

**Melody Manchi Chao**  
Department of Management  
The Hong Kong University of Science and Technology  
Clear Water Bay, Kowloon, Hong Kong  
Office: (852) 2358-7739; Fax: (852) 2335-5325  
E-mail: mchao@ust.hk

## PROFESSIONAL EXPERIENCES

- 2015-Present     **Associate Professor (with tenure)**, Department of Management, Hong Kong University of Science and Technology, Hong Kong
- 2009-2015     **Assistant Professor**, Department of Management, Hong Kong University of Science and Technology, Hong Kong
- 2003-2009     **Graduate Research Associate**, Illinois, Department of Psychology, University of Illinois, Urbana-Champaign
- 2002-2003     **Agency Statistics Coordinator**, Department of Research and Evaluation, Asian American Recovery Services, Inc., San Francisco, California
- 2001-2003     **Senior Research Assistant & Database Specialist**, Comprehensive Asian Preschool Services Project, Asian American Recovery Services, Inc., San Francisco, California
- 2000-2001     **Research Assistant**, Comprehensive Asian Preschool Services Project, Asian American Recovery Services, Inc., San Francisco, California
- 1999-2000     **Research Assistant**, Institute of Personality and Social Research (IPSR) and Levenson Lab, University of California, Berkeley
- 1999             **Program Assistant**, Basic Skills Program / CalWORK, East Los Angeles College, Monterey Park, California

## EDUCATION

### **University of Illinois, Urbana-Champaign (2005 – 2009)**

Doctor of Philosophy in Social Psychology, minor in Quantitative Psychology, May 2009

Dissertation: “Lay essentialist theory of race: Its implication to social categorization and racial perception”

Committee Chair: Ying-yi Hong; Committee Members: Dolores Albarracin, Chi-yue Chiu, Ed Diener, Sumie Okazaki, and Thomas Srull.

### **University of Illinois, Urbana-Champaign (2003 – 2005)**

Master of Arts in Social Psychology, May 2005

Thesis: “Would the politician or the prosecutor be more likely to blame the collective? A motivational analysis of cultural variations in collective responsibility attribution”

Thesis Advisor: Chi-yue Chiu

**University of California, Berkeley (1999 – 2001)**

Bachelor of Arts in Psychology, *summa cum laude*, May 2001

Thesis: “Birth-order controversy”

Research Advisor: Oliver P. John & Frank J. Sulloway

**East Los Angeles College, California (1998 – 1999)**

Associate of Arts in Liberal Arts, *summa cum laude*, June 1999

**OTHER PROFESSIONAL QUALIFICATION**

**General Mediator.** Accredited by Hong Kong Mediation Accreditation Association Limited (HKMAAL), Mediation Accreditation Committee (MAC).

**HONORS AND AWARDS**

**International Council of Psychologists (ICP).** The Seisoh Sukemune/Bruce Bain Encouragement of Early Career Research Award, 2014.

**Asian Association of Social Psychology (AASP).** The Michael Harris Bond Award for Early Research Contributions, 2013.

**International Academy for Intercultural Research (IAIR).** Early Career Award, 2013.

**American Psychological Foundation (APF).** Council of Graduate Departments of Psychology (COGDOP) Graduate Research Scholarship, 2008.

**University of Illinois, Urbana-Champaign,** Sarah C. Mangelsdorf Award for excellence in research/scholarship and teaching, and recognition of the potential to be an academic leader, 2008.

**Association for Psychological Science (APS),** RiSE-UP Research Award, 2008.

**Society for Personality and Social Psychology (SPSP),** Diversity Fund Award, 2008.

**University of Illinois, Urbana-Champaign,** Lyle H. Lanier Travel Award, 2008.

**American Psychological Association (APA),** Student Travel Award, 2007.

**Asian American Psychological Association (AAPA),** Student Travel Award, 2007.

**University of Illinois, Urbana-Champaign,** Psychology Department Fellowship, Summer 2005.

**University of California-Berkeley,** Psychology Department, Highest Honors, Spring 2001.

**University of California-Berkeley,** Undergraduate Research Apprentice Program, Honors Thesis Sponsorship, Spring 2001.

**University of California-Berkeley,** International Student Scholarship, Fall 2000 & Spring 2001.

**East Los Angeles College,** Dean’s Honor List, Fall 1998 & Spring 1999.

## RESEARCH

### RESEARCH INTERESTS

Globalization; Multicultural psychology; Group processes and intergroup relations  
Negotiation; Conflict Management; Ethics; Creativity; Cultural adjustment

### RESEARCH GRANTS

A wise reasoning perspective to intergroup relations (2017-2019). Funded by Research Grants Council General Research Fund, Hong Kong SAR Government. Role: Principal Investigator (HK\$773,500).

Diluting the magical contagion effect of reclaimed water: Implications to hoteliers (2016-2018). Funded by Multi-Year Research Grant (MYRG), the University of Macau, Macau. Role: Co-Investigator (MOP159,500; equivalent to HK\$154,800)

Enhancing Expatriation Effectiveness: The Mitigating Effect of Attachment Security on Perceived Threat in Intercultural Conflict (2016-2018). Funded by Research Grants Council General Research Fund, Hong Kong SAR Government. Role: Co-Investigator (HK\$490,000).

Negotiating Across Cultural Boundaries: The Roles of Essentialist Beliefs and Social Identity (2014-2017). Funded by Research Grants Council General Research Fund, Hong Kong SAR Government. Role: Principal Investigator (HK\$497,000).

Negotiating Across Cultural Boundaries: The Roles of Essentialist Beliefs and Social Identity (2014-2017). Funded by Research Grants Council Research Infrastructure Grant, Hong Kong SAR Government. Role: Principal investigator (HK\$25,000).

Negotiating Across Cultural Boundaries: The Roles of Essentialist Beliefs and Social Identity (2014-2016). Funded by School-based Initiatives, Hong Kong University of Science and Technology. Role: Principal Investigator (HK\$11,000).

A Goal Orientation Theory on Behavioral Ethics (2013-2015). Funded by Research Grants Council Research Infrastructure Grant, Hong Kong SAR Government. Role: Principal investigator (HK\$50,000).

Anthropomorphizing nature and pro-environmental behavior (2011-2014). Funded by Research Grants Council General Research Fund, Hong Kong SAR Government. Role: Co-Investigator (HK\$388,000).

Effects of Incentive Mechanisms and Lay Theories on Human Capital Formation (2012-2014). Funded by Research Grants Council Research Infrastructure Grant, Hong Kong SAR Government. Role: Co-Investigator (HK\$50,000).

Consumers' exclusionary reactions to foreign businesses: A three-factor model (2011-2013). Funded by Research Grants Council General Research Fund, Hong Kong SAR Government. Role: Co-Investigator (HK\$480,000).

Cross-cultural Adjustment (2012-2013). Funded by Research Grants Council Direct Allocation Grant, Hong Kong SAR Government. Role: Principal investigator (HK\$18,000).

Sojourner adjustment: A lay theory perspective (2010-2012). Funded by Research Grants Council General Research Fund, Hong Kong SAR Government. Role: Principal investigator (HK\$269,000).

China-US Relations: From a subjective-intersubjective perspective (2010-2011), funded by School-based Initiatives, Hong Kong University of Science and Technology. Role: Principal Investigator (HK\$9,000).

