

JING ZHU

Department of Management
Hong Kong University of Science and Technology
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(Updated July 12, 2017)

EDUCATION

Ph.D., Human Resources and Industrial Relations September 2003 - January 2010
Fields of Specialization: Organizational Behavior and
Human Resources Management
Carlson School of Management, University of Minnesota, Twin Cities

B.A., International Business Management September 1998 - July 2002
Renmin University of China, Beijing, China

ACADEMIC APPOINTMENT

July 2017 – Present **Associate Professor (with tenure)**
Department of Management, School of Business and Management
Hong Kong University of Science and Technology

January 2010 – June 2017 **Assistant Professor**
Department of Management, School of Business and Management
Hong Kong University of Science and Technology

HONORS AND AWARDS

- 2017 **International Human Resource Management Scholarly Research Award**, Human Resource Division, Academy of Management.
- 2016 **Citations of Excellence Award**, Emerald Group Publishing
- 2014 **Recognition of Excellent Teaching**, Office of the Dean of Business and Management, HKUST (awarded for Fall 2013)
- 2013 **Best Symposium of the Year Award 2012**, Career Division, Academy of Management Meeting.
- 2011 **Scholarly Achievement Award**, Human Resource Division, Academy of Management.
Finalist, Academy of Management Journal's 2010 Best Paper Award, Academy of Management.
Best Symposium of the Year Award 2010, Career Division, Academy of Management Meeting.

- 2008 **Best Paper Award-Conflict in Context**, Conflict Management Division, Academy of Management Meeting.
- 2003-2007 **Carlson School of Management Fellowship**, University of Minnesota
- 2002 **University Distinguished Graduate Award**, for outstanding overall performance in four years, Renmin University of China
- 2001 **Xinshan Corporate Fellowship**, Renmin University of China
- 2000 **Academic Excellence Scholarship**, Renmin University of China

RESEARCH

RESEARCH INTERESTS

- Behavior change of individuals during work-related transitions
 - Expatriate adjustment dynamics and processes
 - Newcomer identification changes and processes
 - Job search and employment dynamics and processes
- Team composition, team processes and effectiveness
- Dynamic modeling and multilevel theory and method

PEER-REVIEWED PUBLICATIONS (†current/former doctoral students)

Zhu, J., Tatachari, S., & Chattopadhyay, P. (2017). Newcomer identification: Trends, antecedents, moderators, and consequences. (shared first-authorship). *Academy of Management Journal*, 60: 855-879.

Zhu, J., Wanberg, C. R., Harrison, D. A., & Diehn, E. W. (2016). Ups and downs of the expatriate experience? Understanding work adjustment trajectories and career outcomes. *Journal of Applied Psychology*, 101: 549-568.

- **Winner of the International Human Resource Management Scholarly Research Award**, Human Resource Division, Academy of Management, Atlanta, Georgia, 2017

†Chen, Z., **Zhu, J.**, Zhou, M. (2015). How does a servant leader fuel the service fire? A multilevel model of servant leadership, individual self identity, group competition climate, and customer service performance. *Journal of Applied Psychology*, 100: 511-521.

Gong, Y., Kim, T., Lee, D., & **Zhu, J.** (2013). A multilevel model of team goal orientation, information exchange, and creativity. *Academy of Management Journal*, 56:827-851.

- **Winner of 2016 Citations of Excellence Award**, Emerald Group Publishing
- Wanberg, C. R., **Zhu**, J., Kanfer, R., & Zhang, Z. (2012). After the pink slip: Applying dynamic motivation frameworks to the job search experience. *Academy of Management Journal*, 55: 261-284.
- **Lead article**
- *Shaw, J. D., ***Zhu**, J., Duffy, M. K., Scott, K. L., Shih, H.-A., & Susanto, E. (2011). A contingency model of conflict and team effectiveness. *Journal of Applied Psychology*, 96: 391-400. (*The first two authors shared first-authorship)
- Wanberg, C. R., **Zhu**, J., & Van Hooft E. (2010). The job search grind: Perceived progress, self-reactions, and self-regulation of search effort. *Academy of Management Journal*, 53, 788-807.
- **Winner of the Scholarly Achievement Award** for best publication in Human Resources in 2010, HR Division, Academy of Management, San Antonio, Texas 2011
 - **Finalist of the Academy of Management Journal 2010 Best Paper Award**, Academy of Management, San Antonio, Texas 2011

