

CURRICULUM VITAE

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**JIING-LIH (LARRY) FARH, Ph.D.**

樊景立博士

Department of Management  
School of Business and Management  
The Hong Kong University of Science and Technology  
Clear Water Bay, Kowloon, Hong Kong  
Office: (852) 2358-7735; Email: mnlfarh@ust.hk

Career Highlights

- My research focused on management theories as adapted and practiced in Chinese contexts. I am best known for my seminal works on Chinese leadership (paternalistic leadership model), organizational citizenship behavior in China, *guanxi* in Chinese context, and how personal values of traditionality and power distance affect work behavior in Chinese contexts. I have authored or co-authored over 100 articles, book chapters, books, and meeting papers.
- My scholarly works have been impactful. According to Google Scholar Citation Report as of Nov 24, 2015, my works were cited 10393 times with h-index of 46. According to Web of Science Citation Report as of Dec 5, 2015, my articles have been cited 2873 times with h-index of 27.
- My co-edited book with Xiao-Ping Chen and Anne Tsui on research methodology for Chinese management research published by Peking University Press is the best-selling method text in graduate management studies in China.
- I pioneered the training of modern management research methodology for scholars in China beginning in late 1990s. I was the founding director of the inaugural Chinese Management Scholar Research Workshop in 1999, and have served as the director for its workshops in 2000, 2001, 2002, 2005 and 2015. This workshop has been held 12 times and trained over 1000 management scholars in China. Many of its attendees are senior professors, department heads and deans at leading business schools in China.
- I co-founded International Association for Chinese Management Research (IACMR), the largest scholarly association devoted to the promotion of management research in China. IACMR currently has over 5000 members (over 1400 paying members). I am the current president of IACMR (2014-2016) and have served as the program chair for its 5<sup>th</sup> biennial conference in Hong Kong in 2012 (with 800 attendees).
- I joined HKUST in 1993 and am a founding member of the Department of Management. I served as Deputy Head (1993-2000) and Department Head (2000-2003). From 2007-2009, I led a school-wide Outcome Based Education task force, which helped transform the school's UG and PG curriculum to meet the requirements mandated by the Hong Kong Government and the University, AACSB re-accreditation, and the UGC Quality assurance audit.

## **RESEARCH INTERESTS**

Management issues in Chinese contexts:

- ✧ Individual and team creativity
- ✧ Leadership and work motivation
- ✧ Organizational citizenship behavior
- ✧ Values and ethics

## **TEACHING INTERESTS**

- ✧ Management in Chinese contexts
- ✧ Organizational behavior
- ✧ Leadership and culture
- ✧ Human resource management
- ✧ Research methods

## **EDUCATION**

- Ph.D.     Indiana University, Bloomington, USA, 1983  
          Major: Organizational Behavioral & Personnel  
          Minor: Research Methods
- MBA     National Chengchi University, 1978  
          Major: Personnel Management
- BS       National Taiwan University, 1974  
          Major: Psychology

## **ACADEMIC EXPERIENCE**

The Hong Kong University of Science & Technology, School of Business & Management  
Department of Management, Chair Professor, 2005 – present; Professor, 1997 – 2005;  
Department Head, 2000 – 2003; Deputy Department Head, 1993 – 2000; Senior Lecturer, 1993-  
1997

Hang Lung Center for Organizational Research, Director, 2012-present; Co-Director, 1998-2002  
President of International Association of Chinese Management Research (IACMR), June 2014 –  
president; President-Elect, 2012-2014; Vice President & Program Chair, 2010-2012  
Louisiana State University, Associate Professor of Management (with tenure), 1988 – 1993;  
Assistant Professor of Management, 1984 – 1988

Visiting Professor, National Sun Yat-Sen University, Sep 2011- Feb 2012  
Visiting Professor, National Taiwan University, January - July, 2004

Visiting Professor, Peking University, September-October, 2003

Visiting Scholar, INSEAD, France, Nov-Dec., 2003

Visiting Professor, National Chengchi University, January - July, 1990

## **PAST AND PRESENT PROFESSIONAL EDITORIAL ACTIVITIES**

*Co-Guest Editor, Special Issue on Organizational Behavior Issues in China, Journal of Organizational Behavior (2014-present)*

*Management and Organization Review, Senior Editor (2006 – 2013), Consulting Editor (2003 – 2005, 2013-present)*

*Journal of International Business Studies, Consulting Editor (2006—2008); Associate Editor in Chief (2002-2005)*

*Lead Guest Editor, Special issue on Developing Valid Measures for Chinese Management Research, Management and Organization Review, Volume 2, Issue 3*

### *Member of the Editorial Review Boards (partial listing)*

*Asia Pacific Journal of Management, 2001- present*

*Chinese Journal of Psychology, 2006-present*

*Indigenous Psychological Research in Chinese Societies, 1996 – present*

*Journal of Management (Taiwan), 2004 - present*

*Taiwanese Industrial Research, 1998 - present*

*Human Relations, 1999 - 2010*

*Academy of Management Journal, 1997 – 2001*

*Personnel Psychology, 1996 - 2002*

*Journal of Management, 1993 – 2002*

*Leadership Quarterly, 2000-2002*

### *Ad hoc Reviewer (partial listing)*

*Academy of Management Review*

*Journal of Management Studies*

*Journal of Applied Psychology*

*Journal of Business Research*

*Organizational Behavior and Human Decision Processes*

*Journal of Cross Cultural Psychology*

*Journal of Occupational Psychology*

*Journal of Organizational Behavior*

*Work and Occupations*

## PUBLICATIONS

### *Journals*

1. Chao, M. M., Takeuchi, R., & Farh, J. L. Enhancing Cultural Intelligence: The roles of implicit culture beliefs and adjustment. Personnel Psychology, in press.
2. Feldman, G., Chao, M. M., Farh, J. L. & Bardi, A. The motivation and inhibition of breaking the rules: Personal values structures predict unethicity. Journal of Research in Personality, 2015, 59: 69-80.
3. Huang, X., Chiu, W., Xu, E., Lam, C. & Farh, J. L. When authoritarian leaders outperform transformational leaders: Firm performance in harsh economic environments. Academy of Management Discoveries, 1:180-200, 2015.
4. Zhu, W.C., He, H.W., Law, K.S. & Farh, J.L. Editorial: Taking an indigenous approach to study organizational behavior in China. Journal of Organizational Behavior, 2015, 36:613-620. (July 2015)
5. Farh, J.L. & Huai, M. Y. New directions in paternalistic leadership: Advancing measurement tools and dialogue with Western leadership literature. Indigenous Psychological Research in Chinese Societies, 2014, no. 42, 109 - 123. (In Chinese)
6. Chen, X.P., Eberly, M.B., Chiang, T.J., Farh, J.L., & Cheng, B.S. Affective trust in Chinese leaders: Linking paternalistic leadership to employee performance. Journal of Management, 2014, 40(3), 796-819.