Cultural distance: Its implications to cognitive processes and sojourner adjustment outcomes (2010-2012), funded by Research Grants Council Direct Allocation Grant, Hong Kong SAR Government. Role: Principal Investigator (HK\$187,000).

## PUBLICATIONS [h-index = 19; Google Scholar Citation Count = 1254]

### Journal Articles

Kung, F. Y. H., **Chao, M. M.**, Yao, D. J., Adair, W.L., Fu, J. H., & Tasa, K. (2018). Bridging racial divides: Social constructionist (vs. essentialist) beliefs facilitate trust in intergroup contexts. *Journal of Experimental Social Psychology*, 74, 121-134. <http://dx.doi.org/10.1016/j.jesp.2017.09.008>.

#### Media Coverage:

*BBC*. The 'hidden' talent that determines success: In our era of globalisation, your job performance may depend on your "CQ". So what is it? (October 13, 2017). <http://www.bbc.com/capital/story/20171013-the-hidden-talent-that-determines-success>

**Chao, M. M.**<sup>#</sup>, Visaria, S.<sup>#</sup>, Mukhopadhyay, A., & Dehejia, R. (2017). Do Rewards Reinforce the Growth Mindset?: Joint Effects of the Growth Mindset and Incentive Schemes in a Field Intervention. *Journal of Experimental Psychology: General*. Advance online publication. <http://dx.doi.org/10.1037/xge0000355>

<sup>#</sup> Equal contribution

#### Media Coverage:

*Psychology Today*. The growth mindset works, but not for everyone (October 27, 2017). <https://www.psychologytoday.com/blog/ulterior-motives/201710/the-growth-mindset-works-not-everyone>

Zhang, Z., Wei, X., **Chao, M.M.**, & Zheng, Y. (2017). When do conflicts feel right for prevention-focused individuals? The debiasing effect of low need for closure. *Management and Organization Review*. doi: 10.1017/mor.2017.7

**Chao, M.M.**, Takeuchi, R., & Farh, J. (2017). Enhancing cultural intelligence: The role of prior international experiences and implicit culture beliefs. *Personnel Psychology*, 70, 257-292.

#### Media Coverage:

*BBC*. The 'hidden' talent that determines success: In our era of globalisation, your job performance may depend on your "CQ". So what is it? (October 13, 2017). <http://www.bbc.com/capital/story/20171013-the-hidden-talent-that-determines-success>

- Visaria, S., Dehejia, R., **Chao, M.M.**, & Mukhopadhyay, A. (2016). Unintended negative consequences of rewards for student effort: Results from a field experiment in Indian classrooms. *Economics of Education Review*, *54*, 173-184.
- Chao, M.M.**, Kung, F.Y.H., & Yao, D. (2015). Cultures synergize, cultures collide: The paradoxical effects of multicultural exposure. *International Journal of Intercultural Relations*, *47*, 78-88.
- Feldman, G., **Chao, M.M.**, Farh, J., & Bardi, A. (2015). The motivation and inhibition of breaking the rules: Personal values structures predict unethicality. *Journal of Research in Personality*, *59*, 69-80.
- Zhu, W., He, H., Trevino, L., **Chao, M.M.**, Wang, W., & Liu, S. (2015). Ethical leadership and follower voice and performance: The role of follower identifications and entity Morality Beliefs. *Leadership Quarterly*. DOI: doi:10.1016/j.leafqua.2015.01.004
- Chao, M.M.**, & Kung, F.Y.H. (2015). An essentialism perspective of intercultural processes. *Asian Journal of Social Psychology*, *18*, 91-100.
- Chao, M. M.**, & Wong, J.K.W. (2014). Culture and everyday sense-making. *Asian Journal of Social Psychology*, *13*, 44-52.
- Chao, M.M.**, Hong, Y., & Chiu, C. (2013). Essentializing race: Its implication on racial categorization. *Journal of Personality and Social Psychology*, *104*, 619-634.
- Chao, M. M.**, Chiu, C., Chan, W., Mendoza-Denton, R., & Kwok, C. (2013). The model minority as a shared reality and its implication for interracial perceptions. *Asian American Journal of Psychology*, *4*, 84-92.
- Tadmor, C., **Chao, M.**, Hong, Y., & Polzer, J.T. (2013). Not just for stereotyping anymore: Racial essentialism reduces domain-general creativity. *Psychological Science*, *24*, 99-105.

Press Release:

*Racial essentialism reduces creative thinking by making people more closed-minded.* Association for Psychological Science, United States (January 7, 2013). <http://www.psychologicalscience.org/index.php/news/releases/racial-essentialism-reduces-creative-thinking-by-making-people-more-closed-minded.html>

Media Coverage:

*Boston Globe*. What testing doesn't show about teachers and other surprising insights from the social sciences (December 30, 2012).

<http://www.bostonglobe.com/ideas/2012/12/30/what-testing-doesn-show-about-teachers/z5CVdNLeqvaBKC7R4jqW0O/story.html>

*Science Daily*. Racial Essentialism Reduces Creative Thinking, Makes People More Closed - Minded (January 7, 2013).

<http://newsle.com/article/0/54129867/>

*Arkansas News*. Close - minded race to leave (January 11, 2013).

<http://arkansasnews.com/sections/columns/news/matthew-pate/close-minded-race-leave.html>

*Huffington Post (US)*. Racial Stereotyping Linked To Less Creativity, Greater Chance Of Landing A Top Job: Study (January 11, 2013).

