

## **Jia (Jasmine) Hu**

Fisher College of Business

The Ohio State University

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### **ACADEMIC EMPLOYMENT**

#### **The Ohio State University**

*Department of Management and Human Resources, Fisher College of Business*

- Full Professor and Denman Scholar (May 2022 to present) (on leave from August 2023-May 2024)
- Co-Academic Director, Executive Development Program, Fisher Leadership Initiative (2022-present)
- Coordinator, PhD Program in Organizational Behavior/Human Resources, Fisher College of Business (2019 to present)
- Associate Professor (June 2017 to May 2022)
- Affiliated Faculty and Internal Advisory Board member, Fisher Leadership Initiative (2018 to present)

#### **Tsinghua University**

**School of Economics and Management & Schwarzman College**

- Citi Visiting Chair in International Business (September 2023-present)

#### **University of Notre Dame**

*Department of Management and Organization, Mendoza College of Business*

- Promoted to Associate Professor with Tenure (May 2017)
- J. Donnelly Fellow in Participatory Management (2016-2017)
- Assistant Professor (2012-2017)

### **EDUCATION**

Ph.D.	University of Illinois at Chicago Major: Business Administration- Organizational Behavior/Human Resources	2012
M.A.	Renmin University of China, Beijing, China Major: Organizational Behavior/Human Resources	2007
B.A.	Central University of Finance and Economics, Beijing, China Major: Business Administration-Human Resource Management	2005

## **RESEARCH INTERESTS**

- Prosocial leadership
- Team motivation and climate
- Remote/Hybrid work/Use of technology for work

## **REFEREED JOURNAL PUBLICATIONS**

Google scholar citation: <http://scholar.google.com/citations?user=wbpQ1OEAAA&hl=en>

Total of citation: 9,118, h-index: 23, i10-index: 27, by February, 2024

(Authorship was determined by intellectual contribution. \* indicates equal contribution. Names underlined indicate doctoral students as coauthors at the start of the project)

1. **Hu, J.**, Kim, D., & Lanaj, K. (forthcoming). The benefits of reflecting on gratitude received at home for leaders at work: Insights from three field experiments. *Journal of Applied Psychology*.
2. **Hu, J.**, Zhang, S. Lount, R., & Tepper, B. (In press). When leaders heed the lessons of mistakes: Linking leaders' recall of learning from mistakes to expressed humility. *Personnel Psychology*.

*This research was discussed in the following media outlets:*

Ohio State News, X-MOL

3. Ren, S., **Hu, J.**, Tang, G., & Chadee, D. (2023). Digital connectivity for work after hours: Its curvilinear relationship with employee job performance. *Personnel Psychology*, 76, 731-757.

*This research was discussed in the following media outlets:*

Ohio State News, WBNS10TV.

4. **Hu, J.**, Chiang, T. Liu, Y., Wang, Z., & Liu, Y. (2023). Double challenges: How working from home affects dual-earner couples' work-family experiences. *Personnel Psychology*, 76, 141-179.

*This research was discussed in the following media outlets:*

Fortune, Forbes, Times, CTVNews, Huffpost, Yahoo!Finance, Telegraph, Ohio State News, and others

5. Jiang, K., Zhang, Z., **Hu, J.**, & Liu, G. (2022). Retirement intention of older workers: The influences of high-involvement work practices, individual characteristics and economic environment. *Personnel Psychology*, 75, 929-958.

*This research was discussed in the following media outlets:*

Forbes (twice), Ohio State News, Carrier Management

6. Zhang, S., **Hu, J.** Chuang, J., & Chiao, Y. (2022). Prototypical leaders reinforce efficacy-beliefs: How and when leader-leader exchange relates to team performance. *Journal of Organizational Behavior*, 43, 1136-1151.
7. **Hu, J.**, Zheng, X., Tepper, B., Li, N., Liu, X., & Yu, J. (2022). The dark side of leader-member exchange: Observers' reactions to targeted teammates of leader abuse. *Human Resource Management*, 61, 199-213.
8. **Hu, J.**, He, W., & Zhou, K. (2020). The mind, the heart, and the leader in times of crisis: How and when mortality salience relates state anxiety, job engagement, and prosocial behavior. *Journal of Applied Psychology*, 105, 1218-1233.

*This research was discussed in the following media outlets:*

Forbes, Ohio State News, USChamber, sciencedaily, HRdive, reddit, etc.

9. **Hu, J.**, Zhang, Z., Jiang, K., & Chen, W. (2019). Getting ahead, getting along, and getting prosocial: Examining extraversion facets, peer reactions, and leadership emergence. *Journal of Applied Psychology*, 104, 1369-1386.

*This research was discussed in the following media outlets:*

Ohio State News, Business Standard News, Aspen Institute, etc.

10. Mitchell, T., **Hu, J.**, & Johnson, L. U. (2019). Diminishing returns of leadership behaviors on leadership emergence. *Small Group Research*, 50, 759-773.
11. Park, H., Hoobler, J., Wu, J., Liden, R. C., **Hu, J.**, & Wilson, M. (2019). Abusive supervision and employee deviance: A multifoci justice perspective. *Journal of Business Ethics*, 158, 1113-1131.
12. Anand, S., **Hu, J.**, Vidyarthi, P., & Liden, R.C. (2018). Leader-follower relationships as linking pins in the idiosyncratic deals - performance relationship in workgroups. *The Leadership Quarterly*, 9, 98-708.
13. **Hu, J.**, Erdogan, B., Jiang, K., Bauer, T. N., & Liu, S. (2018). Leader humility and team creativity: The role of team information sharing, psychological safety, and power distance. *Journal of Applied Psychology*, 103, 313-323.

*This research was discussed in the following media outlets:*

Harvard Business Review, Ohio State News, Moneyish, Columbus CEO Magazine and others.

14. **Hu, J.,** & Judge, T. (2017). Leader-team complementarity: Exploring the interactive effects of leader personality traits and team power distance value on team processes and performance. *Journal of Applied Psychology, 102*, 935-955.

*This research was discussed in the following media outlets:*

Business News Daily, Notre Dame News.