**Republished in Chinese Management Insights, 2014**

7. Chen, G., Farh, J. L., Campbell\_Bush, E. M., Wu, Z. M., & Wu, X. Teams as innovative systems: Multilevel motivational antecedents of innovation in R&D teams. Journal of Applied Psychology, 2013, 98(6), 1018-1027.
8. Zhang, Y., Farh, J. L., & Wang, H. Organizational antecedents of perceived organizational support in China: A grounded investigation. International Journal of Human Resource Management, 2012, 23(2), 422-446.
9. Gong, Y., Farh, J. L., & Chattopadhyay, P. Shared dialect group identity, leader–member exchange and self-disclosure in vertical dyads: Do members react similarly? Asian Journal of Social Psychology, 2012, 15(1), 26-36.
10. Liang, J., Farh, C.I.C., & Farh, J.L. Psychological antecedents of promotive and prohibitive voice: A two-wave examination. Academy of Management Journal, 2012, 55(1), 71-92.

**Republished in Chinese Management Insights, 2013**

**Winner of 2015 Emerald Citations of Excellence Award by Emerald Group Publishing.**

11. Lee, C., Farh, J. L., & Chen, Z. J. Promoting group potency: The importance of group identification. Journal of Organizational Behavior, 2011, 32(8), 1147-1162.
12. Chen, G., Sharma, P.N., Edinger, S.K., Shapiro, D.L., & Farh, J.L. Motivating and demotivating forces in teams: Cross-level influences of empowering leadership and relationship conflict. Journal of Applied Psychology, 2011, 96(3), 541-557.
13. Farh, J. L., Lee, C., & Farh, C. I. C. Task conflict and team creativity: A question of how much and when. Journal of Applied Psychology, 2010, 95, 1173-1180.  
**Republished in South China Morning Post, March 7, 2014**
14. Cheng, B.S., Lin, T.T., Cheng, H.Y., Chou, L.F., Jen, C.K., & Farh, J.L. Paternalistic leadership and employee effectiveness: A multiple-level-of-analysis perspective. Chinese Journal of Psychology, 2010, 52:1-23. (In Chinese)
15. Gong, Y., Huang, J. C. & Farh, J. L. Employee learning orientation, transformational leadership, and employee creativity: The mediating role of employee creative self-efficacy. Academy of Management Journal, 2009, 52, 765-778.  
**Winner of 2013 Emerald Citations of Excellence Award; only 50 out of 15,000 papers receive this award by Emerald Management Reviews.**
16. Kirkman, B. L., Chen, G., Farh, J. L., Chen, Z. X., & Lowe, K. B. Individual power distance orientation and follower reactions to transformational leaders: A cross-level, cross-cultural examination. Academy of Management Journal, 2009, 52, 744-764.
17. Zhang, Y., Wang, H., & Farh, J. L. The moderating effect of perceived organizational support on the relationship between human resource management practices and employee performance. Journal of Management Science (Chinese), 2008, 11(2): 120-131.
18. Farh, J. L., Hackett, R. D., & Liang, J. "Individual-level cultural values as moderators of perceived organizational support-employee outcomes relationships: Comparing the effects of power distance and traditionalism", Academy of Management Journal, 2007, 50, 715-729.
19. Pillutla, M., Farh, J. L., Lee, C., & Lin, Z. A. "An investigation of traditionalism as a moderator of reward allocation", Group and Organizational Management, 2007, 32: 233-253.
20. Farh, J. L., Cannella, A. A. Jr., & Lee, C. "Approaches to scale development in Chinese management research", Management and Organization Review, 2006, 2(3): 1-18.
21. Farh, J. L., Zhong, C. B., & Organ, D. W. "Organizational citizenship behavior in the People's Republic of China." Organization Science, 2004, 15 (2): 241-253.  
**A Chinese version of this article was reprinted in Chinese Social Psychological Review, 2006, 3, 102-124.**

22. Lee, C. & Farh, J. L. "Joint effects of group efficacy and gender diversity on group cohesion and performance." Applied Psychology: An International Review, 2004, 53 (1): 136-154.
23. Cheng, B. S., Chou, L. F., Wu, T. Y., Huang, M. P., & Farh, J. L. "Paternalistic leadership and subordinate responses: Establishing a leadership model in Chinese organizations", Asian Journal of Social Psychology, 2004, 7: 89-117.
24. Cheng, B. S., Chou, L. F., Huang, M. P., Farh, J. L., & Peng, S. Q. "A triad model of paternalistic leadership: Evidence from business organizations in Mainland China", Indigenous Psychological Research in Chinese Societies, 2003, no.20, 209 - 250. (In Chinese)
25. Chen, Z. X., Tsui, A. S. & Farh, J. L. "Loyalty to supervisor versus organizational commitment: Relationships to employee Performance in China." Journal of Occupational and Organizational Psychology, 2002, 75, 339-356.
26. Cheng, B.S., Farh, J.L., Chang, H.F., & Hsu, W.L. "Guanxi, personal loyalty, competence, and managerial behavior in the Chinese context", Chinese Journal of Psychology, 2002, 44: 151-166.
27. Cheng, B. S. & Farh, J. L. "Social orientation in Chinese societies: A comparison of employees from Taiwan and Chinese Mainland." Chinese Journal of Psychology, 2001, 43: 207-221. (In Chinese)
28. Adkins, C. L., Werbel, J. D. & Farh, J.L. "A field study of job insecurity during a financial crisis." Group and Organization Management, 2001, 26: 463-483.
29. Burton, B. K., Farh, J. L., & Hegarty, W. H. "A cross-cultural comparison of corporate social responsibility orientation: Hong Kong vs. United States Students." Teaching Business Ethics, 2000, 4: 151-167.
30. Cheng, B.S., Chou, L.F., & Farh, J.L. "A triad model of paternalistic leadership: Constructs and measurement." Indigenous Psychological Research in Chinese Societies, 2000, no.14, 3-64. (In Chinese)
31. Farh, J.L. & Cheng, B.S. "Paternalistic leadership: Some further consideration." Indigenous Psychological Research in Chinese Societies, 2000, no.13, 219-227. (In Chinese)
32. Farh, J.L. & Cheng, B.S. "Paternalistic leadership in Chinese organizations: A cultural analysis." Indigenous Psychological Research in Chinese Societies, 2000, no.13, 127-180. (In Chinese)
33. Chen, C. S. & Farh, J. L. "Quality of work life in Taiwan: An exploratory study." Management Review, 2000, 19, 31-79. (In Chinese)
34. Chen, Z. X. & Farh, J. L. "Human resources management practices in China: Town and village enterprises versus Sino-foreign joint ventures." Journal of Transnational Management Development, 1999, 4, 45-65.