- [http://www.huffingtonpost.com/2013/01/11/racial - stereotyping - linked - to - creativity - landing - a - job - study\\_n\\_2451170.html](http://www.huffingtonpost.com/2013/01/11/racial-stereotyping-linked-to-creativity-landing-a-job-study_n_2451170.html)  
*Huffington Post (UK)*. The Inauguration of a Black President (January 20, 2013).  
[http://www.huffingtonpost.co.uk/professor - ian - robertson/barack - obama - inauguration - black - president\\_b\\_2516349.html](http://www.huffingtonpost.co.uk/professor-ian-robertson/barack-obama-inauguration-black-president_b_2516349.html)
- Psychology Today*. The Inauguration of a Black President (January 20, 2013).  
[http://www.psychologytoday.com/blog/the - winner - effect/201301/the - inauguration - black - president](http://www.psychologytoday.com/blog/the-winner-effect/201301/the-inauguration-black-president)
- No Camels. Israeli Innovation News*. Racism And Lack Of Creativity Are Closely Linked, Study Shows (January 29, 2013).  
[http://nocamels.com/2013/01/racism - and - lack - of - creativity - are - closely - linked - study - shows/](http://nocamels.com/2013/01/racism-and-lack-of-creativity-are-closely-linked-study-shows/)
- The Daniel Island. News Editorial* - Is there a link between racial stereotyping and creativity? (February 6, 2013).  
[http://www.thedanielislandnews.com/artman2/publish/editorial/Is\\_there\\_a\\_lin k\\_between\\_racial\\_stereotyping\\_and\\_creativity\\_printer.php](http://www.thedanielislandnews.com/artman2/publish/editorial/Is_there_a_link_between_racial_stereotyping_and_creativity_printer.php)
- Wordpress.com*. Lazy, Lazy Thinking in the Noon Day Sun (February 28, 2013).  
<http://marniere.wordpress.com/category/creativity/>
- The New York Times*. What biracial people know (March 4, 2017).  
[https://www.nytimes.com/2017/03/04/opinion/sunday/what-biracial-people-know.html?\\_r=1](https://www.nytimes.com/2017/03/04/opinion/sunday/what-biracial-people-know.html?_r=1)
- Tam, K., Lee, S., & **Chao, M.M.** (2013). Saving Mr. Nature: Anthropomorphism enhances connectedness to and protectiveness toward nature. *Journal of Experimental Social Psychology, 49*, 514-521.
- Hong, Y., & **Chao, M. M.** (2012). Steps to building a good theory—Embracing diversity. *Acta Psychologica Sinica, 44*, 138-141.
- Tadmor, C., Hong, Y., **Chao, M.M.**, Wiruchnipawan, F. & Wang, W. (2012). Multicultural experiences reduce intergroup bias through epistemic unfreezing. *Journal of Personality and Social Psychology, 103*, 750-772.
- Tam, K., Lee, S., Kim, Y., Li, Y., & **Chao, M.M.** (2012). Intersubjective model of value transmission: Parents using perceived norms as reference when socializing children. *Personality and Social Psychology Bulletin, 38*, 1041-1052.
- Chao, M.M.**, Okazaki, S., & Hong, Y. (2011). The quest for multicultural competence: Challenges and lessons learned from clinical and organizational research. *Social and Personality Psychology Compass, 5*, 263-274.
- Cheng, S. Y., Rosner, J. L., **Chao, M.M.**, Peng, S., Chen, X., Li, Y., Kwong, J.Y., Hong, Y., Chiu, C. (2011). One world, one dream? Intergroup consequences of the 2008 Beijing Olympics. *International Journal of Intercultural Relations, 35*, 296-306.
- Kashima, Y., Shi, J., Tsuchiya, K., Kashima, E.S., Cheng, S.Y.Y., **Chao, M.M.**, & Shin, S. (2011). Globalization and folk theory of social change: How globalization relates to societal perceptions about the past and future. *Journal of Social Issues, 67*, 696-715.
- Chao, M. M.**, Chiu, C., & Lee, J.S. (2010). Asians as the model minority: Implications for U.S. government's policies. *Asian Journal of Social Psychology, 13*, 44-52.

- Chao, M.M.**, Zhang, Z-X., & Chiu, C. (2010). Adherence to perceived norms across cultural boundaries: The role of need for cognitive closure and ingroup identification. *Group Processes and Intergroup Relations*, *13*, 69-89.
- Cheng, Y-y., **Chao, M. M.**, Kwong, J., Peng, S., Chen, X., Kashima, Y., & Chiu, C-y. (2010). The good old days and a better tomorrow: Historical representations and future imaginations of China during the 2008 Olympic Games. *Asian Journal of Social Psychology*, *13*, 118-127.
- Hong, Y., **Chao, M. M.**, Yang, Y., & Rosner, J.R. (2010). Building and Testing Theories: Experiences from Conducting Social Identity Research. *Acta Psychologica Sinica*, *42*, 22-36.
- Rosner, J. L., Li, Y., **Chao, M. M.**, & Hong, Y. (2010). One world, just a dream? Effects of the Beijing Olympic icon on perceived differences between Eastern and Western culture. *Asian Journal of Social Psychology*, *13*, 139-151.
- Hong, Y., **Chao, M.M.**, & No, S. (2009). Dynamic Interracial/intercultural Processes – The Role of Lay Theories of Race. *Journal of Personality. Special issue: Personality and racial/ethnic relations*, *77*, 1283-1310.
- Chao, M.M.**, Zhang, Z-X., & Chiu, C. (2008). Personal and collective culpability judgment: A functional analysis of East Asian-North American differences. *Journal of Cross-Cultural Psychology*, *39*, 730-744.
- No, S., Hong, Y., Liao, H., Lee, K., Wood, D., & **Chao, M. M.** (2008). Lay theory of race affects and moderates Asian Americans' responses toward American culture. *Journal of Personality and Social Psychology*, *95*, 991-1004.
- Chao, M.M.**, Chen, J., Roisman, G., & Hong, Y. (2007). Essentializing race: Implications for bicultural individuals' cognition and affect. *Psychological Science*, *18*, 341-348.
- Chao, M.M.**, & Hong, Y. (2007). Being a bicultural Chinese: A multilevel perspective to biculturalism. *Journal of Psychology in Chinese Societies. Special Issue: Psychology of Biculturalism in Chinese Societies*, *8*, 141-157.
- Fu, J.H., Morris, M.W., Lee, S., **Chao, M.**, Chiu, C., & Hong, Y. (2007). Epistemic motives and cultural conformity: Need for closure, culture, and context as determinants of conflict judgments. *Journal of Personality and Social Psychology*, *92*, 191-207.

#### *Book Chapters & Other Publications*

- Chao, M.M.**, & Kesebir, P. (2013). Meaning in Life: A cultural perspective. In C. Routledge & J. Hicks (Eds.), *The Experience of Meaning in Life: Classical Perspectives, Emerging Themes, and Controversies* (pp. 317-332). New York: Springer Press.
- Chao, M.M.**, & Chiu, C. (2011a). Culture as shared norms. In A. K-y. Leung, C-y. Chiu, & Y. Hong (Eds.), *Cultural processes: A social psychological perspective* (pp. 65-80). New York: Cambridge University Press.
- Chao, M.M.**, & Chiu, C. (2011b). Epistemic functions of culture. In A. K-y. Leung, C-y. Chiu, & Y. Hong (Eds.), *Cultural processes: A social psychological perspective* (pp. 81-95). New York: Cambridge University Press.

No, S., Wan, C., **Chao, M.M.**, Rosner, J., & Hong, Y. (2011). Bicultural identity negotiation. In A. K-y. Leung, C-y. Chiu, & Y. Hong (Eds.), *Cultural processes: A social psychological perspective* (pp. 213-241). New York: Cambridge University Press.

**Chao, M.M.**, & Chiu, C. (2009). Model minority. *Cambridge dictionary of psychology*. New York: Cambridge University Press.

**Chao, M.M.**, & Chiu, C. (2009). Responsibility attribution. *Cambridge dictionary of psychology*. New York: Cambridge University Press.

Chiu, C., & **Chao, M.M.** (2009). Society, culture, and the person: Ways to personalize and socialize cultural psychology. In R. S. Wyer, C-y. Chiu, & Y. Y. Hong (Eds.), *Understanding culture: Theory, research and application* (pp. 457-468). New York: Psychology Press.

#### **WORK IN PROGRESS** [Under review or on-going projects; Names in alphabetical order]

##### *Implicit Theories*

Wise reasoning attenuates intergroup bias, with J. Brienza, & F.Y.H. Kung.

Implicit theories and intergroup relations: A critical review and meta-analysis, with J. Brienza, F.Y.H. Kung, & W. Shen.

Achievement motivation: The role of implicit beliefs and incentive structure, with A. Mukhopadhyay.

From the elusive to the tangible: A prototype strategy-based approach to trust, with J. Brooks, S. Marie, M. Noor, & M. Vasiljevic.

##### *Intercultural & Intergroup Processes*

Negotiating across cultural boundaries, with W. Adair, J.H. Fu, F.Y.H. Kung, & K. Tasa.