15. Jiang, K., **Hu, J.,** Liu, S., & Lepak, D. (2017). Understanding employees' perceptions of human resource practices: Effects of demographic dissimilarity to and relationships with managers and coworkers. *Human Resource Management, 56*, 69-91.
16. **Hu, J.,** Jiang, K., Mo, S., Chen, H., & Shi, J. (2016). The motivational antecedents and performance consequences of corporate volunteering: When do employees volunteer and when does volunteering help versus harm work performance? *Organizational Behavior and Human Decision Processes, 137*, 99-111.
17. Jiang, K., **Hu, J.,** Hong, Y., Liao, H., & Liu, S. (2016). Do it well and do it right: The impact of service climate and ethical climate on business performance outcomes and the boundary conditions. *Journal of Applied Psychology, 101*, 1553-1568.

*This research was discussed in the following media outlets:*

Business News Daily, Notre Dame News.

18. **Hu, J.,** Wayne, S. J., Bauer, T., Erdogan, B., & Liden, R. C. (2016). Senior executive and self perceptions of fit and performance: A time-lagged examination of newly-hired executives. *Human Relations, 69*, 1259-1286.
19. **Hu, J.,** Erdogan, B., Bauer, T., Jiang, K., Liu, S., & Li, Y. (2015). There are lots of big fish in this pond: The role of peer overqualification on task significance, perceived fit, and performance for overqualified employees. *Journal of Applied Psychology, 100*, 1228-1238.

*This article was mentioned or quoted in the following media outlets:*

Fortune; Business News Daily; Psych Org; Notre Dame News; Business Standard; Science News Line; Bangalore Mirror; and others.

20. **Hu, J.,** & Liden, R. C. (2015). Making a difference in the teamwork: Linking team prosocial motivation to team processes and effectiveness. *Academy of Management Journal, 58*, 1102-1127.

*This research was mentioned and quoted in the following media outlets:*

New York Times; Washington Post; ABC News; CNBC; MSN; CNS News; Huffingtonpost; Yahoo! Finance; Chicago Tribune; Harvard University blog; Mendoza Magazine; Salon; Miami Herald; Houston Chronicle; San Francisco Chronicle; San Jose Mercury News; Kansas City Star; Sacramento Bee; St. Louis Post-Dispatch; Modesto Bee; Charlotte Observer; San Antonio Express News; Arizona Daily Sun; The San Diego Union-Tribune; Elkhart Truth; Business News Daily; and others.

21. Liden, R.C., Wayne, S.J., Meuser, J.D., **Hu, J.**, Wu, J., & Liao, C. (2015). Servant leadership: Validation of a short form of the SL-28. *The Leadership Quarterly*, 26, 254-269.
22. Liu, S. \*, **Hu, J.**, \* Li, Y., Wang, Z., & Lin, X. (2014). Examining the cross-level relationship between shared leadership and learning in teams: Evidence from China. *The Leadership Quarterly*, 25, 282-295.
23. Hong, Y. \*, Liao, H. \*, **Hu, J.** \*, & Jiang, K. \* (2013). Missing link in the service profit chain: A meta-analytic review of the antecedents, consequences, and moderators of service climate. *Journal of Applied Psychology*, 98, 237-267.

*This research was mentioned by I/O at work.*

24. **Hu, J.**, & Liden, R. C. (2013). Relative leader-member exchange within team contexts: How and when social comparison impacts individual effectiveness. *Personnel Psychology*, 66, 127-172.
25. Hoobler, J. M., & **Hu, J.** (2013). A model of injustice, abusive supervision, and negative affect. *The Leadership Quarterly*, 24, 256-269.
26. Jiang, K., Lepak, D. P., **Hu, J.**, & Baer, J. (2012). How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanism. *Academy of Management Journal*, 55, 1264-1294. (**Lead Article**)

*This research was mentioned by I/O at work, Australian Institute of Management, and others.*

27. **Hu, J.**, Wang, Z., Liden, R. C., & Sun, J. (2012). The influence of leader core self-evaluation on follower reports of transformational leadership. *The Leadership Quarterly*, 23, 860-868.
28. **Hu, J.**, & Liden, R. C. (2011). Antecedents of team potency and team effectiveness: An examination of goal and process clarity and servant leadership. *Journal of Applied Psychology*, 96, 851-862.

*This research was mentioned by I/O at work.*

29. Hoobler, J. M., **Hu, J.**, & Wilson, M. (2010). Do workers who experience conflict between the work and family domains hit a “glass ceiling?”: A meta-analytic examination. *Journal of Vocational Behavior*, 77, 481-494.

## **BOOK CHAPTERS**

1. Jiang, K., & **Hu, J.** (2018). A practical approach of meta-analysis. In X. Chen & W. Shen (eds) Empirical methods in organization and management research (3rd edition). Beijing, China: Peking University Press.
2. Crant, J. M., **Hu, J.**, & Jiang, K. (2017). Proactive personality: A twenty-year review. In U. Bindl & S. Parker (eds.) Proactivity at work (p. 193-225). Routledge.
3. Liden, R. C., Panaccio, A., Meuser, J. D., **Hu, J.**, & Wayne, S. J. (2014). Servant leadership: Antecedents, processes, and outcomes. In D. V. David (Ed.), *Oxford Handbook of Leadership and Organizations*. Oxford, England: Oxford University Press.
4. Lepak, D. P., Jiang, K., Han, K., Castellano, W. & **Hu, J.**, (2012). Strategic HRM moving forward: What can we learn from micro perspectives? In G. Hodgkinson and J. K. Ford (eds.), *International Review of Industrial and Organizational Psychology* (pp. 231-259). Chichester, UK: Wiley.
5. Anand, S., **Hu, J.**, Liden, R.C., & Vidyarthi, P.R. (2011). Leader-member exchange: Recent research findings and prospects for the future. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.), *The Sage Handbook of Leadership* (pp.309-323). Thousand Oaks, CA: Sage.

## **CONFERENCE PROCEEDINGS**

1. **Hu, J.**, Chiang, T. Liu, Y., & Liu, Y. (2021). Double challenges: How working from home affects dual-earner couples' work-family experiences. *Best Paper Proceedings of the Academy of Management Meeting*.
2. **Hu, J.**, Chuang, C., & Chiao, Y. (2017). Transformational leadership of work teams. *Best Paper Proceedings of the Academy of Management Meeting*.
3. Park, H., Hoobler, J., Wu, J., **Hu, J.**, & Wilson, M. (2015). Abusive supervision, justice, power distance, and employee deviance: A meta-analysis. *Best Paper Proceedings of the Academy of Management Meeting*.
4. **Hu, J.**, Wang, Z., Liden, R. C., & Sun, J. (2011). Leader core self-evaluation and transformational leadership. *Best Paper Proceedings of the Academy of Management Meeting*.