35. Lee, C. & Farh, J. L. "Gender effects in organizational justice perception." Journal of Organizational Behavior, 1999, 20, 133-143.
36. Farh, J. L., Leong, F. & Law, K. "On the cross-cultural validity of Holland's model of vocational choices in Hong Kong." Journal of Vocational Behavior, 1998, 52, 425-440.
37. Farh, J. L., Tsui, A. S., Xin, K. & Cheng, B. S. "The influence of relational demography and Guanxi: The Chinese case." Organization Science, 1998, 9, 471-488.  
**A Chinese version of this article was reprinted in Chinese Social Psychological Review, 2006, 3, 125-156.**
38. Farh, J. L. & Cheng, B. S. "Modesty bias in self-ratings in Taiwan: Impact of item wording, modesty value, and self-esteem." Chinese Journal of Psychology, 1997, 39, 103-118. (In Chinese)
39. Farh, J. L., Earley, P. C., & Lin, S. C. "Impetus for action: A cultural analysis of justice and organizational citizenship behavior in Chinese society." Administrative Science Quarterly, 1997, 42, 421-444.
40. Tsui, A. S. & Farh, J. L. "Where Guanxi matters: Relational demography and Guanxi in the Chinese context." Work and Occupations, 1997, 24, 56-79.
41. Farh, J. L., Leung, K., & Tse, D. "Managing human resources in Hong Kong: 1997 and beyond." Columbia Journal of World Business, 1995, 30, 52-59.
42. Farh, J.L. "Comments on 'Hierarchical structure and Chinese organizational behavior'" Indigenous Psychological Research in Chinese Societies, 1995, No. 3, 229-237. (In Chinese).
43. Lin, S., Farh, J. L., Wu, J., & Seetoo, D. "The effects of distributive and procedural justice on organizational commitment and citizenship behavior: the case of Taiwan" Management Review, 1994, 13, 87-108. (In Chinese)
44. Mesch, D.J., Farh, J. L., & Podsakoff, P. M. "Effects of feedback sign on group goal setting, strategies, and performance." Group and Organization Management, 1994, 19, 309-333.
45. Chen, M. J., Farh, J. L., & MacMillan, I. C. "An exploration of the 'Expertness' of outside informants." Academy of Management Journal, 1993, 36, 1614-1632.
46. Dobbins, G. H., Farh, J. L., & Werbel, J. D. "The influence of self-monitoring on inflation of GPAs for research and selection purposes." Journal of Applied Social Psychology, 1993, 23, 321 - 334.
47. Lin, T. R., Dobbins, G. H., & Farh, J. L. "A field study of race and age similarity effects on interview ratings using conventional and situational interviews." Journal of Applied Psychology, 1992, 77, 363-371.
48. Farh, J. L., Cannella, A. B., & Bedeian, A. G. "Peer ratings: impact of purpose on rating quality and user acceptance." Group and Organization Studies, 1991, 16, 367-386.

49. Farh, J. L., Dobbins, G. H., & Cheng, B. S. "Cultural relativity in action: A comparison of self-ratings made by Chinese and US workers." Personnel Psychology, 1991, 44, 129-147.
50. Farh, J. L., Griffeth, R. W., & Balkin, D. "Effects of pay plan choice on satisfaction, goal setting, and performance." Journal of Organizational Behavior, 1991, 12, 55-62.
51. Farh, J. L., Podsakoff, P. M., & Organ, D. W. "Accounting for organizational citizenship behavior: Leader fairness and task scope versus satisfaction." Journal of Management, 1990, 16, 705-721.

**Ranked among the top 30 most frequently cited Journal of Management articles, 1975 - 2004 (Volumes 1-30). Source: Van Fleet, et al. 2006. The Journal of Management's First Thirty Years, Journal of Management, 32: 477-506.**

52. Podsakoff, P. M., & Farh, J. L. "Effects of feedback sign and credibility on goal setting and task performance." Organizational Behavior and Human Decision Processes, 1989, 44, 45-67.
53. Farh, J. L., & Dobbins, G. H. "Effects of self-esteem on leniency bias in self-reports of performance - A structural equation model analysis." Personnel Psychology, 1989, 42, 835-850.
54. Farh, J. L., & Dobbins, G. H. "Effects of comparative performance information on the accuracy of self-ratings and agreement between self- and supervisor ratings." Journal of Applied Psychology, 1989, 74, 606-610.
55. Farh, J. L., Werbel, J. D., & Bedeian, A. "An empirical investigation of self-appraisal based performance evaluation." Personnel Psychology, 1988, 41, 141-156.
56. Scott, W. E. Jr., Farh, J. L., & Podsakoff, P. M. "Effect of 'extrinsic' and 'intrinsic' reinforcement contingencies on task behavior." Organizational Behavior and Human Decision Processes, 1988, 41, 405-425.
57. Farh, J. L., & Bedeian, A. G. "Understanding goal setting: An in-class experiment." Organization Behavior Teaching Review, 1987-1988, 12, 75-79.
58. Farh, J. L., Podsakoff, P. M., & Cheng, B. S. "Culture-free leadership effectiveness versus moderators of leadership behavior: An extension and test of Kerr and Jermier's substitutes for leadership model in Taiwan." Journal of International Business Studies, 1987, 18, 43-60.
59. Birnbaum, P. H., Farh, J. L., & Wong, G.Y.Y. "The job characteristics model in Hong Kong." Journal of Applied Psychology, 1986, 71, 598-605.
60. Farh, J. L., & Werbel, J. D. "Effects of the purpose of the appraisal and expectation of validation on self-appraisal leniency." Journal of Applied Psychology, 1986, 71, 527-529.
61. Farh, J. L., Hoffman, R. C., & Hegarty, W. H. "Measuring environmental scanning at the subunit level: A multitrait-multimethod analysis." Decision Sciences, 1984, 15, 197-220.
62. Farh, J. L., & Scott, W. E. Jr. "The experimental effects of 'autonomy' on performance and self-reports of satisfaction." Organizational Behavior and Human Performance, 1983, 31, 203-222.