REFERED CONFERENCE PRESENTATIONS

- Zhu**, J., George, E., Jacob, M.-R. 2017. Bringing time into worker's preference: A longitudinal study of standard and nonstandard work. To be presented at the Academy of Management Annual Meeting, Atlanta, Georgia.
- Chen, Z., & **Zhu**, J., Zhou, M. 2017. Disagree in disagreement: How does conflict asymmetry affect team outcomes. To be presented at the Academy of Management Annual Meeting, Atlanta, Georgia.
- Zhu**, J., Tatachari, S, & Chattopadhyay, P. 2016. Newcomer identification: Trends, antecedents, moderators and consequences. (shared first-authorship) Presented at the 2nd Asian Management Research Consortium, National University of Singapore, Singapore.
- Zhu**, J., Tatachari, S, & Chattopadhyay, P. 2015. Newcomer identification: Trends, antecedents, and consequences. (shared first-authorship) Presented at the Academy of Management Annual Meeting, Vancouver, Canada.
- †Li, J., & **Zhu**, J. 2015. Dose striving for self-verification help team members to recognize expertise? Examining team conflict as a moderator. Presented at the Academy of Management Annual Meeting, Vancouver, Canada.
- Zhu**, J., Zellmer-Bruhn, M. E., & Wanberg, C. R. 2015. Team composition, transactive memory

systems, and team performance. Presented at the Inaugural Asian Management Research Consortium, INSEAD, Singapore.

Zhu, J., Wanberg, C. R., Harrison, D., & Diehn, E. 2012. Ups and downs of the expatriate transition: An examination of adjustment and learning trajectories. In Dragoni, L. (Chair), *Some events just matter more than others: Advances in the study of individuals' transitions*, Symposium conducted at the Academy of Management Annual Meeting, Boston, Massachusetts.

- **Winner of the Career Division's 2012 Best Symposium of the Year Award**, Academy of Management, Orlando, Florida 2013

Zhu, J. 2012. Facilitator. Team and group processes. Round table paper session at Academy of Management Annual Meeting, Boston, Massachusetts.

†Chen, Z., **Zhu, J.,** Zhou, M. 2012. When does a servant leader fuel the service fire? Team competition climate as a moderator. Presented at International Association for Chinese Management Research (IACMR) Bi-Annual Conference, Hong Kong.

Zhu, J. 2012. Facilitator. High performance work strategies. Round table paper session at International Association for Chinese Management Research (IACMR) Bi-Annual Conference, Hong Kong.

Zhu, J., Gong, Y., Kim, T., & Lee, D. 2011. A multilevel study of creativity in work teams. Presented at Academy of Management Annual Meeting, San Antonio, Texas.

Gong, Y., Kim, T., **Zhu, J.,** & Lee, D. 2011. Multilevel influences of team goal orientation on creativity. Presented at Academy of Management Annual Meeting, San Antonio, Texas.

Zhu, J., & Zellmer-Bruhn, M. E. 2010. Understanding the formation and utilization of transactive memory systems: A contingent approach. Presented at Academy of Management Annual Meeting, Montreal, Canada.

Wanberg, C. R., **Zhu, J.,** & Kanfer, R. 2010. After the pink slip: Applying dynamic motivation frameworks to the job search experience. In Van Hooft, E.A.J. (Chair), *Job search and unemployment: Integrating theories*, Symposium conducted at the Academy of Management Annual Meeting, Montréal, Canada.

- **Winner of the Career Division's 2010 Best Symposium of the Year Award**, Academy of Management, San Antonio, Texas 2011

Zhu, J. 2008. Expertise utilization through transactive memory systems: An integrated framework. Presented at Academy of Management Meeting, Anaheim, California.

Zhu, J., Shaw, J. D., Scott, K. L. 2008. A Contingency model of conflict and team effectiveness.

Presented at Academy of Management Annual Meeting, Anaheim, California.

▪ ***Winner of the Conflict Management Division Best Paper Award – Conflict in Context***

Wanberg, C. R., **Zhu**, J., & Van Hooft E. 2008. Job search, affect, and motivational self-regulation: A daily experience sampling study. Presented at Society of Organizational and Industrial Psychology conference, San Francisco, California.

Wanberg, C. R., & **Zhu**, J. 2008 Engaged Scholarship: Research on Job Search and Reemployment. Presented at Minnesota Department of Employment and Economic Development, St. Paul, Minnesota.

Zhu, J. & Arvey, R. D. 2007. Affectivity, core self-evaluations, and leadership role occupancy: A genetic perspective. Presented at Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Zhu, J. & Arvey, R. D. 2006. Genetic influence on core self-evaluations using a sample of female twins. Presented at Society of Organizational and Industrial Psychology annual conference, Dallas, Texas.