## **INVITED PRACTITIONER-ORIENTED PUBLICATIONS**

1. **Hu, J.** (May 1, 2023). Triple challenges: How working from home affects household gendered roles. *Lead Read Today*. <https://fisher.osu.edu/blogs/leadreadtoday/triple-challenges-how-working-home-affects-household-gendered-roles>
2. **Hu, J.** (May 17, 2022). Bamboo ceiling: When and which Asian Americans are more likely to rise to the top of organizational hierarchy. *Lead Read Today*. <https://fisher.osu.edu/blogs/leadreadtoday/bamboo-ceiling-when-and-which-asian-americans-are-more-likely-rise-top-organizational-hierarchy>
3. **Hu, J., He, W., & Zhou, K.** (2021). The mind and the heart during the pandemic: How servant leadership minimizes the negative influences of pandemic-associated anxiety. *Management Insights*, 5, 52-54.
4. **Hu, J.** (July 14, 2021). Bringing your employees back into the office after COVID. *Lead Read Today*. <https://fisher.osu.edu/blogs/leadreadtoday/bringing-your-employees-back-office-after-covid>
5. **Hu, J.** (February 23, 2021). Leaders can overcome COVID-connected stress of employees. *Lead Read Today*. <https://fisher.osu.edu/blogs/leadreadtoday/leaders-can-overcome-covid-connected-stress-employees>
6. **Hu, J.** (December 16, 2020). Servant leadership can dampen emotional COVID impact. *Lead Read Today*. <https://fisher.osu.edu/blogs/leadreadtoday/servant-leadership-can-dampen-emotional-covid-impact>
7. **Hu, J.** (July 11, 2019). Too much assertiveness or warmth can burn chances for leadership. *Lead Read Today*. <https://fisher.osu.edu/blogs/leadreadtoday/blog/too-much-assertiveness-or-warmth-can-burn-chances-for-leadership>
8. **Hu, J., Erdogan, B., Jiang, K., & Bauer, T.** (April, 2018). Research: When being a humble leader backfires. *Harvard Business Review*. <https://hbr.org/2018/04/research-when-being-a-humble-leader-backfires>
9. **Hu, J. & Liden, R. C.** (October, 2015). Why do some teams succeed while others fail? People's desire to have a positive impact on the lives of others is part of the answer. *LSE Business Review*. <http://blogs.lse.ac.uk/businessreview/2015/10/21/why-do-some-teams-succeed-while-others-fail/>

## **CONFERENCE PRESENTATIONS**

*Names underlined indicate doctoral students as coauthors at the start of the project.*

1. **Hu, J.**, Lanaj, K., & Kim, D. (2023). When making a difference at home helps leaders be effective at work: Insights from two field experiments. In Presenter symposium titled “Leader and Employee Well-Being: Identifying Strategies and Overcoming Barriers”, chaired by Cormier, G. & Giurge, L. Presenter symposium to be presented at *Academy of Management Annual Meeting*, Boston, Massachusetts, USA.
2. Lee, H., & **Hu, J.** (2023). The double-edged effects of group incentives: The role of peer monitoring and individual incentives. Paper to be presented at *Academy of Management Annual Meeting*, Boston, Massachusetts, USA.
3. Lee, H., **Hu, J.**, & Zhang, P. (2023). How women benefit from being prosocial: The role of advice networks and leadership emergence. Paper to be presented at *Academy of Management Annual Meeting*, Boston, Massachusetts, USA.
4. **Hu, J.** & Ou, A. (2023). Organizer. It takes a village: Creating a supportive community for junior women faculty. PDW to be presented at *the International Association for Chinese Management Research Annual Meeting*, Hong Kong, China.
5. **Hu, J.** (2022). Chair and Author. The antecedents and influences of servant leadership. Presenter symposium presented at *Academy of Management Annual Meeting*, Seattle, WA.
6. Zhang, S. & **Hu, J.** (2022). Unethical behaviors and servant leadership. Paper presented at *Academy of Management Annual Meeting*, Seattle, WA.
7. **Hu, J.**, Zhang, S. Lount, R., & Tepper, B. (2022). When learning from mistakes promotes leader humility: Implications for team functioning. Paper presented at *Society for Industrial and Organizational Psychology Annual Meeting*, Seattle, WA.
8. **Hu, J.**, Chiang, T. Liu, Y., & Liu, Y. (2021). Double challenges: How working from home affects dual-earner couples’ work-family experiences. Paper presented at *Academy of Management Annual Meeting*, Virtual.
9. Jiang, K., Zhang, Z., **Hu, J.**, & Liu, G. (2021). The influences of high-involvement work practices on older workers’ retirement intention. Paper presented at *Academy of Management Annual Meeting*, Virtual.
10. Zhang, S., **Hu, J.** Chuang, J., & Chiao, Y. (2021). Prototypical leaders reinforce efficacy-beliefs: How and when leader-leader exchange relates to team performance. Paper presented at *Society for Industrial and Organizational Psychology Annual Meeting*, Virtual.