Multiculturalism and intergroup biases: The role of executive function depletion, with Y. Hong, & C. Tadmor.

Expressive writing restores intergroup tolerance in the heat of armed conflict and civil disobedience, with Y. Hong, & C. Tadmor.

Intergroup forgiveness: The role of victimhood and morality, with D. Glasford, B. Johnston, & M. Noor.

On the consequences of intergroup forgiveness for historical victim and perpetrator groups: The role of moral high ground, with D. Glasford, B. Johnston, & M. Noor.

The effect of psychological intervention strategies on reducing the adverse impact of terrorism, with D. Bostyn, P. Bouchat, L. Carew, L. de Guissme, K. Dierckx, B. Doosje, A. Ernst-Vintila, M. Noor, M. J. Van Assche Saleem.

The influence of leader's unethical pro-organizational behavior on subordinate's unethical conduct: A multilevel investigation, with J.L. Farh, M.Huai, J. Huang, & H.Lian.

Cause-related marketing and employee engagement: The roles of follower implicit morality beliefs, moral identity, and admiration, with W. Zhu, & H. He.

#### **CONFERENCE/SEMINAR PRESENTATIONS**

##### *Invited Addresses/Presentations*

**Chao, M.M.** (2017, August). *Translating research into practice: The role of our social and ideological assumptions*. Biannual Conference of Asian Association of Social Psychology, Auckland, New Zealand.



- Chao, M.M.**, Brienza, J.P., Kung, F.Y.H. (2016, August). *When multiculturalism backfires: From cultural ideologies to organizational outcomes*. International Association for Cross-Cultural Psychology 23rd International Congress, Nagoya, Japan.
- Chao, M.M.** (2015, January). *Implicit culture beliefs and intercultural negotiation*. Faculty of Business Administration Seminar Series, University of Macau, Macau.
- Chao, M.M.** (2015, January). *Developing cultural competence*. Faculty of Education Lunch Research Series XIII, University of Macau, Macau.
- Chao, M.M.** (2015, January). *How does our mindset influence our intercultural experiences?* Stanley Ho East Asia College Forum, University of Macau, Macau.
- Chao, M.M.** (2014, February). *Understanding “cultural differences” in intercultural negotiation*. Organizational Behavior Series, London Business School, United Kingdom.
- Chao, M.M.** (2014, February). *Understanding “cultural differences” in intercultural negotiation*. Research Seminar, Department of Strategy and Organisation, Strathclyde Business School, University of Strathclyde, United Kingdom.
- Chao, M.M.** (2014, February). *Understanding “cultural differences” in intercultural negotiation*. Behavioural Sciences Institute (BSI) Seminar Series, Singapore Management University, Singapore.
- Chao, M.M.** (2014, February). *How does our mindset influence our intercultural experiences?* Social Science Capstone Seminar Series, Singapore Management University, Singapore.
- Chao, M.M.** (2013, August). *From believing to being: A lay theory perspective on intercultural processes*. Biannual Conference of Asian Association of Social Psychology, Yogyakarta, Indonesia.
- Chao, M.M.** (2013, June). *Cultural adjustment in the globalized world*. Biannual Conference of International Academy of Intercultural Research, Reno, NV.
- Chao, M.M.**, (2013, May). *Psychology in Management: Cultural adjustment in the globalized world*. HKUST Business Insights Presentation Series 2013, Hong Kong University of Science and Technology, Hong Kong.
- Chao, M.M.** (2010, June). *Managing conflicts within and across cultures: Contextualize the study of cultural adaptation*. Institute of Psychology, Chinese Academy of Sciences, Beijing, China.
- Chao, M.M.** (2010, June). *Managing conflicts within and across cultures: Contextualize the study of cultural adaptation*. Department of Psychology, Remin University, Beijing, China.
- Chao, M.M.** (2008, December). *The lay theory of race: Its implications to interracial and intercultural processes*. Department of Psychology, Clark University, Worcester, MA.

- Chao, M.M.** (2008, December). *The lay theory of race: Its implications to interracial and intercultural processes*. Department of Psychology, San Francisco State University, San Francisco, CA.
- Chao, M.M.** (2008, December). *The lay theory of race: Its implications to interracial and intercultural processes*. Department of Psychology, the University of North Carolina, Chapel Hill, NC.
- Chao, M.M.** (2008, December). *Managing conflicts within and across cultures: The implications of cultural flexibility*. Department of Management Organizations, HKUST Business School, the Hong Kong University of Science & Technology, Hong Kong.
- Chao, M.M.** (2008, November). *Essentializing groups: Its implication to social categorization and intercultural processes*. Department of Psychology, the University of Kent, Canterbury, Kent, United Kingdom.
- Chao, M.M.** (2008, October). *Managing conflicts within and across cultures: The implications of cultural flexibility*. Department of Management & Organisation, NUS Business School, the National University of Singapore, Singapore.
- Chao, M.M., Hong, Y., & Chiu, C.** (2008, May). *Essentializing race: Being prejudiced or being sensitive to differences?* RiSE-UP Research Award symposium presentation at the 20th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Chao, M.M.** (2008, April). *Essentialist belief of race: Its implication to social categorization and intercultural processes*. Dissertation Series presentation at the Center for East Asian and Pacific Studies, University of Illinois, Urbana-Champaign, IL.
- Chao, M.M.** (2008, February). *Essentialist belief of race: Its implication to social categorization and intercultural processes*. The Department of Psychology, Columbia University, New York, NY.
- Chao, M.M.** (2007, December). *Essentialist belief of race: Its implication to social categorization and intercultural processes*. The Department of Psychology, Lehigh University, Bethlehem, PA.
- Chao, M.M., Chiu, C., & Kwok, C.** (2007, August). *Model minority... A Media-nurtured stereotype?* Expanding Horizons of Cultural Psychology: Advances in Research and Teaching, Department of Psychology, Stanford University, Palo Alto, CA.
- Chao, M.M., & Hong, Y.** (2007, August). *Believing and being: The implication of essentialist beliefs about race for Asian immigrants in the United States*. The 115th Annual Convention of the American Psychological Association, San Francisco, CA.
- Chao, M.M.** (2006, May). *Intercultural processes: Implications on conflict management and resource allocation*. Guanghua School of Management, Peking University, Beijing, China.
- Chao, M.M.** (2006, May). *Intercultural processes: How do people navigate between cultures?* Institute of Sociology at the Chinese Academy of Social Sciences, Beijing, China.

**Chao, M.M.** (2006, May). *A look at the cultural frame switching processes*. Department of Sociology, College of Humanities and Development (COHD), China Agricultural University (CAU), Beijing, China.

#### *Symposium Organized*

Kung, F.Y.H., & **Chao, M.M.** (2016, August). *Managing Diversity: An Emerging Meaning-making Framework*. Symposium at the 2009 Annual Meeting of the Academy of Management, Anaheim, CA.

Kung, F.Y.H., & **Chao, M.M.** (2015, February). *Understanding the Dynamics of Beliefs in Genetic and Racial Essences*. Symposium at the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

**Chao, M.M.** & Hamamura, T. (2013, August). *Understanding intergroup relations: How essentialism, social identity, and cultural dynamics shape intergroup relations*. Symposium at the 10th Biennial Conference of Asian Association of Social Psychology, Yogyakarta, Indonesia.