INVITED PRESENTATIONS

- 2016 Nanyang Business School, Nanyang Technological University, Singapore (October)
Remin Business School, Renmin University of China, Beijing, China (July)
- 2015 Silk Road International Symposium for Distinguished Young Scholars, Xi'an Jiaotong University (XJTU), Xi'an, China (December)
HKUST Business Insight series, Hong Kong Club Building, Central, Hong Kong (June)
- 2013 Center for Leadership & Innovation (CLI) Research Symposium, the Hong Kong Polytechnic University, Hong Kong (February)
- 2012 Hong Kong University of Science and Technology, School of Business, Department of Management (December)

RESEARCH GRANTS

- 2016-2018 Leadership and motivation spillover: A multi-team, multi-level investigation of proactivity. (with Farh, L.) Research Grant Council General Research Fund, Hong Kong Government. (**HK\$430,637**). Principle Investigator.
- 2016-2017 Research Infrastructure Grant, Hong Kong University of Science and Technology,

- (**HK\$15,000**). Principle Investigator.
- 2015-2016 School-based Initiatives, Hong Kong University of Science and Technology, (**HK\$11,000**). Principle Investigator
 - 2014-2015 School-based Initiatives, Hong Kong University of Science and Technology, (**HK\$13,000**). Principle Investigator
 - 2013-2014 School-based Initiatives, Hong Kong University of Science and Technology, (**HK\$11,714**). Principle Investigator.
 - 2012-2014 Research Grant Council Direct Allocation Grant, Hong Kong Government, (**HK\$18,000**). Principle Investigator.
 - 2012-2014 Research Infrastructure Grant, Hong Kong University of Science and Technology, (**HK\$50,000**). Principle Investigator.
 - 2011-2012 School-based Initiatives, Hong Kong University of Science and Technology, (**HK\$50,000**). Principle Investigator
 - 2010-2011 School-based Initiatives, Hong Kong University of Science and Technology, (**HK\$16,000**). Principle Investigator.
 - 2009-2011 Research Grant Council Direct Allocation Grant, Hong Kong Government, (**HK\$106,800**). Principle Investigator.
 - 2009-2010 School-based Initiatives, Hong Kong University of Science and Technology, (**HK\$16,000**). Principle Investigator.
 - 2008-2009 Human Resources and Industrial Relations Ph.D. Student Research Grant (**US\$3,363**) to study expertise utilization in work teams, University of Minnesota.
 - 2008-2009 Carlson School Dean's Small Research Grant (**US\$9,000**) to study expertise utilization in work teams, University of Minnesota (with M. E. Zellmer-Bruhn and C. R. Wanberg). Principal Investigator.
 - 2008-2009 Society for Human Resource Management Foundation (**US\$46,735.13**) to study expatriate learning and adjustment process (with C. R. Wanberg, D. A. Harrison, and E. Diehn). Co-Principal Investigator.
 - 2005-2006 International Programs Faculty Small Research Grant (**US\$5,000**) to study expatriate adjustment over time, University of Minnesota (with C. R. Wanberg). Co-Principal Investigator.

OTHER ACADEMIC EXPERIENCE

Research Assistant

- 2008-2009 & 2003-2007 Department of Work and Organizations, Carlson School of Management, University of Minnesota
- 2007-2008 Minnesota Population Center, University of Minnesota
Exclusively worked on ATUS (American Time Use Survey) and CPS (Current Population Survey) data. My work included creating variables, identifying universes for each variable, data cleaning and harmonizing, and writing data descriptions.
- Fall 2005 Department of Work and Organizations, Carlson School of Management, University of Minnesota
Qualitative data coding for *University Task Force on Faculty Culture* project

TEACHING

TEACHING EXPERIENCE

- **Instructor**
 - Summer 2017 MGMT 3120 Managerial Leadership, senior undergraduate level, section L1. Hong Kong University of Science and Technology
 - Spring 2016 MGMT 3120 Managerial Leadership, senior undergraduate level, section L1, L2, L3. Hong Kong University of Science and Technology
 - Fall 2015 MGMT 2110 Organizational Behavior, undergraduate level, section L5. Hong Kong University of Science and Technology
 - Spring 2015 MGMT 3120 Managerial Leadership, senior undergraduate level, section L3, L4. Hong Kong University of Science and Technology
 - Fall 2013 MGMT 2110 Organizational Behavior, undergraduate level, section L5, L7, L10. Hong Kong University of Science and Technology
 - Fall 2012 MGMT 2110 Organizational Behavior, undergraduate level, section L2, L3, L8. Hong Kong University of Science and Technology
 - Fall 2011 MGMT 2110 Organizational Behavior, undergraduate level, section L3, L4, L5. Hong Kong University of Science and Technology
 - Fall 2010 MGMT 121 Organizational Behavior, undergraduate level, section L4, L5, L6. Hong Kong University of Science and Technology
 - Spring 2006 HRIR 3031 Staffing and Selection, University of Minnesota

Senior undergraduate course. Topics covered include job analysis, legal issues, measurement theory, decision making, recruiting, screening, assessment methods, and job performance measurement.