11. **Hu, J.** (2020). Chair and Author. The antecedents and influences of servant leadership. Presenter symposium presented at *Academy of Management Annual Meeting*, Virtual.
12. Zhang, S., & **Hu, J.** (2019). A multilevel fit model of leadership emergence. Paper presented at the *Academy of Management Annual Meeting*, Boston, MA.
13. **Hu, J.**, Erdogan, B., Bauer, T., & Zhang, P. (2019). The effects of leader humility level, dispersion, and leader gender in teams. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Washington DC/National Harbor.
14. **Hu, J.**, Zheng, X., Tepper, B., & Yu, J. (2018). A social network approach to explore the influences of abusive supervision in teams. Paper presented at the *Academy of Management Annual Meeting*, Chicago, IL.
15. Anand, S., **Hu, J.**, Vidyarthi, P., & Liden, R. C. (2018). Leader-member exchange as a linking pin in the i-deals- performance relationship in workgroups. Paper presented at the *Academy of Management Annual Meeting*, Chicago, IL.
16. Mitchell, T., Johnson, L., & **Hu., J.** (2018). Interactive effects of motivation on task coordination and emergent leadership. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Chicago, IL.
17. **Hu, J.**, Chuang, C., & Chiao, Y. (2017). Transformational leadership of work teams. Paper presented at the *Academy of Management Annual Meeting*, Atlanta, GA.
18. **Hu, J.**, Zhang, Z., Jiang, K., & Chen, W. (2017). Being a giver matters. Paper presented at the *Interdisciplinary Network for Group Research*, St. Louis, MO.
19. **Hu, J.**, Erdogan, B., Jiang, K., Bauer, T., & Liu, S. (2017). Linking leader humility to team creativity. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Orlando, Florida.
20. Jiang, K., **Hu, J.**, Hong, Y., Liao, H., & Liu, S. (2016). The impact of service climate and ethical climate on business performance outcomes. Paper presented at the *Academy of Management Annual Meeting*, Anaheim, CA.
21. Park, H., Hoobler, J., Wu, J., **Hu, J.**, & Wilson, M. (2015). Abusive supervision, justice, power distance, and employee deviance: A meta-analysis. Paper presented at the *Academy of Management Annual Meeting*, Vancouver, Canada.
22. **Hu, J.**, Jiang, K., Liu, S., & Li, Y. (2013). Relationship matters. Paper presented at the *Academy of Management Annual Meeting*, Lake Buena Vista (Orlando), FL.

23. **Hu, J.**, & Liden, R. C. (2013). Leading by modeling. Paper presented at *the Academy of Management Annual Meeting*, Lake Buena Vista (Orlando), FL.
24. Hong, Y\*., **Hu, J.\***, Jiang, K.\*, & Liao, H.\* (2013). A meta-analytic review of the antecedents, consequences, and moderators of service climate. Paper presented at *the Society for Industrial and Organizational Psychology Annual Meeting*, Houston, TX.
25. **Hu, J.**, Wayne, S. J., Bauer, T., & Erdogan, B. (2012). Understanding the role of person-organization fit in new executive performance outcomes. Paper presented at *the Academy of Management Annual Meeting*, Boston, MA.
26. Jiang, K., **Hu, J.**, Liu, S., & Lepak, D. P. (2012). The role of humility and narcissism in employee perceptions of human resource management system. Paper presented at *the Academy of Management Annual Meeting*, Boston, MA.
27. **Hu, J.** (2012). Linking servant leadership to team success: Evidence from both U.S. and China. Paper presented at *Greenleaf Center Annual International Conference*, Indianapolis, IN.
28. **Hu, J.**, Wang, Z., Liden, R. C., & Sun, J. (2011). Leader core self-evaluation and transformational leadership. Paper presented at *the Academy of Management Annual Meeting*, San Antonio, Texas.
29. Hoobler, J., & **Hu, J.** (2011). A trickle-down model of leaders' negative affect on subordinates' negative affect. Paper presented at *the Academy of Management Annual Meeting*, San Antonio, Texas.
30. Jiang, K., & **Hu, J.** (2011). How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanism. Paper presented at *the Academy of Management Annual Meeting*, San Antonio, Texas.
31. Marinova, S., **Hu, J.**, Basadur, T., Wang, M., & Shi, J. (2011). Am I creative or not? A contingent perspective on goal orientation in creative context. *Proceedings of the Southern Management Association*, Savannah, GA.
32. **Hu, J.**, Vidyarthi, P., Anand, S., & Liden, R. C. (2010). Developmental i-deals and employee performance: Mediating effect of leader-member exchange. *Proceedings of the Southern Management Association*, St. Pete Beach, FL.
33. Marinova, S., **Hu, J.**, Basadur, T., Wang, M., & Shi, J. (2010). A multilevel model of creativity: The role of goal orientation and empowering leadership. *Proceedings of the Southern Management Association*, St. Pete Beach, FL.

34. Hoobler, J., **Hu, J.**, & Wilson, M. (2010). Work-family conflict and career outcomes: A meta-analysis review. Paper presented at *the Academy of Management Annual Meeting*, Montreal, Canada.
35. Jiang, K., Lepak, D., **Hu, J.**, & McCarthy, J. (2010). How the components of HR systems work together? The effects of perceived HR systems on employees' attitudes. Paper presented at *the Academy of Management Annual Meeting*, Montreal, Canada.
36. **Hu, J.**, & Liden, R. C. (2010). Antecedents of team potency and team effectiveness. Paper presented at *the Society for Industrial and Organizational Psychology Annual Meeting*, Atlanta, GA.
37. **Hu, J.**, & Jiang, K. (2010). Multi-foci commitment, organizational citizenship behavior, and performance in teams. Paper presented at *the Society for Industrial and Organizational Psychology Annual Meeting*, Atlanta, GA.
38. **Hu, J.** (2009). Relative leader-member exchange and individual outcomes: The role of group supportive behavior, task interdependence, and psychological empowerment. Paper presented at *the Academy of Management Annual Meeting*, Chicago, IL.
39. **Hu, J.**, Lemmon, G., & Kuljanin, G. (2008). Person-team fit and team performance as moderators of the relationship between LMX and work outcomes. Paper presented at *the Academy of Management Annual Meeting*, Anaheim, CA.
40. **Hu, J.** & Sun, J. M. (2008). The construct of employees' psychological contract in Chinese organizations. Paper presented at *the International Association for Chinese Management Research Annual Meeting*, Guangzhou, China.