### **Book**

63. Chen, X. P., Tsui, A. S., & Farh, J. L. Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2<sup>nd</sup> Edition, 2012



64. Chen, X. P., Tsui, A. S., & Farh, J. L. Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2008
65. Cheng, B. S., Farh, J. L., & Chou, L. F. Paternalistic Leadership: Model and Evidence. Taipei: Hwa Tai Publishing. (in Chinese), 2006.

***Book Chapters***

66. Liang, J. & Farh, J. L. Theoretical construct and its measurement. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2012, 323-355.
67. Farh, J. L., Liang, J. & Chen, Z. J. The design and evaluation of empirical research. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2012, 121-146.
68. Chen, C.C., & Farh, J. L. Developments in understanding Chinese leadership: Paternalism and its elaborations, moderations, and alternatives. In M. Bond (Ed.), Oxford Handbook of Chinese Psychology. Oxford University Press, 2010, Chapter 35, 599-622.
69. Liang, J. & Farh, J. L. Theoretical construct and its measurement. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2008, 229-254.
70. Farh, J. L., Liang, J. & Chen, Z. J. The design and evaluation of empirical research. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2008, 107-127.
71. Farh, J. L., Liang, J., Chou, L. F. & Cheng, B. S. Paternalistic leadership in Chinese Organizations: Research progress and future research direction. In Chen, C. C. & Y. T. Lee (Eds). Leadership and Management in China: Philosophies, Theories & Practices. London: Cambridge University Press, 2008, 171-205.
72. Farh, J. L., Hackett, R. D., & Chen, Z. J. Organizational citizenship behavior in the global world. In Smith, P. B. & Mark F. Peterson (Eds.) Handbook of Cross-cultural Management, Sage, 2008, 165-184.
73. Zhong, C. B., Wang, H., Tsui, A. S., Farh, J. L., & Cheng, B. S. Strategic versus diffusion perspectives of organizational culture: Implications for employee commitment and extra role behavior in the Chinese context. In W. H. Mobley & E. Weldon (Eds.). Advances in Global Leadership, Vol. 4. Elsevier Ltd., 2006, 49-81.
74. Farh, J. L., Cheng, B. S., Chou, L. F. & Chu, X. P. Authority and benevolence: employees' responses to paternalistic leadership in China. In Tsui, A. S., Y. Bian, & L. Cheng (Eds). China's Domestic Private Firms: Multidisciplinary Perspectives on Management and Performance. New York: Sharpe, 2006, 230-260.

75. Hackett, R. D., Farh, J. L., Song, L. J., & Lapiere, L. M. LMX and organizational citizenship behavior: examining the links within and across Western and Chinese samples. In G. B. Graen (Ed.). Dealing with Diversity. Information Age Publishing, 2003, 219-264.
76. Farh, J. L., Zhong, C. B. & Organ, D. W. An inductive analysis of the construct domain of organizational citizenship behavior in the PRC. In A. S. Tsui & C. M. Lau (Eds.). The Management of Enterprise in the People's Republic of China, Kluwer Academic Press, 2002, 445-470.
77. Chen, X. P., & Farh, J. L. Transformational and transactional leader behaviors in Chinese organizations: Differential effects in People's Republic of China and Taiwan. In W. H. Mobley & M. McCall (Eds.). Advances in Global Leadership, Vol. II. Stamford, Connecticut: JAI Press, Inc., 2001, 101-126.
78. Chen, Z. X. & Farh, J. L. Human resources management practices in China: Township and village enterprises versus Sino-foreign joint ventures. In Becker, K. (Ed.). Culture and International Business, Haworth Press, 2000, 45-65.
79. Tsui, A. S., Farh, J. L., & Xin, K. Guanxi in the Chinese context. In J. T. Li, A. S. Tsui, & E. Weldon (Eds.), Management and Organizations in the Chinese Context. London: MacMillan, 2000, 225-244.
80. Farh, J. L. & Cheng, B. S. A cultural analysis of paternalistic leadership in Chinese organizations. In J. T. Li, A. S. Tsui, & E. Weldon (Eds.), Management and Organizations in the Chinese Context. London: MacMillan, 2000, 84-127.
81. Farh, J. L. Exploring business ethics in Chinese societies: A comparison of Mainland China, Hong Kong, and Taiwan. In B. S. Cheng, K. K. Huang, & C. C. Kuo (Eds.) A Sinyi Cultural Foundation Series: The Management in Taiwan and China, volume 2, 1998, 1-36. (in Chinese)
82. Farh, J. L. Human resource management practices in Taiwan. In L. F. Moore & P. D. Jennings (Eds.), Human Resource Management on the Pacific Rim: Institutions, Practices, and Attitudes. New York: de Gruyter, 1995, 263-294.

***Papers Published in the Proceedings***

83. Farh, C. P. & Farh, J. L. "Can computer-based simulation games enhance job performance? A field experiment at IBM." Best Paper Proceedings of the Annual National Meeting of Academy of Management, Orlando, Florida, USA, August, 2013.
84. Gong, Y. P. & Farh, J. L. "Asymmetric reactions to common dialect group identity in vertical dyads in Chinese organizations." Best Paper Proceedings of the Annual National Meeting of Academy of Management, OB, Atlanta, 2006.

