

## CHEN WANG

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### ACADEMIC EXPERIENCE

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- Western Michigan University
  - Assistant Professor, Department of Management 2020-present
- Florida International University
  - Graduate Teaching Assistant, Department of Global Leadership and Management 2018-2020
  - Graduate Teaching Assistant, Department of Management and International Business 2015-2018

### EDUCATION

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- **Ph.D. in Business Administration, Management** (2020)
  - Florida International University, Miami, FL
- **Master of International Business** (2013)
  - Florida International University, Miami, FL
  - Graduated with *Dual Degree Highest GPA Award*
- **Bachelor of Management, Tourism Management** (2012)
  - Qingdao University, China
- **Bachelor of Arts, Tourism and Leisure Management** (dual degree) (2012)
  - IMC University of Applied Sciences Krems, Austria
  - Graduated with highest distinction

### PUBLICATIONS & PROCEEDINGS

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Lei, L., Wang, C., & Pinto, J. (*Forthcoming*). Do chameleons lead better? A meta-analysis of the self-monitoring and leadership relationship. *Personality and Social Psychology Bulletin*.

Sanchez, J. I., Wang, C., Ponnappalli, A. R., Sin, H. P., Xu, L., Lapeira, M., & Song, M. (*in press*). Assessing common-metric effect sizes to refine mediation models. *Organizational Research Methods*.  
<https://doi.org/10.1177/10944281231169943>

Zhou, Y., Wang, C., & Sin, H. P. (2023). Being “there and aware”: A meta-analysis of the literature on leader mindfulness. *European Journal of Work and Organizational Psychology*.  
<https://doi.org/10.1080/1359432X.2022.2150170>

Zhao, Y., Xu, L., **Wang, C.**, & Ponnappalli, A. R. (2022). Corporate social responsibility and corporate reputation: The moderating roles of CEO and state political ideologies. *Social Responsibility Journal*.  
<https://doi.org/10.1108/SRJ-08-2020-0318>

Kim, K., Halliday, C. S., Zhao, Y., **Wang, C.**, & Von Glinow, M. A. (2018). Rewarding self-initiated expatriates: A skills-based approach. *Thunderbird International Business Review*, 60(1), 89-104.  
<https://doi.org/10.1002/tie.21832>

## BEST PAPER PROCEEDINGS

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Frear, K., **Wang, C.**, Speights, S. L., & Heggstad, E. D. (2018). How I see it, how everyone else sees it: Personal and social schemas of career success. *Academy of Management Best Papers Proceedings*.

## ACADEMIC PRESENTATIONS

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**Wang, C.**, Ponnappalli, A. R., & Nsair, I. (2023, October). A quantitative synthesis of the literature on authenticity at work. *Presentation accepted at the 2023 Annual Conference of Southern Management Association, Tampa, FL.*

Lei, L., **Wang, C.**, & Pinto, J. (2023, August). Do Chameleons Lead Better? A Meta-analysis of the Self-monitoring and Leadership Relationship. *Presented at the 33<sup>rd</sup> Annual Meeting of the Academy of Management, Boston, MA.*

Gajendran, R. S., Ponnappalli, A. R., **Wang, C.**, & Javalagi, A. (2022, May). A quantitative synthesis of the remote work literature. *Poster session presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.*

†*Selected as one of ten “Top Posters” among approximately 600 submissions for the SIOP 2022 annual conference (top 1.7%).*

Sanchez, J. I., **Wang, C.**, Ponnappalli, A. R., Sin, H. P., Xu, L., Lapeira, M., & Song, M. (2022, May). Towards a common-metric of mediation effects in meta-analysis. *Poster session presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.*

Zhou, Y., Sin, H.P., & **Wang, C.** (2021, November). An examination of the antecedents and consequences of leader mindfulness: A meta-analysis. *Presented at the 2021 Annual Conference of Southern Management Association, New Orleans, LA.*