Hogan, C. M., Min, J., & **Chao, M.M.** (2009, August). *Multiple perspectives on Asian American Stereotypes and their implications for workplace diversity*. Symposium at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

#### *Symposium/Paper Presentations*

**Chao, M.M.**, Kung, F.Y.H., & Brienza, J. (2017, August). *Managing diversity from a wise-reasoning perspective*. Symposium presentation at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.

Kung, F.Y.H., Brienza, J., & **Chao, M.M.** (2016, August). *Diversity policies reconsidered: The effects of implicit beliefs on multicultural and colorblind practices*. Symposium presentation at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.

\*Lian, H., Huai, M., Farh, J., Huang, J., & **Chao, M.M.** (2016, August). *Leader UPB and employee unethical conduct: A moral disengagement perspective*. Paper presentation at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.

\* Best Paper Proceedings of the 2016 Academy of Management Meeting

\*Yao, D., & **Chao, M.M.** (2016, August). *When forgiveness backfires: The joint effect of forgiveness expressions and victim gender*. Paper presentation at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.

\* Best Paper Proceedings of the 2016 Academy of Management Meeting

Yao, D., **Chao, M. M.**, & Leung, A.K. (2016, June). *How perspective-taking facilitates intercultural conflict management: The moderating role of cultural essentialism*. Paper presentation at the International Association for Chinese Management Research Conference, Hangzhou, China.

- Brienza, J. P., Kung, F. Y. H., & **Chao, M. M.** (2016, June). *Wise reasoning attenuate intergroup bias*. Paper presentation at the 29th Annual Conference of the International Association for Conflict Management, New York, NY.
- Kung, F. Y. H., **Chao, M. M.**, & Adair, W. L. (2016, June). *To Boost Intercultural Trust and Negotiation Gains, Change Negotiators' Beliefs of Cultural Malleability*. Symposium presentation at the 29th Annual Conference of the International Association for Conflict Management, New York, NY.
- Brienza, J., Kung, F.Y.H., & **Chao, M.M.** (2016, May). *Loving your "enemies": Wise reasoning and reduced outgroup hate*. Symposium presentation at the Association for Psychological Science 28th Annual Convention, Chicago, IL.
- Takeuchi, R., **Chao, M.M.**, & Yu, N.Y. (2015, August). *The roles of general and culture specific performance avoidance goal orientations on sojourner creativity: A four-wave, time-lagged investigation*. Paper presentation at the 2015 Annual Meeting of the Academy of Management, Vancouver, BC.
- Yao, D., **Chao, M.M.**, Chattopadhyay, R., & George, E. (2015, August). *How does dissimilarity make a difference? A multiple processes model of relational demography*. Paper presentation at the 2015 Annual Meeting of the Academy of Management, Vancouver, BC.
- Yao, D., **Chao, M.M.**, & Leung, A.K. (2015, August). *Managing Conflicts in a Multicultural Environment: The Role of Perspective Taking and Implicit Culture Beliefs*. Symposium presentation at the 2015 Annual Meeting of the Academy of Management, Vancouver, BC.
- Kung, F. Y. H., **Chao, M. M.**, Yao, D., Adair, W. L., Fu, J. H., & Tasa, K. (2015, March). *When Cultures Meet: Cultural Essentialist Beliefs and Intercultural Negotiation Gains*. Paper presentation at the 9th Annual Southwestern Ontario I-O & OB Graduate Student Conference, Guelph, Canada.
- Chao, M.M.**, Kung, F.Y.H., & Adair, W. (2015, May). *Creating values with our emotions: The role of interpersonal emotion contrast in negotiation*. Negotiation Research Roundtable, hosted by Department of Management, School of Business and Management, Hong Kong University of Science & Technology, and Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.
- Fu, J.H.Y., **Chao, M.M.**, & Ho, R. (2015, May). *Attachment security and epistemic motivation on intercultural negotiation*. Negotiation Research Roundtable, hosted by Department of Management, School of Business and Management, Hong Kong University of Science & Technology, and Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.
- Kung, F.Y.H., **Chao, M.M.**, Yao, D., & Fu, J. F. (2015, February). *The Implications of Cultural Essentialism on Interpersonal Conflicts in Intra- vs. Intercultural Contexts*. Symposium presentation at the 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.

- \*Cheng, S.Y.Y., **Chao, M.M.**, Kung, F., & Kwong, J.Y.Y. (2013, October). *Exploring the Psychological Mechanism Behind Exclusionary Reactions to Foreign Companies: The Questions of Who and Why*. Association for Consumer Research Conference, Chicago, IL.  
\* Published in *Advances in Consumer Research*, 41.
- Visaria, S., **Chao, M.M.**, Dehejia, R., & Mukhopadhyay, A. (2014, November). *Effects of Lay Theories and Incentive Mechanisms on Human Capital Formation: Evidence from a Field Experiment in Non-formal schools in Indian Slums*. The 8th Asian Conference on Applied Micro-Economics/Econometrics (Theme: Labor Economics), Hong Kong.
- Chao, M.M.**, Yao, D., & Fu, J. F. (2014, August). *Understanding cultural differences in intercultural negotiation: The role of essentialism*. Symposium presentation at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.
- Noor, M., & **Chao, M.M.** (2014, July). *Testing the consequences of intergroup forgiveness for victim-perpetrator relations*. Paper presentation at the 17th General Meeting of the European Association of Social Psychology, Amsterdam, the Netherlands.
- Chao, M.M.**, Yao, D., & Fu, J. H. (2014, July). *Understanding cultural differences in intercultural negotiation: The effect of essentialist beliefs on trust and negotiation outcomes*. Symposium presentation at the 2014 Annual Conference of the International Association for Conflict Management, Leiden, the Netherlands.
- Takeuchi, R., **Chao, M.M.**, & Yu, N. (2014, June). *The roles of general and cultural specific performance avoidance goal orientations on sojourner creativity: A four-wave, time-lagged investigation*. Paper presentation at the 6th International Association for Chinese Management Research, Beijing, China.
- Takeuchi, R., **Chao, M.M.**, & Yu, N. (2014, February). *The roles of general and cultural specific performance avoidance goal orientations on sojourner creativity: A four-wave, time-lagged investigation*. Symposium presentation at the 3rd Symposium of the Centre for Leadership & Innovation, Hong Kong Polytechnic University, Hong Kong.
- Cheng, S.Y.Y., **Chao, M.M.**, Kung, F., & Kwong, J.Y.Y. (2013, October). *Exploring the Psychological Mechanism Behind Exclusionary Reactions to Foreign Companies: The Questions of Who and Why*. Paper presentation at the 2013 Association for Consumer Research Conference, Chicago, IL.
- Chao, M.M.**, Takeuchi, R., Farh, J., Zhang, Z. & Hong, Y. (2013, August). *A tale of two perspectives: The role of essentialist beliefs on cultural adjustment and cultural intelligence development*. Symposium presentation at the Biannual Conference of Asian Association of Social Psychology, Yogyakarta, Indonesia.
- Chao, M.M.**, & Farh, J.L. (2013, August). *A Goal Orientation Theory on Behavioral Ethics*. Paper presentation at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.
- Chao, M.M.**, Takeuchi, R., Farh, J.L., Zhang, Z., & Hong, Y. (2013, August). *The Role of Essentialist Beliefs on Cultural Adjustment and Cultural Intelligence Development*.