85. Farh, J. L., Zhong, C. B. & Organ, D. W. "Organizational citizenship behavior in the People's Republic of China." Best Paper Proceedings of the Annual National Meeting of Academy of Management, OB: D1-D6, Toronto, 2000.
86. Adkins, C., Werbel, J. D., & Farh, J. L. "Job insecurity in academe: A field study during a time of budget cuts." Proceedings of Annual Meetings of Southern Management Association, Atlanta, 1999.
87. Wang, O., Farh, J. L., & Luo, J. L. "Human resource management practices and performance in Chinese enterprises." Best Paper Proceedings of the Annual National Meeting of Academy of Management, Chicago, 1999.
88. Burton, B.K., Farh, J-L., and Hegarty, W.H. A cross-cultural comparison of corporate social responsibility orientation: Hong Kong vs. United States students. Proceedings of the Annual Meeting of the International Association for Business and Society, 1998: 243-248.
89. Chen, Z., Farh, J. L., & Tsui, A. S. "Loyalty to supervisor, organizational commitment, and employee performance: The Chinese case." Best Paper Proceedings of the Annual National Meeting of Academy of Management, San Diego, California, 1998.
90. Chen, Z. & Farh, J. L. "Township and village enterprises versus sino-foreign joint ventures in China: Their differences in human resources management practices." Proceedings of the Eighth International Conference on Comparative Management, Kaoshiung, Taiwan, 1997, pp 209-220.
91. Dobbins, G. H., Farh, J. L., & Werbel, J. D. "The influence of self-monitoring on inflation of GPAs for research and selection purposes." Proceedings of Annual Meetings of Southern Management Association, 1992.
92. Farh, J. L., Dobbins, G. H., & Cheng, B. S. "'Modesty' in self-ratings of performance made by workers in the Republic of China." Proceedings of Third International Conference on Comparative Management, Kaoshiung, Taiwan, 1990.
93. Farh, J. L., Werbel, J. D., & Bedeian, A. "An empirical investigation of self-appraisal based performance evaluation." Proceedings of the Annual National Meeting of Academy of Management, New Orleans, Louisiana, 1987, pp. 259-263.
94. Podsakoff, P. M., & Farh, J. L. "Effects of feedback sign and credibility on goal setting and task performance: A preliminary test of some control theory propositions." Proceedings of the Annual National Meeting of Academy of Management, Chicago, Illinois, 1986, pp. 198-202.
95. Farh, J. L., & Werbel, J. D. "Leniency in self-appraisals: The impact of situational and personality variables." Proceedings of Annual Meeting of Southern Management Association, Atlanta, Georgia, 1986, pp. 201-203.
96. Farh, J. L., & Werbel, J. D. "Effects of the purpose of the appraisal and expectation of validation on the quality of self-appraisals." Proceedings of the Annual National Meeting of Academy of Management, San Diego, California, 1985, pp. 260-264.

97. Birnbaum, P. H., Farh, J. L., & Wong, G. Y. Y. "A re-examination of the relationship between supervisors' ratings of job characteristics, job incumbents' task perceptions, and work satisfaction: Evidence from Hong-Kong." Proceedings of the Annual Meeting of the American Institute of Decision Sciences, Toronto, Canada, 1984.

***Paper Presentations (Selected List)***

1. Lian, H., Huai, M., & Farh, J.L. Why supervisors mistreat deviant subordinates? Using power to affirm threatened status. Paper to be presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada; August 2015.
2. Lian, H., Huai, M., Farh, J.L., Chiang, F., & Birth, T.A. Supervisors mistreat due to ego-threat. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA; April 2015.
3. Huai, M., Farh, J. L., Wu L., & Lee, C. "Why supervisors abuse employees? Roles of leader power distance orientation, perceived own status, and employee deviance." Sixth International Association of Chinese Management Research Conference, Beijing, China; June 18-22, 2014.
4. Liang, J., Shu, R. & Farh, J. L. "Unpacking the motivational process of ethical leadership: A self-concept perspective." Sixth International Association of Chinese Management Research Conference, Beijing, China; June 18-22, 2014.
5. Yu, Y., Farh, J. L., Lee, C., & Lo. C. "Ethical leadership and unethical pro-organizational behavior: The roles of employee moral ideologies and perceived leader unethical pro-organizational behavior." Sixth International Association of Chinese Management Research Conference, Beijing, China; June 18-22, 2014.
6. Chao, M. M. & Farh, J.L. "A goal orientation perspective of behavioral ethics." Paper presented at the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, Florida, USA, August, 2013.
7. Farh, C.P. & Farh, J.L. "Can computer-based simulation games enhance job performance? A field experiment at IBM." Paper presented at the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, Florida, USA, August, 2013.
8. Chen, Z.J., Farh, C.I.C. & Farh, J.L. "A multilevel model of abusive supervision on team member voice." In Wu, C. (Chair) and Griffin, M.A. (Discussant), Leading to proactive behavior: The role of leadership from a multilevel perspective. Symposium presentation at the 72<sup>nd</sup> Annual Meeting of the Academy of Management, Boston, MA, August, 2012.
9. Chao, M.M., & Farh, J.L. "A Longitudinal Investigation of the Influence of Foreign Cultural Experiences on the Development of Creativity." Paper presented at the 72<sup>nd</sup> Annual Meeting of the Academy of Management, Boston, MA, August, 2012.

10. Feldman, G., Farh, J.L., Chao, M.M., Iyer, R. & Kosinski, M. Personal values and negative behavior: How value structures affect unethicity. The APS 24<sup>th</sup> Annual Convention. Chicago, May, 2012.
11. Chao, M. M., & Farh, J. L. "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., January, 2012.
12. Wang, A.C., Hackett, R.D., Cheng, B.S., Chen, Z.J., & Farh, J.L. "The motivational underpinnings of the transformational leadership performance relationship" Paper presented at the 70th Annual Meeting of the Academy of Management, Montreal, Canada, August 2010.
13. Farh, J. L. "Power distance and its influence on work behavior: Implications for theory and practice" Presented at Management Research Forum: China and Emerging Economies, Chinese U of Hong Kong, Dec 16-17, 2010.
14. Farh, J. L., Chen, G., Zhang, L. L., Wu, Z., & Wu, X. "Effects of team level voice on team innovation: The moderating role of relationship conflict." Paper presented at the 70th Annual Meeting of the Academy of Management, Monvccffreal, Canada, August 7-10, 2010.
15. Huang, X., Chiu, W. C. K., Lam, C. K., Xu, E. H. H., & Farh, J. L. "Leadership, environmental munificence, and business unit performance: Where do authoritarian leaders outperform transformational leaders?" Paper presented at the Fourth International Association of Chinese Management Research Conference, Shanghai China, June 16-20, 2010.
16. Chen, X.P., Chiang, T. J., Farh, J. L., & Cheng, B. S. "Affective vs. cognitive trust in Chinese leaders: Linking paternalistic behaviors and employee performance." Paper presented at the Fourth International Association of Chinese Management Research Conference, Shanghai China, June 2010.
17. Sharma, P., Chen, G., Edinger, S., Shapiro, D., & Farh, J. L. (2010, April). Motivating forces: Cross-level impact of empowering leadership and relationship conflict. In Sharma, P. and Edinger, S. (Co-Chairs) and Klein, K. (Discussant), Team processes and outcomes: Relationships across levels and cultures. Symposium conducted at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA., April 8-10.
18. Chen, G., Farh, J. L., Wu, Z., Wu, X. (2010, April). Contextual and emergent influences on innovation in teams. In Sharma, P. and Edinger, S. (Co-Chairs) and Klein, K. (Discussant), Team processes and outcomes: Relationships across levels and cultures. Symposium conducted at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