## **INVITED RESEARCH PRESENTATIONS**

- Business School, Hong Kong University of Science and Technology (scheduled), May, 2024
- Business School, Hong Kong Polytech University (scheduled), May, 2024
- Business School, Chinese University of Hong Kong, January, 2024
- School of Economics and Management, Tsinghua University, November, 2023
- Carl H. Lindner College of Business, University of Cincinnati (scheduled), October, 2023
- Management School, Queen's University Belfast, April, 2023
- Gabelli School of Business, Fordham University, March, 2023
- Rutgers Business School, Rutgers University, March, 2023
- School of Labor Relations and Human Resources, Michigan State University, March, 2023
- Speaker Series, Greater China Program, SIOP, December, 2022
- School of Business, University of Buffalo, October, 2022

- Research forum, IACMR, September, 2022
- Judge Business School, University of Cambridge, July, 2022
- Tsinghua-Rice University Joint Center, June, 2022
- Mays Business School, Texas A&M University, February, 2022
- Department of Psychology, University of Akron, September, 2021
- School of Business, Shanghai University of Finance and Economics, May, 2021
- Carlson School of Management, University of Minnesota, February, 2020
- Leadership forum, Tsinghua University, July, 2018/2020
- School of Business, Central University of Finance and Economics, June, 2018/2019
- School of Business, Nanjing University, June, 2018/2019
- Advisory Council, Fisher College of Business, the Ohio State University, November, 2018
- Leading through Excellence Summit, Center for Operational Excellence, the Ohio State University, September, 2018
- Behavioral Lab, Fisher College of Business, the Ohio State University, September, 2018
- Fisher Leadership Institute Conference, the Ohio State University, April, 2018
- School of Labor and Human Resources, Renmin University, September, 2017; June, 2019; December, 2021
- Lingnan College, Sun Yat-Sen University, June, 2013
- Servant Leader Conference, Greenleaf Center for Servant Leadership, June, 2012
- Mendoza College of Business, University of Notre Dame, November, 2011
- Ivy College of Business, Iowa State University, October, 2011
- Asper School of Business, University of Manitoba, September, 2011

### **OTHER INVITED WEBINAR SPEAKERS**

- Expert panelist, *The women's place*, The Ohio State University, April 5, 2023.
- Expert panelist, *Servant Leadership*, Fisher Leadership Initiative, March 9, 2021
- Expert panelist, *Gratitude in the Workplace*, Fisher Leadership Initiative, February 9, 2021

### **ACADEMIC HONORS, AWARDS, AND GRANTS**

- 2023 **Winner of Network of Leadership Scholars (NLS) Mid-Career Standout Scholar Award**, Academy of Management. (This award is given to a scholar who has completed her/his PhD 8-14 years ago and has a noteworthy body of work that has made a meaningful and original contribution to the field of leadership studies).
- 2023 **Fellow**, Society of Industrial and Organizational Psychology (SIOP). (This award is given to an individual who has had meaningful, sustained, and unusual impact on the field of industrial and organizational psychology).
- 2023 **Distinguished Editor Award**, Management and Organization Review.

- 2022 **John Templeton Foundation Grant**. Applied Research on Intellectual Humility: A Request for Proposals, 2022-2024 (\$250,000, sub-contact with Owens, B.).
- 2022 **Best Editor Award**, Management and Organization Review.
- 2021 **Best 40-Under-40 Business School Professors**, Poets & Quants. (This award is given to the best business professors under the age of 40 teaching in MBA programs around the world. Evaluations of each nomination and professor is based on the quality of teaching and research. Selection was based on 2,200 nominations from 150 professors worldwide). (<https://poetsandquants.com/2021/05/02/2021-best-40-under-40-professors-jia-jasmine-hu-ohio-state-university-fisher/?pq-category=best-profs>)
- 2021 **Faculty Recognition Award**, Fisher College of Business, the Ohio State University (This award was given to recognize significant service contributions to the department, college, and university).
- 2020 **Pace Setters Faculty Research Award**, Fisher College of Business, the Ohio State University (This award was established to recognize a faculty member who has made a notable research contribution in his or her field of study).
- 2019 **Top 10 Most Productive Leadership Authors between 2011-2017**. (Analyses based on 3,190 authors who published at least one article in ten quality journals in the field of management and applied psychology). <https://www.sciencedirect.com/science/article/pii/S104898431830208X>
- 2019 **Best Reviewer Award**, Personnel Psychology (This award was to recognize individuals that have made extraordinary contributions to Personnel Psychology, through either scholarship or their service to the journal).
- 2019 **Faculty Recognition Award**, Fisher College of Business, the Ohio State University (This award was given to recognize significant service contributions to the department, college, and university).
- 2018 **Research Grant from Fisher Leadership Institute**, The Ohio State University (\$4,750 awarded)
- 2013 **Research Grant from Notre Dame Deloitte Center for Ethical Leadership**, University of Notre Dame, The Formation of Moral Identity (\$15,500 awarded, with Judge, T.).
- 2012 **SIOP Scholar**, SIOP Foundation Graduate Student Scholarship (\$3,000 awarded)
- 2011 **First Prize Winner of IACMR/Li Ning Dissertation Award**, IACMR (\$1,520 awarded)
- 2011 **Outstanding Research Award for Doctoral Students**, University of Illinois at Chicago (\$500 awarded)
- 2011 **ASAE Foundation Award**, Institute for Nonprofits, North Carolina State University (\$ 4,000 awarded, with Rogers, S., Jiang, K., and Rogers, C.).
- 2010 **Greenleaf Scholar**, Greenleaf Center for Servant Leadership (\$2,500 awarded).
- 2010 **Research Grant from Center of Human Resource Management**, University of Illinois Champion and Chicago campuses, Predicting Trust in Organization (\$8,500 awarded, with Liden, R. C., and Meuser, J.).
- 2008 **Research Grant from Center of Human Resource Management**, University of Illinois-Champion and Chicago campuses, A Multi-Level Study of Leadership, Team Process, and Creativity in Teams (\$6,000 awarded, with Marinova, S.).

- 2007-2011 *Liautaud Scholar*, Liautaud scholarship for Doctoral Studies, University of Illinois at Chicago.
- 2007 *Best Master Thesis*, School of Labor Relations and Human Resources, Renmin University of China.