Gajendran, R. S., Javalagi, A., **Wang, C.**, & Ponnappalli, A. R. (2021, August). Consequences of remote work use and intensity: A meta-analysis. *Presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management, Virtual Conference.*

Zhou, Y., Sin, H.P., & **Wang, C.** (2021, August). An examination of the antecedents and consequences of leader mindfulness: A meta-analysis. *Presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management, Virtual Conference.*

- Sanchez, J. I., **Wang, C.**, Ponnappalli, A. R., & Sin, H. P. (2020, August). A meta-analysis of neglected artifacts in organizational behavior mediation research. *Presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC, Canada.*
- Zhou, Y., **Wang, C.**, Kim, K., Ponnappalli, A. R., & Von Glinow, M. A. (2020, June). Impacts of cross-cultural management training on cultural intelligence. *Poster presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.*
- Wang, C.** & Sin, H.P. (2020, March). LMX Differentiation and team performance: The role of key members. *Proposal accepted at the Annual Conference of Western Academy of Management, Waikoloa, HI.* Conference cancelled due to the COVID-19 pandemic.
- Ponnappalli, A. R., **Wang, C.**, Gajendran, R. S., & Kundu, S. K. (2020, January). “Home is where the heart is”: How families influence International New Venture growth. In R.S. Gajendran and A. A. Saiyed (Chairs), Entrepreneurship – Emerging Issues. *Paper presented at the 6<sup>th</sup> Annual Meeting of the Indian Academy of Management, Tiruchirappalli, India.*
- †*Selected as the Entrepreneurship & Small Business Management Track Best Paper.*
- Wang, C.**, Ponnappalli, A. R., Gajendran, R. S., Kundu, S. K., & Sin, H. P. (2020, January). The initiation, development, and maintenance of relationships in International New Venture networks. In R.S. Gajendran and A. A. Saiyed (Chairs), Entrepreneurship—emerging issues. *Paper presented at the 6<sup>th</sup> Annual Meeting of the Indian Academy of Management, Tiruchirappalli, India.*
- Wang, C.**, Ponnappalli, A. R., Gajendran, R. S., Kundu, S. K., & Sin, H. P. (2019, August). Applying role theory to International New Ventures. In M. O. Vural (Chair), Entrepreneurial roles and identities. *Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.*
- Ponnappalli, A. R., **Wang, C.**, Gajendran, R. S., & Kundu, S. K. (2019, August). When work comes first at the cost of family: Consequences for International New Ventures. In R. Mudambi (Chair), Emerging topics of international management. *Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.*
- Ponnappalli, A. R., **Wang, C.**, & Sin, H. P. (2019, June). Ex-offenders and work: An interdisciplinary review and research agenda. In C. McCluney (Facilitator), (In)Equity and (in)Justice in organizations seeking to do good. *Paper presented at the 2019 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.*
- Wang, C.**, Ponnappalli, A. R., Buckman, B. R., & Viswesvaran, C. (2019, June). Establishing a nomological net for 'authenticity at work' using meta-analysis. *Poster session presented at the 2019 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.*
- Sin, H. P., Ponnappalli, A. R., & **Wang, C.** (2019, May). Working for the greater good: A comprehensive review of ex-offenders at work. *Poster session presented at the 2019 Congress of European Association for Work & Organizational Psychology, Turin, Italy.*