○ **Teaching Assistant**

Fall 2008 MGMT 6031 Industry Analysis and Competitive Strategy, U. of Minnesota
MBA core course

MGMT 1001H Contemporary Management, U. of Minnesota
Honors undergraduate course

Spring 2005 & HRIR 8042 Organizational Structure and Performance, U. of Minnesota
Spring 2004 Graduate-level course

Spring 2004 CEMBA II Critical Issues in Managerial Economics and China after WTO, U.
of Minnesota China Executive MBA program core course

Fall 2003 HRIR 8041 Organizational Theory and Job Design, U. of Minnesota
Graduate level course

TEACHING INTERESTS

- Organizational Behavior
- Work Groups and Teams
- Leadership
- Human Resources Management
- Dynamic Modeling and Multilevel Methods
- Research Methods/Quantitative Methods

SERVICES

PROFESSIONAL SERVICES

- **Editorial Review Board**
 - *Academy of Management Journal* (2015-)
 - *Academy of Management Review* special theory forum, “Diversity at a Critical Juncture: New Theories for a Complex Phenomenon,” (2016-)
 - *Journal of Business Research* (2015-)
- **Member** of 2017 Best Student Papers Award Committee, Human Resource Division, Academy of Management Annual Meeting, Atlanta, Georgia.
- **Reviewer** for 2014 INFORMS Organization Science Dissertation Proposal Competition

- **Ad Hoc Reviewer**
 - *Journal of Applied Psychology*
 - *Organization Science*
 - *Organizational Behavior and Human Decision Processes*
 - *Journal of Management*
 - *Human Relations*
 - *Management and Organization Review*
 - *Basic and Applied Social Psychology*
 - *Asia Academy of Management Conference*
 - *Academy of Management Annual Conference, OB and HR Division*
 - *International Conference on Information Systems*
 - *International Association for Chinese Management Research (IACMR)*

DEPARTMENT, SCHOOL, UNIVERSITY SERVICES

- **Department Services**
 - *Chair-OB, Research Seminar Committee*, Department of Management, School of Business and Management, Hong Kong University of Science and Technology, 2015-present
 - *Ph.D. Committee*, Department of Management, School of Business and Management, Hong Kong University of Science and Technology, 2014-present
 - *Social Committee*, Department of Management, School of Business and Management, Hong Kong University of Science and Technology, 2012-present.
 - *LABU101 Subcommittee Coordinator*, Department of Management, School of Management, Business and Management, Hong Kong University of Science and Technology, 2011-present.
 - *Interviewer for faculty recruitment* at AOM Annual Meeting, Anaheim, California, USA. Department of Management, School of Business and Management, Hong Kong University of Science and Technology, 2016.
 - *Research Seminar Committee*, Department of Management, School of Business and Management, Hong Kong University of Science and Technology, 2013-2015
 - *Undergraduate Program Committee*, Department of Management, School of Business and Management, Hong Kong University of Science and Technology, 2010-2014.
 - *Interviewer for faculty recruitment* at AOM Annual Meeting, Boston, USA. Department of Management, School of Business and Management, Hong Kong University of Science and Technology, 2012.
 - *Interviewer for faculty recruitment* at AOM Annual Meeting, Montreal, Canada. Department

of Management, School of Business and Management, Hong Kong University of Science and Technology, 2010.

○ **School/University Services**

- *Interviewer for UG program mainland admission interview* in Beijing, School of Business and Management, Hong Kong University of Science and Technology, June 2013.
- *Interviewer for Joint University Programs Admissions System (JUPAS) admission interview*, School of Business and Management, Hong Kong University of Science and Technology, May 2013.
- *Interviewer for UG program early admission*, School of Business and Management, Hong Kong University of Science and Technology, December 2012.
- *Adjudicator*, LABU2052 Capstone Business Case Competition, Hong Kong University of Science and Technology, May 2012.
- *Interviewer for UG program mainland admission* in Beijing. School of Business and Management, Hong Kong University of Science and Technology, 2011.