Symposium presentation at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.

**Chao, M.M.,** Yao, D., & Fu, J. F. (2013, August). *Essentialising Culture: Its Implications on Cross-Cultural Negotiation*. Symposium presentation at the 2013 Annual Meeting of the Academy of Management, Orlando, FL.

Zhu, W., He, H., Trevino, L., **Chao, M.M.,** Wang, W., & Liu, S. (2013, April). Ethical Leadership and follower voice and performance: The role of follower identifications and entity morality beliefs. Symposium presentation at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Huston, TX.

Tadmor, C. T., **Chao, M. M.,** Hong, Y., & Polzer, J. (2013, January). *Not Just for Stereotyping Anymore: Racial Essentialism Reduces Domain-General Creativity*. Symposium presentation at the 14th Annual Meeting of the Society of Personality and Social Psychology, New Orleans, LA.

**Chao, M.M.,** & Farh, J.L. (2012, August). *A Longitudinal Investigation of the Influence of Foreign Cultural Experiences on the Development of Creativity*. Symposium presentation at the 2012 Annual Meeting of the Academy of Management, Boston, MA.

Li, C., Cheng, S.Y.Y., Lee, S. L., Prendergast, G., & **Chao, M.M.** (2012, July). *Emotion Regulation: Cognitive and Affective Consequences for Fund-Raising Advertisements*. Paper presentation at the Academy of Marketing 2012, Southampton, UK.

**Chao, M. M.,** & Farh, J. L. (2012, January). *Essentializing culture: Implications to sojourner adjustment and the development of cultural competence*. Symposium presentation at the 13th Annual Meeting of the Society of Personality and Social Psychology, San Diego, CA.

**Chao, M.M.** (2009, August). *Understanding the model minority image and answering a common question*. Discussant. Symposium at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.

**Chao, M.M.,** & Hong, Y. (2009, February). *Lay theory of race and implicit processes: Their implications for interracial perceptions*. Symposium presentation at the 10<sup>th</sup> Annual Meeting of the Society of Personality and Social Psychology, Tampa, FL.

**Chao, M.M.,** & Chiu, C. (2007, April). *Model minority... An ideal to strive for or an image to avoid? The role of media exposure on individuals' self-representation*. Paper presented at the 1st Annual Cultural Psychology Conference, Champaign, IL.

**Chao, M.M.** (2006, December). *Essentializing race: Implications to bicultural cognitive functioning*. Paper presented at the Social Psychology Student Symposium at University of Illinois, Urbana-Champaign, IL.

**Chao, M.M.** (2006, April). *Justice on native and foreign soil*. Paper presented at the Social Psychology Student Symposium at University of Illinois, Urbana-Champaign, IL.

**Chao, M.M.,** & Hong, Y. (2005, May). *What happens when we encounter a foreign culture? A dynamic constructivist approach to intercultural contact*. Symposium presentation at the 1st Midwestern Conference for Culture, Language, and Cognition, Chicago, IL.

**Chao, M.M., & Chiu, C.** (2005, January). *Is adherence to cultural knowledge tradition always associated with close mindedness? A case for motivated cultural cognition.* Symposium presentation at the 6th Annual Meeting of the Society of Personality and Social Psychology, New Orleans, LA.

#### *Workshops*

**Chao, M.M., & Farh, J.L.** (2012, November). *Intercultural Skills Development among HKUST Business School Undergraduate.* Center for Enhanced Learning and Teaching (CELT) Workshops, November 22, 2012.

**Chao, M.M., & Farh, J.L.** (2011, August). *Foreign Cultural Experiences and Sojourners' Creativity.* International Management Division Paper Development Workshop at the Annual Meeting of the Academy of Management, San Antonio, TX, August 12-16, 2011.

Teeters, C., Seval, C., **Chao, M.M.**, Jacobs, R.R., Lo, D., & Yang, Y. (2002, March). *Engaging and retaining families of diverse cultures.* The Starting Early, Starting Smart (SESS) Outcomes and Lessons Learned Conference, Washington, D.C., March 12-15, 2002.

#### *Poster Presentations*

Johnston, B.M., Noor, M., **Chao, M. M.**, & Glasford, D.E. (2016, March). *Police apologies and Black American forgiveness.* Poster presentation at the Eastern Psychological Association Meeting, New York, NY.

**Chao, M. M.**, Brienza, J. P., Kung, F. Y. H. (2016, January). *The Case against Multiculturalism: Essentialist Beliefs at Work.* Poster presentation at the 17th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA.

\*Kung, F. Y. H., Brienza, J. P., **Chao, M. M.** (2016, January). *Ego-Decentered Reasoning Reduces Outgroup Bias in Intergroup Conflicts.* Poster presentation at the 17th Annual Convention of the Society for Personality and Social Psychology, San Diego, CA.

\* First runner-up of the 2016 Student Poster Award competition

Brienza, J. P., Kung, F. Y. H., & **Chao, M. M.** (2015, August). *How wise reasoning can mitigate intergroup conflicts across the globe.* Poster presentation at the International Council of Psychologists 73<sup>rd</sup> Annual Convention, Toronto, Canada.

Brienza, J. P., Kung, F. Y. H., & **Chao, M. M.** (2015, June). *Wise reasoning moderates the biasing effect of psychological essentialism on prejudice and emotion toward outgroups.* Poster presentation at the Canadian Psychological Association 76th Annual Convention, Ottawa, Canada.

Noor, M., **Chao, M.M.**, Glasford, D., & Johnston, B. (2015, July). *On the consequences of intergroup forgiveness for historical victim and perpetrator groups: The role of moral high ground.* The 2015 Annual Scientific Meeting of the International Society of Political Psychology, San Diego, CA.

- Chao, M.M.**, Yao, D., Roisman, G., & Hong, Y. (2015, February). *Essentialism and changes in intergroup perceptions: The role of social context and physiological arousal*. The 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Yao, D., **Chao, M.M.**, & Leung, A.K. (2015, February). *Understanding the role of culture, essentialism, and perspective taking in conflict management*. The 16th Annual Meeting of the Society for Personality and Social Psychology, Long Beach, CA.
- Kung, F., **Chao, M.M.**, & Cheng, S. Y. Y. (2012, May). *Essentialism and intergroup biases: The question of when*. The 24th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Liao, H., Hong, Y., & **Chao, M. M.** (2010, February). *Status-Based Rejection Sensitivity and Intergroup Relations: The Moderating Role of Lay Theory*. The 11th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Yeung, V. W. L., Yuki, M., & **Chao, M. M.** (2010, February). *The relationship between linguistic expression and self-construal: An empirical study using Japanese sample*. The 11th Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Chao, M.M.**, Hong, Y., & Chiu, C. (2008, May). *Essentializing race: Being prejudiced or being sensitive to differences?* The 20th Annual Convention of the Association for Psychological Science, Chicago, IL.
- Chao, M.M.**, Hong, Y., & Chiu, C. (2008, February). *Are essentialists more ethnocentric or are they simply more exclusive in defining group membership for both ingroup and outgroup?* The 9th Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Chao, M.M.**, Chiu, C., & Kwok, C. (2007, August). *Model minority... An ideal to strive for? The role of media exposure on intergroup perceptions?* The Asian American Psychological Association Annual Convention, San Francisco, CA.
- Grossmann, I., **Chao, M.M.**, & Hong, Y. (2007, May). *Essentialism and exposure to foreign culture moderate intergroup perception*. The 19th Annual Convention of the Association for Psychological Science, Washington, D.C.
- Chao, M.M.**, & Chiu, C. (2005, May). *Who are responsible? Responsibility attribution as means of social control*. The 17th Annual Convention of the American Psychological Society, Los Angeles, CA.
- Chao, M.M.**, Ja, D., Morris, A., Teeters, C., Morrison, D., Chang, V., Leung, E., Tam, C. & Wu, C. (2002, August). *The Comprehensive Asian Pre-school Services Program*. The Annual Asian American Psychological Association Conference, Chicago, IL.
- Chao, M.M.**, Leung, E., Teeters, C., Ja, D. Morris, A., Morrison, D., Cheng, V., Tam, C., & Wu, C. (2002, March). *The Comprehensive Asian Pre-school Services Program*. The Biennial National Asian Pacific American Families Against Substance Abuse (NAPAfASA) Conference, Washington, D.C.
- Chao, M.M.**, Teeters, C., Leung, E, Ja, D. Morris, A., Morrison, D., Tam, C., Wu, C., & Cheng, V. (2002, March). *The Comprehensive Asian Pre-school Services Program*.