## **MEDIA COVERAGE OF MY RESEARCH**

My research has been mentioned by the following news outlets:

*Good things happen when leaders reflect on their mistakes*

<https://news.osu.edu/good-things-happen-when-leaders-reflect-on-their-mistakes/#:~:text=Findings%20showed%20that%20managers%20who,related%20behaviors%20and%20better%20performance.>

By Ohio State News

*Men do less WFH housework, it's true, but don't bins count for extra brownie points?*

<https://www.thetimes.co.uk/article/men-do-less-wfh-housework-its-true-but-dont-bins-count-for-extra-brownie-points-cjxxt70pw>

By the Times, UK

*Work from home husbands slack off on chores when wives are there too*

<https://www.telegraph.co.uk/news/2023/01/22/work-home-husbands-slack-chores-when-wives/>

By Telegraph, UK

*Remote work turns out to be a much better deal for men than for women, new study on 'gendered differences' finds.*

<https://fortune.com/2023/01/05/remote-work-for-women-leads-to-more-household-family-tasks-than-men/>

By Fortune

*How working from home affects household gender roles, based on a new study*

<https://www.ctvnews.ca/lifestyle/how-working-from-home-affects-household-gender-roles-based-on-a-new-study-1.6216224>

By CTV News

*Working From Home Is A Better Deal For Husbands Than Wives, Study Shows*

[https://www.huffpost.com/entry/study-on-work-from-home-and-housework\\_1\\_63bdb53ce4b0ae9de1c23377](https://www.huffpost.com/entry/study-on-work-from-home-and-housework_1_63bdb53ce4b0ae9de1c23377)

By Huffpost

*Couples don't have the same experience when both work from home 1/3/2022*

<https://news.osu.edu/couples-dont-have-the-same-experience-when-both-work-from-home/>

By Ohio State News

*Staying connected to work after hours is good – up to a point* 10/17/2022

<https://news.osu.edu/staying-connected-to-work-after-hours-is-good--up-to-a-point/>

By Ohio State News

*Shifting Our Aging Society From A Burden To An Asset* 07/25/2022

<https://www.forbes.com/sites/adigaskell/2022/07/25/shifting-our-aging-society-from-a-burden-to-an-asset/?sh=3170486e2756>

By Forbes

*How employers can keep experienced older workers from retiring* 10/27/2021

<https://news.osu.edu/how-employers-can-keep-experienced-older-workers-from-retiring/>

By Ohio State News

*What makes good leadership?* Fall 2021

[https://www.osu.edu/alumni/news/ohio-state-alumni-magazine/issues/fall-2021/jia-hu-leadership.html?utm\\_campaign=umar\\_osam-subjects\\_fy22](https://www.osu.edu/alumni/news/ohio-state-alumni-magazine/issues/fall-2021/jia-hu-leadership.html?utm_campaign=umar_osam-subjects_fy22)

By Ohio State Alumni magazine

*Anxious about returning to the office? You're not alone.* 06/2021

<https://insights.osu.edu/life/covid-19-return-work>

By Ohio State Insights

*2020: The Year Human Leaders Stepped Forward:* 12/17/2020

<https://www.forbes.com/sites/gregorme/2020/12/17/2020-the-year-human-leaders-stepped-forward/?sh=6a7c55e176ca>

By Forbes

*4 Things You're Doing That Are Stressing Your Employees Out (And How to Stop!):* 11/4/2020

<https://www.uschamber.com/co/run/human-resources/management-tips-minimizing-employee-stress/amp>

By US chamber

*Fisher Forefront.* 11/16/2020.

<https://fisher.osu.edu/node/11771>

By Fisher college of Business

*The right leader can ease COVID-19-induced stress, researchers say.* 10/21/2020.

<https://www.hrdrive.com/news/the-right-leader-can-ease-covid-19-induced-stress-researchers-say/587464/>

By HR Drive.

*Pandemic-related stress leads to less employee engagement:* 10/12/2020

<https://news.osu.edu/pandemic-related-stress-leads-to-less-employee-engagement/>

By Ohio State News

*Servant leadership can dampen emotional COVID impact: 12/16/2020*

<https://fisher.osu.edu/blogs/leadreadtoday/servant-leadership-can-dampen-emotional-covid-impact>

By Lead Read Today

*Selected as "best ideas of the day". 05/14/2019*

<https://www.aspeninstitute.org/ideas/>

By The Aspen Institute.

*The perils of a leader who is too extroverted. 05/06/2019*

<https://news.osu.edu/the-perils-of-a-leader-who-is-too-extroverted/>

By Ohio State News

*Research: When being a humble leader backfires. 4/4/2018*

<https://hbr.org/2018/04/research-when-being-a-humble-leader-backfires>

By Harvard Business Review

*Is a Humble Boss a Better Boss? It depends on employee expectations, concludes an Ohio State University study. 2/19/2018*

<http://www.columbusceo.com/business/20180219/is-humble-boss-better-boss>

By Columbus CEO magazine

*Research shows the secret to fostering creativity in your office could be as simple as being humble: 11/29/2017*

<https://moneyish.com/upgrade/bosses-should-do-this-simple-thing-to-make-their-employees-more-creative/>

By moneyish at Dow Jones & Company

*Sometimes, it pays for the boss to be humble*

*Study finds employee expectations are key 11/28/2017*

<https://news.osu.edu/news/2017/11/28/humble-boss/>

By Ohio State News

*4 Smart Management Strategies for the Modern Leader: 04/25/2017*

<http://www.businessnewsdaily.com/9901-modern-leadership-strategies.html>

By Business News Daily

*When hiring a manager, look to the team, new study advises: 03/03/2017*

<http://news.nd.edu/news/when-hiring-a-manager-look-to-the-team-new-study-advises/>

By Notre Dame News

*A culture of ethical behavior is essential to business success: 09/21/2016*

<http://www.businessnewsdaily.com/9424-business-ethical-behavior.html>

By Business News Daily

*Do it well and do it right: Business success requires top notch service and ethics: 09/14/2016*  
<http://news.nd.edu/news/69694-do-it-well-and-do-it-right-business-success-requires-top-notch-service-and-ethics/>

By Notre Dame News

*Why you should give “overqualified” job candidate a second look: 01/05/2016*  
<http://fortune.com/2016/01/05/hiring-overqualified-job-candidates/>

By Fortune

*Why helping others at work creates higher performing teams: 01/05/2016*  
<http://www.huffingtonpost.com/douglas-labier/why-helping-others-at-work-b-8917010.html>

By Huffingtonpost

*“Overqualified” employees may benefit organizations: 12/27/2015*  
[http://wap.business-standard.com/article/pti-stories/overqualified-employees-may-benefit-organisations-115122700217\\_1.html](http://wap.business-standard.com/article/pti-stories/overqualified-employees-may-benefit-organisations-115122700217_1.html)

By Business Standard, and Phys.Org

*Hiring overqualified employees might be good for your business: 12/21/2015*  
<http://www.businessnewsdaily.com/8672-overqualified-employee-benefits.html>

By Business News Daily

*Business may benefit from “overqualified” employees: 12/10/2015*  
<http://news.nd.edu/news/63164-businesses-may-benefit-from-overqualified-employees/>

By Notre Dame News, Science News Line, and Bangalore Mirror, and others

*Google searches itself to build more productive teams: 11/17/2015*  
<https://www.cnsnews.com/news/article/google-searches-itself-build-more-productive-teams>

By New York Times; Washington Post; ABC News; CNBC; MSN; CNS News, Yahoo! Finance; Chicago Tribune; Business News Daily; Salon; Miami Herald; Houston Chronicle; San Francisco Chronicle; San Jose Mercury News; Kansas City Star; Sacramento Bee; St. Louis Post-Dispatch; Modesto Bee; Charlotte Observer; San Antonio Express News; Arizona Daily Sun; The San Diego Union-Tribune; Elkhart Truth; and others.