STUDENT ADVISING

○ **Ph.D. Student Supervising**

- Jiping Li (Dissertation Chair, December 2015 -)
- John Jamison (Mentor, 2016-)
- Kaixian Mao (Mentor, 2016-)
- Inseong (Lewis) Jeong (Dissertation committee, 2017-)
- Lida Zhang (Dissertation committee; completed June 2014)

○ **EMBA Independent Project Advisor**

- Wenkai Zhou (September 2014 – April 2015, completed)

○ **Undergraduate Student Advisor**

- 32 students, Department of Management, School of Business and Management, Hong Kong University of Science and Technology (2011 - present)

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)
- American Psychological Association (APA)
- International Association for Chinese Management Research (IACMR)
- Interdisciplinary Network for Group Research (INGRoup)

SELECTED MEDIA COVERAGE

- Crain's Cleveland Business. *The emotional roller-coaster of unemployment*. April 25, 2012.
- Forbes.com. *Job search depressing you? Try a little harder*. April 30, 2012.
- Hbr.com. *A person's mental health gradually improves in the weeks after a layoff*. April 18, 2012.
- Houston Chronicle, *Even if the job search brings you down, stay up*. April 12, 2012.
- Raycom Media. *Job hunting? Check out these apps*. June 05, 2012.
- San Antonio Express-News. *Secrets to getting a new job faster*. April 12, 2012.
- SFGate. *Riding the job-search roller coaster*. May 10, 2012.
- SmartPlanet, CBS Interactive. *Mental health gradually bounces back after a layoff: study*. April 18, 2012.
- TheAtlantic.com. *To land a job, grin and bear it for four months*. May 04, 2012.
- The Globe & Mail. *Job-hunt success hinges on positive attitude, study finds*. April 14, 2012.
- The Wall Street Journal. *Mental health matters*. April 25, 2012.
- United Press International. *Job prospects looking up for college grads*. April 22, 2012.
- Academy of Management Press Release. *Study of unemployed job-seekers yields new evidence of how success resides within individuals themselves*, April 1, 2012
- HKUST Business Insights. *After the pink slip: understanding the job search experience*, November 7, 2012.
- HKUST Business Insights. *Getting to the root of team conflict*, August 3, 2011.
- Atlanta Journal-Constitution. *Working Strategies: My Very Different Views on Job Search, Unemployment Help*. August 10, 2010.
- FINS, A Guide to the Finance Job Market from Dow Jones. *Job hunting is often one step forward, two steps back*. July 16, 2010.
- Forbes.com. *13 Big Mistakes Job Seekers Make*. September, 28, 2010.
- Forbes.com. *Thirteen Big Mistakes Job Seekers Make, and How to Avoid Them*. September 20, 2011.
- Hbr.com. *The daily stat: Job-seeking hardly a "full-time job" for most unemployed*, June 29, 2010.
- MPR.com - Minnesota Public Radio. *Unemployed? Watch out for those pleasant feelings*. July 22, 2010.
- St. Paul Pioneer - Press. *Job hunting really is a full-time job, experts say*. August 5, 2010.
- The Global and Mail, Canada's National Newspaper. *On the job hunt, success can lead to setback*. July 02, 2010.
- The Wall Stree Journal. *Unemployed people take a day off*. July 22, 2010.
- WorkWise. *Reality Check*. July 26, 2010.
- Academy of Management Press Release. *For unemployed job-seekers, a day of progress can be more hazardous than one of frustration, study finds*, June 1, 2010.
- HKUST Business Insights. *Insights on the job search grind*, January 26, 2011.

PROFESSIONAL EXPERIENCE

- Assistant Manager, China National Electric Import & Export Corporation, Beijing, 2002-2003
Prepared proposals for bidding for construction projects, met with customers, and involved in human resource management development.

- Founding Committee Member, Yi Ang Consulting Co., Beijing Winter 2001
Actively involved in founding this start-up consulting firm and decision-making on issues including the mission, the goals, the business model of the company, the services it provides, client management, and marketing, with two other members and the three owners. Also prepared part of the proposal and application documents needed for founding the firm.
- Consultant, Beijing Wan Fang Industry & Commerce Co., Beijing Summer 2000
Visited and investigated several retail chain stores and department stores owned by the company and provided a detailed report on the management problems and suggestions for solutions and future development.
- Market Analyst, Beijing Spring 2000
Interviewed 30 high-profile white-collar women employees in Central Business District (CBD) in Beijing. Interview questions included income, consuming habits, and opinions and expectations about new multifunctional beauty salons. Submitted a detailed market analysis report to the company that was initiating a beauty salon chain.
- Fundraise, Renmin University of China, Beijing Fall 1998
Raised donation and sponsorship for the annual celebration event of the School of Business, Renmin University of China.