The Starting Early, Starting Smart (SESS) Outcomes and Lessons Learned  
Conference, Washington, D.C., March 12-15, 2002.

**Chao, M.M.** (2001, May). *Birth-order controversy*. The First Annual Stanford  
Undergraduate Psychology Conference, Palo Alto, CA, May 19, 2000.

## SERVICES

### CONFERENCE ORGANIZATION

Co-Chair. Group Processes and Intergroup Relations, Society of Personality and Social  
Psychology Pre-conference, New Orleans, LA, January 2013.

Co-Chair of the Conference Planning Committee. The Second Annual Midwestern Cultural  
Psychology Conference, Ann Arbor, MI, March 2008.

Co-Chair of the Conference Planning Committee. The First Annual Midwestern Cultural  
Psychology Conference, Champaign, IL, April 2007.

Organizer and Chair, "Cultural dynamics: How are we influenced by our culture and  
(multi)cultural experiences?" symposium organized for the Social Psychology  
Student Symposium at University of Illinois, Urbana-Champaign, IL, March 2006.

Volunteer, *Asian American Psychological Association Annual Convention*, August 2002, &  
August 2007

### JOURNAL EDITORIAL BOARD MEMBER

*Management and Organization Review* (September 2013 - present)

*Asian Journal of Social Psychology* (January 2014 - present)

*Frontiers in Psychology* (February 2016 - present)

### JOURNAL AD HOC REVIEWER

*Academy of Management Journal*

*Applied Psychology: An International Review*

*Asian American Journal of Psychology*

*British Journal of Social Psychology*

*Cultural Diversity and Ethnic Minority Psychology*

*Developmental Psychology*

*Diaspora, Indigenous, and Minority Education: International Journal*

*European Journal of Social Psychology*

*Group and Organization Management*

*Group Processes and Intergroup Relations*

*International Journal of Intercultural Relations*

*International Journal of Psychology*

*Journal of Business Research*

*Journal of Cross-Cultural Psychology*

*Journal of Experimental Social Psychology*

*Journal of Happiness Studies*

*Journal of Personality*  
*Journal of Personality and Social Psychology*  
*Learning and Individual Differences*  
*Organizational Behavior and Human Decision Processes*  
*Personality and Individual Differences*  
*Personality and Social Psychology Bulletin*  
*PlosOne*  
*Psychological Bulletin*  
*Social and Personality Psychology Compass*  
*Social Psychological and Personality Science*  
*Social Psychology*

#### **GRANT REVIEWER**

National Science Foundation, USA  
University of Macau Multi-Year Research Grant, Macau

#### **STUDENT ADVISING**

Supervisor, PhD Thesis Examination Committee, Hong Kong University of Science and Technology.

Jingdan Yao, Department of Management, Thesis title: “When Forgiveness Hurts Relationships: A Lens of Communication” (2017).

Member, PhD Thesis Examination Committee, Hong Kong University of Science and Technology.

In Seong Jeong, Department of Management, Thesis title: “The passion of creativity: When and how team crisis leads to creativity” (in progress).

Mingyun Huai, Department of Management, Thesis title: “Self-regulating of impulsive and strategic abuse: Affects as self-control feedback systems” (in progress).

Jing Zeng, School of Humanities and Social Science, Division of Social Science, Thesis title: “Dimensionalizing the world of emotions” (2015).

Tingting Wang, Department of Marketing, Thesis title: “Motivational antecedents and inferential consequences of cuteness in product failure” (2015).

Gilad Feldman, Department of Management, Thesis title: “Cognition and consequences of the belief in free will” (2014).

Ka Man Ng, Department of Management, Thesis title: “The escalation of commitment and affect” (2013).

Member, MPhil Thesis Examination Committee, Hong Kong University of Science and Technology.

John Milo Jamison, Department of Management, Thesis title: “Interactions of work environment and individual factors to forming job engagement” (2017).

Xing Yuan, Department of Management, Thesis title: “The best of intentions and the worst of results: Monochronicity and the employment of feedback avoiding behavior as a temporal self-regulatory strategy” (2017).

In Seong Jeong, Department of Management, Thesis title: “Incremental belief, cognitive flexibility, innovative behavior, and job performance: The contingent role of empowering leadership” (2016).

Hoi Wing Chan, School of Humanities and Social Science, Division of Social Science, Thesis title: “Value socialization in a bicultural situation: The role of perceived norms in Mainland Chinese immigrant and ethnic-minority parents’ socialization values” (2014).

Undergraduate Faculty Advisor, Undergraduate Committee, Department of Management, Hong Kong University of Science and Technology, 2013-2015.

### **DEPARTMENT SERVICES**

Chair, TA/IA Taskforce, Department of Management, Hong Kong University of Science and Technology, 2015-present.

Co-chair, PhD Committee, Department of Management, Hong Kong University of Science and Technology, 2016-present.

Member, Departmental Substantiation and Promotion Committee, Department of Management, Hong Kong University of Science and Technology, 2016-present.

Member, Faculty Search and Appointments Committee & Teaching Faculty Appointment Committee, Department of Management, Hong Kong University of Science and Technology, 2015-present.

Member, Merit Review Committee, Department of Management, Hong Kong University of Science and Technology, 2015-present.

Member, Department Executive Committee, Department of Management, Hong Kong University of Science and Technology, 2015-present.

Member, Research Lab Committee, Department of Management, Hong Kong University of Science and Technology, 2012-2016.

Co-Chair/Course coordinator, Organizational Behavior, Department of Management, Hong Kong University of Science and Technology, 2010-2016.

Member, Undergraduate Committee, Department of Management, Hong Kong University of Science and Technology, 2009-2015.

Liaison, Management Students’ Association (MSA), Hong Kong University of Science and Technology, 2010-2013, 2014-2015.

Chair, Major Recruitment Sub-Committee, Undergraduate Committee, Department of Management, Hong Kong University of Science and Technology 2013-2014.

Third grader, Ph.D. Qualifying Exam, Department of Management, Hong Kong University of Science and Technology, September 2010.