19. Zhang, L. L. & Farh, J. L. "Grouped or intermixed items? Resolving the debate with criterion-related evidence." Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, Illinois, August 2009.
20. Sharma, P., Chen, G., Shapiro, D., & Farh, J. L. (2009, April). What Leads Leaders to Empower, and How Do Followers Respond? In Morgeson, F. & Sharma, P. (Co-Chairs) and Schaubroeck, J. (Discussant), Leadership and culture: Relationships across individual, organizational, and societal levels. Symposium conducted at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
21. Hackett, R. D., Farh, J. L., Chen, Z.J., Wang, A.C, & Cheng, B.S. (2008, August). Transformational Leadership and OCB: A Test of a Moderated Mediated Model. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
22. Farh, J. L., Lee, C., & Farh, C. P. (2008, August). Task Conflict and Project Team Innovation: Questions of How Much and When. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
23. Shapiro, D. L., Chen, G., Sharma, P. N., Edinger, S., & Farh, J. L. (2008, August). Individual Differences in Reactions to Relationship Conflict. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
24. Sharma, P. N., Chen, G., Shapiro, D., & Farh, J. L. (2008, April). What leads leaders to empower? Person and situational antecedents. In Chen, G. (Chair) and Ruddy, T. (Discussant), Empowering leadership: Theoretical extensions across levels and cultures. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
25. Kirkman, B. L., Chen, G., Farh, J. L., Chen, Z. X., Lowe, K. B., & Cheng, B. S. (2008, April). Power distance and reactions to transformational leaders: Cross-cultural examination. In Morgeson, F. (Chair) and Zaccaro, S. (Discussant), Leadership in groups and teams: How and why it matters. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
26. Liang, J. & Farh, J. L. "Promotive and prohibitive voice behavior in organizations: A two-wave longitudinal examination" Third International Association of Chinese Management Research Conference, Guangzhou, China; June 18-22, 2008.  
**Runner up for the Best Paper Award.**
27. Farh, J.L., Hackett, R.D., & Chen, Z.J. "Organizational citizenship in a global context: A literature review". The Annual National Meeting of Academy of Management, Philadelphia, USA, August 3-8, 2007.
28. Gong, Y., Huang, J.C., Farh, J.L., & Cheung, S.Y. "Learning mind and stimulating leader: How do they affect creative performance?" The Annual National Meeting of Academy of Management, Philadelphia, USA, August 3-8, 2007.

29. Farh, J. L., Liang, J. & Hackett, R. D. "Individual beliefs in power distance and traditionality: conceptual distinction, measurement clarification, and implications for organizational research." The Annual National Meeting of Academy of Management, Philadelphia, USA, August 3-8, 2007.
30. Farh, J. L. "The influence of culture on work behavior in China: the moderating role of individual values." Hong Kong Conference on Cultural Influences on Behavior, Center for Marketing and Distribution, HKUST, Hong Kong, December 14-17 2006.
31. Chou, L. F., Cheng, B. S., Farh, J. L., & Ren, J. G. "Paternalistic leadership and subordinate emotional responses." The Second Chinese Association of Social Psychology Conference, Huang Shan, China, October 2006.
32. Zhang, Y., Farh, J. L., & Wang, H. "Organizational antecedents of employee perceived organizational support in China: A grounded investigation." The Annual National Meeting of Academy of Management, Atlanta, August 2006.
33. Zhang, Y., Wang, H., & Farh, J. L. "The effect of perceived organizational support on the relationship between human resource management practices and employee performance." The Second International Association of Chinese Management Research Conference, Nanjing, June 2006.
34. Cheng, B. S., Chou, L. F., & Farh, J. L. "Do employees' authoritarian values matter: Effectiveness of people- vs. task- oriented authoritarian leadership in China and Taiwan private businesses." The Second International Association of Chinese Management Research Conference, Nanjing, June 2006.
35. Farh, J. L., Liang, J. & Hackett, R. D. "Power distance and traditionality in organizational research: Conceptual distinction and measurement clarification." The Second International Association of Chinese Management Research Conference, Nanjing, June 2006.
36. Wang, A., Cheng, B.S. & Farh, J. L. "The influence of transformational leadership and core self-evaluations on individual creativity." The Annual National Meeting of Academy of Management, Hawaii, August 2005.
37. Gong, Y. P., Wong, E., & Farh, J.L. "Linking goal orientation and goal setting theories: moderation, overriding, and mediation approaches." The Annual National Meeting of Academy of Management, Hawaii, August 2005.
38. Liang, J. & Farh, J. L. "Developing content valid measures for organizational research: Review of current practices and suggestions for future research." The Annual National Meeting of Academy of Management, Hawaii, August 2005.
39. Farh, J. L., Cheng, B. S., Chou, L. F., & Chu, X. P. "Authority and Benevolence: Employee's Responses to Paternalistic Leadership in China" The Annual National Meeting of Academy of Management, New Orleans, August 2004.

