

JING ZHU

Department of Management
Hong Kong University of Science and Technology
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(Updated August 31, 2010)

EDUCATION

Ph.D., Human Resources and Industrial Relations September 2003 - December 2009
Fields of Specialization: Organizational Behavior and
Human Resources Management
Carlson School of Management, University of Minnesota, Twin Cities

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

ACADEMIC APPOINTMENT

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

RESEARCH INTERESTS

- Team Processes and Effectiveness
- Team Attitudes and Composition
- Expatriate Adjustment and Cross-Cultural Human Resource & Organizational Behavior
- Dynamic Job Search Behaviors and Processes
- Longitudinal and Multilevel Theory and Research

HONORS AND AWARDS

- 2008 *Best Paper Award-Conflict in Context*, Conflict Management Division, Academy of Management Meeting, with J. D. Shaw, K. L. Scott, and M. K. Duffy.
- 2007-2008 *Minnesota Population Center Research Assistantship* for American Time Use Survey project, University of Minnesota
- 2003-2007 *Carlson School of Management Fellowship*, University of Minnesota
- 2002 *University Distinguished Graduate Award*, for outstanding overall performance in four years, Renmin University of China
- 2001 *Xinshan Corporate Fellowship*, Renmin University of China
- 2000 *Academic Excellence Scholarship*, Renmin University of China

REFERED JOURNAL PUBLICATIONS

*Shaw, J. D., *Zhu, J., Duffy, M. K., Scott, K. L., Shih, H.-A., & Susanto, E. A contingency model of conflict and team effectiveness. Forthcoming. *Journal of Applied Psychology*. (*Listed Alphabetically)

Wanberg, C. R., Zhu, J., & Van Hooft E. (2010). The job search grind: Perceived progress, self-reactions, and self-regulation of search effort. *Academy of Management Journal*, 53, 788-807.

Media mention:

- Harvard Business Review-The Daily Stat, June 29, 2010
- FINS, A Guide to the Finance Job Market from Dow Jones, July 16, 2010
- Academy of Management Press Release, June, 2010
- The Global and Mail, Canada's National Newspaper, July, 2010
- Minneapolis Public Radio, July 22, 2010
- St. Paul Pioneer-Press, August 5, 2010
- Atlanta Journal-Constitution, August 10, 2010

MANUSCRIPTS INVITED FOR REVISION AND UNDER REVIEW

Wanberg, C. R., Zhu, J., Kanfer, R., & Zhang, Z. After the pink slip: Applying dynamic motivation frameworks to the job search experience. Under Review & Resubmit at *Academy of Management Journal*.

MANUSCRIPTS IN PREPARATION

Zhu, J., Zellmer-Bruhn, M. E., & Wanberg, C. R. Understanding the formation and utilization of transactive memory systems: A contingent approach. (Manuscript written. In preparation for submission. Target journal: *Academy of Management Journal*)

Zhu, J., Arvey, R. D. Affectivity, core self-evaluations, and leadership role occupancy: A genetic perspective. (Manuscript written. In preparation for submission.)

Zhu, J., Wanberg, C. R., Harrison, D., & Diehn, E. (authorship order to be determined on the basis of contributions). Unwrapping the expatriate adjustment process over time: A ten-wave longitudinal study. (Data collection substantially in progress. Target journal: *Academy of Management Journal*)

CONFERENCE PRESENTATIONS

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

Wanberg, C. R., **Zhu, J.**, & Kanfer, R. 2010. After the pink slip: Applying dynamic motivation frameworks to the job search experience. Presented at Academy of Management Meeting, Montreal, Canada.

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

Zhu, J., Shaw, J. D., Scott, K. L., & Duffy, M. K. 2008. A Contingency model of conflict and team effectiveness. Presented at Academy of Management Meeting, Anaheim, California.

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

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

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

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

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

RESEARCH GRANTS

- 2010-2011 Research Grant Council Direct Allocation Grant, Hong Kong Government, (**HK\$100,000**). Principle Investigator.
- 2010-2011 School-based Initiatives, Hong Kong University of Science and Technology, (**HK\$16,000**). Principle Investigator.
- 2008-2009 Human Resources and Industrial Relations Ph.D. Student Research Grant (**\$3,363**) to study expertise utilization in work teams, University of Minnesota.
- 2008-2009 Carlson School Dean's Small Research Grant (**\$9,000**) to study expertise utilization in work teams, University of Minnesota, with M. E. Zellmer-Bruhn and C. R. Wanberg. Principal Investigator.

- 2008-2009 Society for Human Resource Management Foundation (**\$46,735.13**) to study expatriate learning and adjustment process, with C. R. Wanberg, D. A. Harrison, and E. Diehn. Co-Principal Investigator.
- 2005-2006 International Programs Faculty Small Research Grant (**\$5,000**) to study expatriate adjustment over time, University of Minnesota, with C. R. Wanberg. Co-Principal Investigator.

OTHER ACADEMIC EXPERIENCE

Research Assistant

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

TEACHING INTERESTS

- Organizational Behavior
- Human Resource Management
- Work Groups and Teams
- Gender and Diversity in Organizations
- Leadership
- Contemporary Management
- Research Methods/Quantitative Methods
- Multilevel Analysis (Hierarchical Linear Modeling, Linear Mixed Models, etc.)

TEACHING EXPERIENCE

- **Instructor**
Spring 2006 HRIR 3031 Staffing and Selection, University of Minnesota
Senior undergraduate course. Topics covered include job analysis, legal issues, measurement theory, decision making, recruiting, screening, assessment methods, and job performance measurement.
Evaluations (Class Median): Overall teaching ability 5.6/7.0, Instructor's knowledge 6.4/7.0, Instructor's concern for students 6.9/7.0

- **Teaching Assistant**

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

- MGMT 1001H Contemporary Management, U. of Minnesota
Honors undergraduate course, for Dean Alison Davis-Blake and Prof. Mary Zellmer-Bruhn.

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

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

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

PROFESSIONAL EXPERIENCE

- Assistant Manager, China National Electric Import & Export Corporation, Beijing, 2002-2003
Prepared proposals for bidding for construction projects, met with customers, and involved in human resource management development.
- Founding Committee Member, Yi Ang Consulting Co., Beijing Winter 2001
Actively involved in founding this start-up consulting firm and decision-making on issues including the mission, the goals, the business mode of the company, the services it provides, client management, and marketing, with two other members and the three owners. Also prepared part of the proposal and application documents needed for founding the firm.
- Consultant, Beijing Wan Fang Industry & Commerce Co., Beijing Summer 2000
Visited and investigated several retail chain stores and department stores owned by the company and provided a detailed report on the management problems and suggestions for solutions and future development.
- Market Analyst, Beijing Spring 2000
Interviewed 30 female high-profile white-collar employees in Central Business District (CBD) in Beijing. Interview questions included income, consuming habits, and opinions and expectations about new multifunctional beauty salons. Submitted a detailed market analysis report to the company that was initiating a beauty salon.
- Fundraise, Renmin University of China, Beijing Fall 1998
Raised donation and sponsorship for the annual celebration event of the School of Business, Renmin University of China.

SERVICE

- 2010-2011 *Undergraduate Program Committee*, Department of Management, School of Business and Management, Hong Kong University of Science and Technology

AD HOC REVIEWER

- Academy of Management Conference, OB and HR Division
- International Conference on Information Systems (2008)

PROFESSIONAL AFFILIATIONS

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