## **SCHOOL & UNIVERSITY SERVICES**

Member, Taskforce on Undergraduate Curriculum, School of Business and Management, Hong Kong University of Science and Technology, 2017-present.

Faculty Host, Department of Management, Hong Kong University of Science and Technology 2011-2012, 2016-present.

Speaker, HKUST Symphony, HKUST Summer Camp 2017, Hong Kong University of Science and Technology, June 2017.

Speaker, Sample Business Talk, HKUST Outreach, Hong Kong University of Science and Technology. April 2015.

Member, Selection Committee for Michael G. Gale Teaching Award, Hong Kong University of Science and Technology, Fall 2014.

Interviewee, Counseling Magazine, Counseling & Wellness, Student Affairs Office (SAO), Hong Kong University of Science and Technology, March 2014.

Interviewee, Case Studies in Teaching and Learning (SBM), Center for Enhanced Learning and Teaching (CELT), Hong Kong University of Science and Technology, February 2014.

Participant, Joint University Programs Admissions System (JUPAS) Scheme Business Preview, School of Business and Management, Hong Kong University of Science and Technology, 2011-2014.

Interviewer, Joint University Programs Admissions System (JUPAS) Scheme Admission Interview, School of Business and Management, Hong Kong University of Science and Technology, 2010-2012, 2014.

Speaker, Business Teaching Series: Engaging Student Interest. Center for Business Education, Hong Kong University of Science and Technology. March 2012.

Interviewer, Mainland Undergraduate Admission Scheme, School of Business and Management, Hong Kong University of Science and Technology, 2010 - 2011.

Presenter, Engaging undergraduates in research and inquiry: A scholarly dialogue, Center for Enhanced Learning and Teaching (CELT), Hong Kong University of Science and Technology, May 2011.

Participant, Teaching Business Ethics Seminar, the Association to Advance Collegiate Schools of Business (AACSB), Tampa, FL, March 2011.

Speaker, New Faculty Orientation, Center for Enhanced Learning and Teaching (CELT), Hong Kong University of Science and Technology, August 2010 & January 2011.

Adjudicator, LABU 101 Business Case Competition, Hong Kong University of Science and Technology, May 2010.

## TEACHING

### TEACHING AND MENTORING EXPERIENCES

- 2009-present      **Undergraduate Research Opportunities Program (UROP) supervisor**, Hong Kong University of Science and Technology
- Ning SHI, Project title: “Cultural adjustment of rural migrant children in urban cities in Mainland China” (2014 Mr. Armin and Mrs. Lillian Kitchell UG Research Award finalist).
- Eiki LEUNG, Project title: “Is multiculturalism all good? Effects of construal level of multiculturalism ideology and social policies” (2014 Mr. Armin and Mrs. Lillian Kitchell UG Research Award nominee).
- Chengdong PI, Project title: “The role of lay theory on expatriates’ overseas adjustments” (2011 Mr. Armin and Mrs. Lillian Kitchell UG Research Award finalist).
- Jiong YE, Project title: “Predictions on expatriates’ adjustment outcomes: The lay theory approach” (2011 Mr. Armin and Mrs. Lillian Kitchell UG Research Award finalist).
- Xiaoyue WU, Project title: “Corporate reputation in a global context” (2011 Mr. Armin and Mrs. Lillian Kitchell UG Research Award nominee).
- Undergraduate Research Assistants/Independent Study Mentor**, Hong Kong University of Science and Technology
- 2009-present      **Lecturer**, *Organizational Behavior* (Undergraduate level), Hong Kong University of Science and Technology
- 2015-present      **Lecturer**, *Business Ethics and Social Responsibility* (Undergraduate level), Hong Kong University of Science and Technology
- 2014-present      **Lecturer**, *Managing Global Complexity* (Masters level), Hong Kong University of Science and Technology
- 2017                **Lecturer**, *Current Issues in Organizational Behavior* (Ph.D. level), Hong Kong University of Science and Technology
- 2015 Spring        **Guest Lecturer**, *Behavioral Research Methods: The Use of Lab Experiment* (Ph.D. level), Hong Kong University of Science and Technology

- 2014 Spring & 2015 Spring **Lecturer**, *Cultural Management & Cultural Awareness* (Overseas Executive Education Program: George Washington University; Graduate School of Political Management), Hong Kong University of Science and Technology
- 2013 Summer & 2015 Summer **Lecturer**, *The Psychology of Culture* (Overseas Executive Master of Business Administration (EMBA) Program: American University in Cairo), Hong Kong University of Science and Technology
- 2012 – 2013 **Lecturer**, *Business Ethics: Business, Society, and the Individual* (Undergraduate level), Hong Kong University of Science and Technology
- 2003 – 2009 **Undergraduate Thesis Mentor**, University of Illinois at Urbana-Champaign
- Dominique S. Jones, Thesis title: “Essentializing Race: An African American Perspective.” (*Departmental Distinction*; 2009).
- Jamee S. Lee, Thesis title: “Out of sight, out of mind: The implication of the model minority image to the invisible Asians.” (*Departmental Distinction*; 2008).
- Carolyn Kwok, Thesis title: “Model minority... An ideal to strive for? The role of objective reality and media construction.” (*Departmental Distinction and Outstanding Student in Social Psychology Award*; 2007).
- Christopher F. Wassom, Thesis title: “A dynamic constructivist approach to intercultural processes: How do White Americans navigate between cultures?” (*Departmental Distinction*; 2006).
- Advisor of Undergraduate Research Assistants**, University of Illinois at Urbana-Champaign
- 2008 **Guest Lecturer & Teaching Assistant**, *Introductory Psychology* (Undergraduate level), University of Illinois, Urbana-Champaign, Illinois
- 2007 **Lecturer**, *Introduction to Social Psychology* (Undergraduate level), University of Illinois, Urbana-Champaign, Illinois
- 2007 **Lecturer**, *Psychology of Personality* (Undergraduate level), University of Illinois, Urbana-Champaign, Illinois
- 2006 - 2007 **Guest Lecturer & Teaching Assistant**, *Social Cognition* (Undergraduate level), University of Illinois, Urbana-Champaign, Illinois
- 2004 - 2005 **Teaching Assistant**, *Introduction to Social Psychology* (Undergraduate level), University of Illinois, Urbana-Champaign, Illinois
- 2003 - 2004 **Lab Instructor**, *Research Methods in Social Psychology* (Undergraduate level), University of Illinois, Urbana-Champaign, Illinois

## **TEACHING GRANTS**

Course Enhancement Fund (2017). Funded by JULAC Information Literacy UGC-T&L Funding, The Hong Kong University of Science and Technology. Role: Project leader (HK\$15,000).

Ethics education among HKUST Business School Undergraduate (2013-2015). Funded by Center for Enhanced Learning and Teaching (CELT), The Hong Kong University of Science and Technology. Role: Project leader (HK\$200,000).

Intercultural skills development among HKUST Business School Undergraduate: A longitudinal investigation (2010-2012). Funded by Innovative Assessment of Learning Outcomes (IALO) 2009-2010, VPAAO, The Hong Kong University of Science and Technology. Role: Project leader (HK\$475,876).

## **TEACHING INTERESTS**

Cross-cultural Management; Conflict Management / Dispute Resolution; Negotiation; Organizational Behavior; Ethics; Basic and Applied Social Psychology; Social Cognition; Research Methods