021
M.A.	Instructor	MM515 Organizational Behavior Latest Rating: 3.7 / 5	2023 – 2024
B.A.	Instructor	MNO2021 Management & Organization Latest Rating: 4.2 / 5	2019 – 2020

National University of Singapore

Ph.D.	Instructor	BMO6010A Leadership Latest Rating: 4.8 / 5	2014 - 2019
EMBA	Co-instructor	MNC5001A Management (in Chinese) Latest Rating: 4.2 / 5	2017 – 2019
B.A.	Instructor	MNO2705 Leadership and decision making under uncertainty Latest Rating: 4.0 / 5	2018 – 2019
B.A.	Instructor	MNO1706 Organizational Behavior Latest Rating: 4.3 / 5	2017 – 2018
B.A.	Instructor course coordinator	MNO1001 Management & Organization Latest Rating: 4.0 / 5	2011 – 2016 2011 – 2013

Arizona State University

B.A.	Instructor	Cross Cultural Management (MGT400)	2010 - 2011
------	------------	------------------------------------	-------------

ACADEMIC SERVICE

Doctoral Dissertation Committee (role, year, university)	
	1. Michal Lehmann (member, 2017, the Hebrew University of Jerusalem)
	2. Lu, Qian (member, 2015, National University of Singapore)
	3. Lin, Wen Zheng (member, 2015, National University of Singapore)
Doctoral of Business Administration Dissertation Committee (role, year, university)	
	1. Liu, Ming Qin (co-supervisor, 2024, Hong Kong Polytechnic University)

- | | |
|----|---|
| 2. | Yu, Harry (supervisor, 2024, Hong Kong Polytechnic University) |
| 3. | Lu, Wan Wei (co-supervisor, 2021, Hong Kong Polytechnic University) |
| 4. | Wong, Douglas (supervisor, 2021, Hong Kong Polytechnic University) |

Editorship

1. Associate editor, Journal of Management (2024-2026)
2. Senior editor, Management & Organization Review (2022-2025)

Ad-hoc Reviewer

3. Academy of Management Journal (2015 – now)
4. Administrative Science Quarterly (2015 – now)
5. Applied Psychology (2011)
6. Academy of Management Discovery (2016)
7. Enterprise Theory and Practice (2020)
8. Family Business Review (2019)
9. Human Relations (2015 – now)
10. International Journal of Human Resource Management (2016 - 2018)
11. International Journal of Management Review (2015)
12. Journal of Applied Psychology (2012 – now)
13. Journal of Business Ethics (2015 – 2017)
14. Journal of Organizational Behavior (2019 – now)
15. Journal of Business Venturing (2012 - now)
16. Journal of International Business Studies (2009 - 2014)
17. Journal of Management Studies (2011 - 2017)
18. Journal of Management and Organization (2016)
19. Journal of Management (2015 – 2018)
20. Journal of Business Research (2020 – now)
21. Leadership Quarterly (2019 – now)
22. Management and Organization Review (2019 - now)
23. Organizational Behavior and Human Decision Processes (2015 - 2018)
24. Organization Science (2016 - 2018)
25. Organization Studies (2014)

Conference organizer

26. International Association for Chinese Management Research (2018)
English program committee member
27. International Association for Chinese Management Research (2016)
English program committee member

Association Service

28. International Association for Chinese Management Research (2023-2025)
Membership Survey Committee, chair
29. International Association for Chinese Management Research (2023-2024)
Women's Committee, member

Member

30. Academy of Management
31. Strategic Management Society
32. International Association for Chinese Management Research

PROFESSIONAL EXPERIENCE

Singapore Council of Women's Organisations **2020-2022** **Singapore**

Volunteer Researcher on the SCWO Committee

- ◆ Participated in drafting Singapore's CEDAW (Convention on the Elimination of All Forms of Discrimination against Women) report to the UN.

Consulting Services and Industry Collaborations

- ◆ Women Alliance, Shanghai, China
- ◆ Human Capital Leadership Institute, Singapore
- ◆ NTUC Women and Family, Singapore
- ◆ Udemy Inc., United States
- ◆ Guangzhou Lianjia Real Estate Agency Co., China
- ◆ Bin & Your Leadership Co-Creators, China

Swire Properties Limited **2003-2006** **Hong Kong**

General Practice Surveyor Trainee

- ◆ Commercial property development and management

Motorola (China) Electronics Ltd. **2002** **Beijing, P.R. China**

Intern in Strategy & Business Development Department

- ◆ Global web strategy integration and new market channel development

Various Companies - Freelance **1999-2003** **Beijing, P.R. China**

Human Resource Management Consultant

- ◆ Served in Talent Shanghai, Co., Ltd., Beijing Promo Management Consulting Co., Ltd. and on campus management projects;
- ◆ Participated in various HRM consulting projects.