40. Farh, J. L. & Yue, D. "Linking value priorities to individual orientation on business ethics in the Chinese societies." The Annual National Meeting of Academy of Management, New Orleans, August 2004.
41. Farh, J. L., Hackett, R. D., & Liang, J. "Cultural moderators of social exchange at work in the PRC: Individual traditionality, power distance, and individualism-collectivism." The Annual National Meeting of Academy of Management, New Orleans, August 2004.
42. Hackett, R. D., Farh, J. L., & Song, L. J. "The LMX-OCB relationship revisited: A quantitative and qualitative review." The Annual National Meeting of Academy of Management, Seattle, August 2003.
43. Zhong, C. B., & Farh, J. L. "Investigating the underlying structure of organizational citizenship behavior: Test of four competing models". The Annual National Meeting of Academy of Management, Seattle, August 2003.
44. Farh, J. L. & Zhong, J. L. "Going beyond work-related helping: The role of non-work related helping in the Peoples' Republic of China." The Annual National Meeting of Academy of Management, Denver, August 2002.
45. Zhong, C. B. & Farh, J. L. "Work autonomy as situational constraint of organizational citizenship behavior." The Annual National Meeting of Academy of Management, Denver, August 2002.
46. Farh, J.L. "Affect- and cognition-based trust in Chinese managers' business networks." Keynote speech in the Symposium on Trust and China's Economic Development, Shantou, China, June 21, 2002.
47. Farh, J. L., Zhong, C. B., & Organ, D. W. "Organizational context and employee citizenship behavior in the PRC: impact of job function, managerial level, and organization ownership." the Annual National Meeting of Academy of Management, Washington DC, August 2001.
48. Farh, J. L. "Culture and leadership in Chinese organizations", Keynote speech at International Conference on Human Resource and Business Strategy, Hangzhou, China, June 17, 2001.
49. Farh, J.L. "Guanxi in Chinese organizations: A management perspective. " Invited presentation at the Second Annual Meeting of the Hong Kong Sociological Association, Nov 25, 2000, Hong Kong.
50. Lee, C. & Farh, J. L. "Group efficacy and outcomes: Moderating role of gender diversity." The Annual National Meeting of Academy of Management, Toronto, August 2000.
51. Farh, J. L. & Zhong, C. B. "Organizational citizenship behaviour in the People's Republic of China: An exploratory study." Paper presented in the Third International Symposium on Multinational Business Management. Nanjing, PRC, December 10-12, 1999.



52. Chen, X. P. & Farh, J. L. "The effectiveness of transactional and transformational leader behaviors in Chinese organizations: Evidence from Taiwan." the Annual National Meeting of Academy of Management, Chicago, August 1999.
53. Farh, J. L., Burton, B. K., & Hegarty, H. "Differences in perceptions of ethicality: U.S. and Asian business students." the Annual National Meeting of Academy of Management, Chicago, August 1999.
54. Pillutla, M., Farh, J. L., Lee, C., & Lin, Z. "Constrained behavior: A cultural analysis of reward allocation in Chinese groups." the Annual National Meeting of Academy of Management, San Diego, California, August, 1998.
55. Farh, J. L., Lee, C., & Lin, Z. "Individual reactions to perceived equity in teamwork: Do differences in individualism-collectivism matter?" presented for the symposium: "New directions for research on individualism-collectivism and organization behavior," the Annual National Meeting of Academy of Management, Cincinnati, August, 1996.
56. Lee, C. & Farh, J. L. "Gender effects in organizational justice perception." presented at the Annual Meeting of Society for Industrial and Organizational Psychology, April, 1996.
57. Farh, J. L., Lin, S. C., & Earley, P. C. "A cultural analysis of extra-role behavior in Chinese culture." presented at the Inaugural Conference of the Asian Association of Social Psychology, Hong Kong, June 1995.
58. Farh, J.L. & Cheng, B. S. "Are Chinese people really modest? Some empirical evidence from self-ratings of performance made by workers in Taiwan." presented in the Annual Meeting of Chinese Psychologists, Taipei, Taiwan, April 1995.
59. Farh, J. L., Tsui, A. S., & Cheng, B. S. "The influence of relational demography and Guanxi: The Chinese case." Presented at the Annual National Meeting of Academy of Management, Vancouver, 1995.
60. Lin, T.R., Farh, J.L., et al. "Gender, race, and age similarity effects in a one-rater -panel situational interview." Presented at the Annual Meeting of Society for Industrial and Organizational Psychology, 1994.
61. Chen, M. J., Farh, J. L., & MacMillan, I. C. "Some insights on the "expertness" of experts. Presented at the Annual Meeting of Academy of Management, Las Vegas, Nevada, 1992.
62. Lin, T. R., Dobbins, G. H., & Farh, J. L. "Rating anchors and self-assessments of abilities: A field study." Presented at the Annual Meeting of Society for Industrial and Organizational Psychology, Montreal, Canada, 1992.
63. Lin, T.R., Farh, J. L., Dobbins, G. H. "Effects of interviewer-interviewee race and age similarity on interview ratings using structured and situational panel interviews: A field study." Presented at the Annual Meeting of Academy of Management, Miami, Florida, 1991.

64. Phillips, P. L. & Farh, J. L. "An investigation of two boundary conditions in goal-setting: Examining quantity and quality performance following single and multiple goal assignments." Presented at the Annual Meeting of Academy of Management, Miami, Florida, 1991.
65. Phillips, P. L. & Farh, J. L. "Assessing performance following goal setting: The sacrificing of quality when quantity goals are set." Presented at the Annual National Meeting of Academy of Management, San Francisco, 1990.
66. Farh, J. L., Cannella, A. A. Jr., & Bedeian, A. G. "Peer ratings: Impact of purpose on rating quality and user acceptance." Presented at the Annual National Meeting of Academy of Management, San Francisco, 1990.
67. Dobbins, G. H., Farh, J. L., & Lehr, C. "Social comparison theory in self-ratings." Paper presented in a symposium entitled Do You See What I See: Understanding Self and Other Ratings, at the National Meeting of the Academy of Management, San Francisco, 1990.
68. Mesch, D., Farh, J. L., & Podsakoff, P. M. "Effects of feedback sign on group goal setting, strategies, and performance: An empirical examination of some control theory hypotheses." Presented at the Annual National Meeting of the Academy of Management, Washington, DC, 1989.
69. Dobbins, G. H., & Farh, J. L. "Effects of social comparison information on the accuracy of self-ratings and agreement between self- and supervisor ratings: A laboratory and field study." Presented at the Annual National Meeting of the Academy of Management, Washington, D. C., 1989.
70. Farh, J. L. "Effects of self-esteem on leniency bias in self-reports of performance: A structural equation model analysis." Presented at the Annual National Meeting of the Academy of Management, Washington, DC, 1989.
71. Farh, J. L., Podsakoff, P. M., & Organ, D. W. "Organizational citizenship behavior in the Pacific rim: A constructive replication and extension of US studies." Presented at the Annual National Meeting of Academy of Management, Los Angeles, 1988.
72. Farh, J. L., & Dobbins, G. H. "Effects of comparative information on the accuracy of self-ratings and agreement between self- and supervisor ratings." Presented at the Annual National Meeting of Academy of Management, Los Angeles, 1988.
73. Farh, J. L. "Self-appraisals of performance: Problems and prospects." Presented at the Research Committee of Personnel Testing Council of Southern California, Los Angeles, California, August, 11, 1988.
74. Farh, J. L., Griffeth, R., & Balkin, D. "Effects of choice of pay plans on performance and satisfaction." Presented at the Annual National Meeting of the Academy of Management, New Orleans, Louisiana, 1987.