*Motivation to help others improves team performance: 11/14/2015*  
<http://economictimes.indiatimes.com/magazines/panache/motivation-to-help-others-improves-team-performance/articleshow/49779709.cms>

By Economic Times

*Steps any manager can take to improve team performance: 10/08/2015*  
<https://fcw.com/blogs/lectern/2015/10/steps-to-improve-team-performance.aspx>

By FCM

*Why human resources matters for organizational outcomes: 12/2012*

<http://www.ioatwork.com/why-human-resources-matters-for-organizational-outcomes/>

By I/O at work

*There to serve: Servant leadership and team success: 08/2011*

<http://www.ioatwork.com/there-to-serve-servant-leadership-and-team-success/>

By I/O at work

## **TEACHING EXPERIENCE**

### ❖ **Tsinghua University, Schwartzman College**

- **Leadership in Business**, Schwarzman Scholars Program (in English, students from seven countries, including USA, Japan, New Zealand, United Kingdom, Germany, South Africa, Georgia)
- Fall 2023

### ❖ **Tsinghua University, School of Economics and Management**

- **Leadership in Business**, Global MBA Joint Program with MIT Sloan (in English)
- Spring, 2024
- **Global Responsible Leadership**, Masters in Management (in English)
- Spring, 2024
- **Micro Management PhD Seminar**, PhD Course (PhD Students from OBHR, Strategy, Accounting, Finance, and Mechanic Engineering programs)
- Fall 2023

### ❖ **The Ohio State University, Fisher College of Business MBA (Masters of Business Administration) Courses**

- **Leadership**, MBA Core Course (MBA 6202/6203)
- Fall 2017, 2018, 2019, 2020, 2021, 2022
- **Advanced Leadership**, Working Professionals MBA Course (MHR 7222)
- Summer 2020

#### **Other Master Program Courses**

- **Leadership for Specialized Master Programs**, Core Course
- Business Logistics Engineering (MHR 7261), Fall 2017, 2018, 2019, 2020
- Master of Finance (MHR 7263), Fall 2018, 2022
- **Managing Teams and Leadership for Human Resource Managers**, Master of HRM Course (BUSMHR 7306)
- Fall 2017

#### **Undergraduate Course**

- **Leadership Legacy (BUSMHR 3220)**, Dean's Leadership Program
- Fall 2018, 2019, 2020, 2021, 2022

#### **PhD Courses**

- **Advanced Seminar in Organizational Behavior (MHR 8202)**, Designed for OBHR doctoral students
  - Fall 2020, 2022
- **PhD Developmental Seminar**, Designed for OBHR doctoral students
  - Fall 2018 and Spring 2019
- ❖ **University of Notre Dame, Mendoza College of Business**
  - **Management Competencies**, Upper-Level Undergraduate Course
    - Fall 2015, Spring 2017, MGTC 30300
  - **Principles of Management**, Undergraduate Course
    - Spring 2013, Fall 2013, Fall 2014, Fall 2015, Spring 2017 MGT-20200
  - **Business Management in China**, Undergraduate Course
    - Summer 2013, BAUG 34145 (a new course)
- ❖ **University of Illinois at Chicago, College of Business Administration**
  - **Organizational Behavior**, Undergraduate Course
    - Fall 2011, Summer 2010 MGMT 452
  - **Introduction to Management**, Undergraduate Course
    - Summer 2011, MGMT 340
  - **Leadership**, MBA Course: Organizational Behavior
    - Fall 2010, Guest Lecturer

## **GRADUATE STUDENTS SUPERVISED**

(Name, role, institution, date)

- Hanho Lee, 2<sup>nd</sup> Year Paper Committee Member; Supervisor, independent study, PhD student, Fisher College of Business, The Ohio State University, 09/2022-present
- Sang Hoon Han, Supervisor, independent study, PhD student, Fisher College of Business, The Ohio State University, 01/2023-present
- Shuxia (Carrie) Zhang, Advisor and Dissertation Chair, PhD student, Fisher College of Business, The Ohio State University, 09/2017-07/2022. Initial Placement: Assistant Professor of Management, Mike Ilitch School of Business, Wayne State University
- Saumya Mishra, Supervisor, independent study, Master student of human resource management, Fisher College of Business, The Ohio State University, 05/2018-08/2018
- Bryce Linford, Supervisor, independent study, PhD student, Fisher College of Business, The Ohio State University, 05/2019-08/2019

- Xi Wang, Host and Supervisor, Visiting PhD Student, from School of Labor Relations and Human Resources, Renmin University of China, 11/2022-08/2023
- Yu Yu, Host and Supervisor, Visiting PhD student, from School of Economics and Management, Tsinghua University, 08/2018-08/2019
- Yiwei Yuan, Host and Supervisor, Visiting PhD Student, from School of Business, Renmin University of China, 08/2019-08/2020
- Jiaojiao Zhang, Host and Supervisor, Visiting PhD Student, from School of Business, Renmin University of China, 08/2021-08/2022

## **PROFESSIONAL SERVICES**

- **Service for Academic Journals**

- **Editorship**

- Associate Editor, Journal of Applied Psychology (2023-present)
- Deputy Editor, Management and Organizational Review (2021-present)
- Senior Editor, Management and Organizational Review (2019-2021)
- Senior Editor, Organizational Behavior Area, the Oxford Research Encyclopedia of Business and Management (2023-present)

(Invited to serve as Associate Editor of *Organizational Behavior and Human Decision Process* but respectively declined due to earlier commitment to serving as an AE of JAP)

- **Editorial Board Member**

- Academy of Management Journal (2019-present)
- Journal of Applied Psychology (2018-2023)
- Personnel Psychology (2017-present)
- Organizational Behavior and Human Decision Process (2020-present)
- Journal of Management (2017-present)
- Journal of Organizational Behavior (2015-present)
- Human Relations (2017-present)
- European Journal of Work and Organizational Psychology (2013-2015)

- **Ad-Hoc Reviewer**

- Administrative Science Quarterly (2021-present)
- Organization Science (2018-present)
- Journal of Management Studies (2018-present)

- **External Reviewer**

- Research Grants Council of Hong Kong, Hong Kong, China (2015-present)

- **Outside Reference for Promotion**
  - Department of Economics and Business, Hope College
  - School of Business Administration, Penn State Harrisburg
  
- **Service to Academic Organizations**
  - ***Academy of Management***
    - ✓ Representative-at-Large, Executive Committee, OB Division, Academy of Management, 2023-2026.
    - ✓ Committee Chair, Best Dissertation Based Paper Award, OB Division, Academy of Management Annual Meeting, 2021, online.
    - ✓ Committee Member, Best Dissertation Based Paper Award, OB Division, Academy of Management Annual Meeting, 2020, online.
    - ✓ Committee Member, the Best Student Convention Paper Award Selection Committee in the HR division, Academy of Management (2013, 2019)
    - ✓ Panelist. HR Division New Faculty Consortium. Academy of Management Annual Meeting, 2018, Chicago, IL; 2019, Boston, MA; 2020, online.
    - ✓ Panelist. HR Division Late PhD Consortium. Academy of Management Annual Meeting, 2018, Chicago, IL; 2019, Boston, MA; 2021, online.
    - ✓ Facilitator. OB Research Incubator. Academy of Management Annual Meeting, 2020, online; 2021, online.
    - ✓ Conference Session Chair: Transformational leadership. (2017). Paper session at the Academy of Management Annual Meeting, Atlanta, GA.
    - ✓ Conference Session Chair: Cross-cultural HR Management. (2013) Paper session at the Academy of Management Annual Meeting, Lake Buena Vista (Orlando), FL.
    - ✓ Conference Session Chair: *Performance Management and Supervisor-Subordinate Relations*. (2009) Paper session at the Academy of Management Annual Meeting, Chicago, IL.
  
  - ***Society of Industrial and Organizational Psychology***
    - ✓ SIOP Award Committee Group Lead (2023-2024) (I led the selection process for the following award winners: Distinguished Service Contributions Award, Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology, Raymond A. Katzell Award in I-O Psychology, Wayne Cascio Scientist-Practitioner Award, SIOP Humanitarian Award)
  
  - ***International Association for Chinese Management Research***
    - ✓ Representative-at-large (North America) (2022-2025)
    - ✓ Chair, *Inaugural MOR Responsible Research in Management Award selection committee* (2022)
    - ✓ Chair, Research Committee (Micro track) (2018-2021)
      - Chair, *Kwok Leung Memorial Dissertation Fund selection committee* (2019/2020/2021)
      - Chair, *Responsible Research in Management Award selection committee* (2019/2020)
      - Organizer, *Monthly research webinars to IACMR members worldwide* (2020/2021)

- ✓ Committee members, Research Committee (2015-2017)
- ***Southern Management Association***
  - ✓ Conference Session Discussant: OB: Authentic & Charismatic Leadership. (2010)  
Paper session at the Southern Management Association Meeting, Tampa, FL
- **Review for Academic Conferences**
  - Academy of Management Annual Meeting, OB and HR divisions (2007-present)
  - Society for Industrial/Organizational Psychology (2012-present)
  - Southern Management Association (2010)
  - Africa Academy of Management Annual Meeting (2015)

## **DEPARTMENT AND COLLEGE SERVICES**

- Co-Academic director, Executive development program, Fisher Leadership Initiative, 2022-present
- Coordinator, OBHR PhD Program, Fisher College of Business, the Ohio State University, 2019-present
- Internal Advisory Board member, Fisher Leadership Initiative, 2018 to present
- Member of PhD in business administration committee, Fisher College of Business, the Ohio State University, 2019-present
- Member of MBA curriculum committee, Fisher College of Business, the Ohio State University, 2018-2019
- Member of MHR department program coordinator search committee, Fisher College of Business, the Ohio State University, 2018
- Member of teaching grade appeal committee, Department of Management and Human Resources, Fisher College of Business, the Ohio State University, 2018-present
- Member of PhD comprehensive exam committee (Shuxia (Carrie) Zhang, Woohee Choi, Bryce Linford), Fisher College of Business, the Ohio State University, 2019
- Member of PhD 2<sup>nd</sup> year paper committee Fisher College of Business, the Ohio State University, Shuxia (Carrie) Zhang (2018), Hanho Lee (2022).

## **ACADEMIC AFFILIATIONS**

- Academy of Management (2007-present)
- American Psychological Association (2012-present)
- International Association for Chinese Management (2011-2012)
- Society for Industrial/Organizational Psychology (2009-present)
- Fellow of the Institute for Asia and Asian Studies at University of Notre Dame (2013-2017)
- International Collegiate Leadership Consortium, the Ohio State University (2018)

## **FIELD RESEARCH AND CONSULTING EXPERIENCES**

My field research experiences range across a variety of industries and organizations in both U.S. and China. The following is an incomplete list of the organizations that involve my research in the areas such as leadership, work teams, and talent management.

- Bank of America (USA)
- Ke Holdings Inc (Beike) (China)
- Bristol-Myers Squibb (USA)
- China Citic Bank (China)
- China Guangfa Bank (China)
- China Merchants Bank (China)
- Gardiner Koch Weisberg & Wrona Law (USA)
- International Business Machines (IBM) Corporation (China)
- Krusinski Construction Company (USA)
- Laiyifen Company (China)
- Lenovo (China)
- McKinsey & Company (USA)
- Panduo Co., Ltd. (China and USA)
- Postal Savings Bank of China (China)
- ProMazo (USA)
- Shoebox Company (China)
- Ting Hisin International Group (China)
- University of Illinois, Medical School (USA)
- University of Notre Dame, Mendoza College of Business (USA)
- The Ohio State University, Wexner Medical Center (USA)
- Vanke (China)
- Western Building Products (USA)