75. Farh, J. L., Podsakoff, P. M., & Cheng, B. S. "Culture-free leadership behavior: An extension and test of Kerr and Jermier's substitutes for leadership model in Taiwan." Presented at the Annual National Meeting of the Academy of Management, New Orleans, Louisiana, 1987.
76. Werbel, J. D., & Farh, J. L. "Job choice processes and the development of organizational commitment." Presented at the Annual National Meeting of the Academy of Management, Chicago, Illinois, 1986.
77. Farh, J. L., & Podsakoff, P. M. "Effects of task complexity and performance feedback on the relationship between satisfaction and performance." Presented at the Annual National Meeting of the Academy of Management, San Diego, California, 1985.

### **GRANT ACTIVITIES (Partial listing)**

Principal Investigator of Competitive Earmarked Research Grants from Hong Kong Government (8 RGC/GRF grants, over HK\$3.6 million in value)

1. Leadership and Motivation Spillover: A Multi-team, Multi-level Investigation of Proactivity. 2015-2017. HK\$631k. Co-investigators: Gilad Chen, Troy Smith, & Brad Kirkman.
2. A Multilevel Investigation of Moral Behavior in Chinese Organizations: Roles of Leadership, Team Climate, Individual Cultural Values, and Moral Motivation, 2012-2014. HK\$558k.
3. Managing Innovation in New Product Teams in China: A Multilevel, Longitudinal Investigation, 2008-2010. HK\$572k. Co-investigators Gilad Chen
4. Diversity and team performance: Investigating the role of task and relationship conflict, team leadership and interpersonal congruence, 2004-2006. HK\$348k. Co-investigator Cynthia Lee
5. Examining the effects of individual power distance orientation on leader-follower relationships and work outcomes: Mapping the paths, 2005-2007. HK\$438k. Co-investigator Rick Hackett
6. Diversity and team performance: Investigating the role of task and relationship conflict, team leadership and interpersonal congruence, 2004-2006. HK\$348k. Co-investigator Cynthia Lee
7. The nature and antecedents of organizational citizenship behavior in a collectivistic society: The case of the People's Republic of China, 1997- 2000. HK\$410K. Co-investigator Dennis Organ
8. Managing human resources in China: A comparison of privately-owned, state-owned, and foreign joint venture enterprises, 1994-1997. HK\$353K. Co-investigator David Tse

Principal Investigator of Competitive Earmarked Research Grant from Hong Kong Government (RGC/GRF Grants)

Competitive earmarked research grant from Hong Kong government studying loyalty to supervisor in China, 1998- 2001. Co-investigator. HK\$400K. (with Zhenxiong Chen)

Competitive earmarked research grant from Hong Kong government studying Guanxi and relational demography in Chinese contexts, 1996-2000. HK\$474K. Co-investigator. (with Anne Tsui)

Area of Excellence Grant from Hang Lung Center for Organizational Research, Paternalistic leadership in family business in the PRC. 2002-2005. Principal Investigator. HK\$150K.

Competitive summer research grants from Louisiana State University, 1984, 1985, 1986, 1988.

### **PROFESSIONAL SERVICE (Highlights)**

President of International Association for Chinese Management Research (IACMR), 2014-present

Vice-President of International Association for Chinese Management Research (IACMR), 2009-2014

Program Chair of 2012 IACMR Hong Kong Conference

Head of SBM Outcome-based Education Task Force, 2007-2009 (designed and executed the SBM OBE project to help the school address OBE initiative mandated by the Hong Kong Government and the University, AACSB re-accreditation, and the UGC Quality assurance audit)

Co-founder of Department of Management of Organization at Hong Kong University of Science and Technology

Serve as Deputy Head, since its inception in 1993, until 2000

Serve as Department Head, 2000-2003

Initiator and Director of Research Methods Workshop for Chinese Management Research, 1999, 2000, 2001, 2002, 2005, 2015 (trained over 500 Chinese management scholars, many of them have become the senior leaders/scholars in business schools all over China)

Co-founder of the journal project Chinese Management Quarterly in 2000, later evolved as the journal of Management of Organization Review in 2005, served as Consulting Editor (2003-2005), Senior Editor from 2006-present

Panel Member for Hong Kong Research Grant Council Competitive Earmarked Research Grants, 2006 – 2007

Associate Editor in Chief of Journal of International Business Studies, 2002-2005; Consulting Editor 2006—2008

Vice-President, Asia Academy of Management, 2003-2004

### **HONORS AND AWARDS**

Keynote Speaker, Asian Academy of Management Biennial Conference, June 2015.

Chair of Keynote Panel on Contributions of Indigenous Research to Chinese Management, The 6th Biennial Conference of IACMR, June 2014

Keynote Speaker, Taiwan Academy of Management Annual Meeting and Conference, September 21, 2012

Keynote Speaker, ISSWOV, June 23, 2008, Singapore.

Keynote Speaker, China Forum, IACMR, June 20, 2008, Guangzhou.

Distinguished Research Mentor, National Science Council, ROC, July 2007.

Keynote Speaker, The China Human Resource Management Forum, Organized by China Net, Nanjing, June 16, 2006.

Keynote Speaker, The 10<sup>th</sup> Conference on Interdisciplinary and Multifunctional Business Management, Soochow University, Taipei, Taiwan, May 27, 2006.

Distinguished Visiting Professor, Singapore Management University, Singapore, March 2006.

Hooker Distinguished Visiting Professorship, McMaster University, Ontario, Canada, Spring 2004.

Distinguished Research Mentor, National Science Council, ROC, July 2003.

Member of Advisory Board, Hong Kong Institute of Business Studies, Lingnan University, 2002-present.

Keynote Speaker at International Conference on Human Resource and Business Strategy, June 17, 2001, Hangzhou, China.

Academic Advisor, Department of Management, Hong Kong Polytechnic University, 1999-2001.

Outstanding Paper Award in Human Resource Area, Management Review, 2000.

Keynote Speaker, Pre-conference: How to write a dissertation on business management, Nanjing University, December 9, 1999.

Keynote Speaker, the Industrial/Commercial Psychology Division, the Chinese Psychological Association, 1994.

Special Guest Lecturer, Beijing Petroleum Management Institute, 1992.

Invited Expert, the ROC National Development Seminar, 1992.

Best paper of Personnel/Human Resources Management division, National Meeting of Academy of Management, 1987.

Outstanding Young Man of America, 1986