- Ponnappalli, A. R., **Wang, C.**, Buckman, B. R., & Snihur, A. (2019, April). Authenticity at work: Establishing a nomological net using meta-analysis. *Poster session presented at the 34<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.*
- †**Selected as one of ten “Top Posters” for the 2019 annual conference (top 1.6%).**
- Wang, C.**, Ponnappalli, A. R., Kundu, S. K., Gajendran, R. S., & Sin, H. P. (2018, December). The line that connects the dots: Building high-quality ties in International New Venture networks. *Paper presented at the 2018 Special Conference of Strategic Management Society, Hyderabad, India.*
- Ponnappalli, A. R., **Wang, C.**, Kundu, S. K., Gajendran, R. S., & Sin, H. P. (2018, December). Founder work-life balance and International New Venture expansion: A conservation of resources perspective. *Paper presented at the 2018 Special Conference of Strategic Management Society, Hyderabad, India.*
- Ponnappalli, A. R., **Wang, C.**, Sin, H. P. (2018, November). Ex-offender at work: A research agenda. In J. Griffith, J. (Facilitator), *Improving Lives: Exploring the relationship between criminal history and work. Symposium conducted at the 2018 Annual Conference of Southern Management Association, Lexington, KY.*
- Frear, K., **Wang, C.**, Speights, S. L., & Heggstad, E. D. (2018, August). How I see it, how everyone else sees it: Personal and social schemas of career success. In B. Z. Larson (Chair), *The role of social schemas and teams in subjective career success. Paper presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.*
- †**Selected as a 2018 Best Paper and nominated for the Careers Division Overall Best Paper Award.**
- Sanchez, J. I., **Wang, C.**, Ponnappalli, A. R., Lapeira, M., Pineda, I., Quiroz, V., Song, M., & Xu, L. (2018, April). Mediation analysis in organizational psychology: A meta-analysis of rarely acknowledged statistical artifacts. *Poster session presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.*
- Wang, C.**, Ponnappalli, A. R., Buckman, B. R., Viswesvaran, C. (2018, April). Factors influencing the reliability of authenticity scales: A reliability generalization meta-analysis. *Poster session presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.*
- Wang, C.**, Ponnappalli, A. R., & Sin, H. P. (2017, October). Ex-offenders and employment: A comprehensive literature review. In D. Rice (Facilitator), *The workplace and stigma. Paper presented at the 2017 Annual Conference of Southern Management Association, St. Pete Beach, FL.*
- Halliday, C. S., Ponnappalli, A. R., **Wang, C.**, Kim, K., & Newburry, W. (2017, October). The role of sub-national institutions on the corporate social responsibility and corporate reputation relationship. In S. Mesdaghinia (Facilitator), *CSR and leader behavior. Paper presented at the 2017 Annual Conference of Southern Management Association, St. Pete Beach, FL.*
- Wang, C.**, Ponnappalli, A. R., & Buckman, B. R. (2017, August). Authentic leadership and employee engagement: The role of employee authenticity. In B. R. Buckman, H. Leroy, & E. Steckler (Chairs) *Exploring essential drivers and antecedents of workplace authenticity. Symposium conducted at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.*

Kim, K. & Wang, C. (2017, July). Cultural intelligence and intercorrelation: A multiple group comparison study. *Paper presented at the 2017 Annual Meeting of the Academy of International Business, Dubai, UAE.*

Wang, C., Ponnappalli, A. R., & Buckman, B. R. (2017, April). Authentic leadership and employee engagement. *Poster session presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.*

Ponnappalli, A. R., Sin, H. P., & Wang, C. (2016, October). Employing ex-offenders: What we know so far and where do we go from here?. In A. V. Hall (Facilitator), *Stigma and discrimination: Workplace experiences of outgroup members. Paper presented at the 2016 Annual Conference of Southern Management Association, Charlotte, NC.*

Kim, K., Wang, C., & Von Glinow, M. A. (2016, July). Making the connection: Cross-cultural management course and cultural intelligence. *Paper presented at the 2016 Annual Conference of Academy of International Business, New Orleans, LA.*

## **MEDIA COVERAGE & INTERVIEWS**

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- *Current trends in remote work.* The Business Magazine 2023 issue, Kalamazoo, MI, August 2023.
- Office occupancy sets a new norm for breaking into the industry. *Western Herald*, Kalamazoo, MI, February 2023.
- *Work from home could be here to stay as people move to smaller cities.* MIRS.News, Kalamazoo, MI, February 2023.
- “*Quiet quitting*”: *Just a fad? Or Something else?* *Western Herald*, Kalamazoo, MI, November 2022.
- *What’s all this noise about “quiet quitting”?* Webinar Panelist, *Michigan Small Business Development Center (SBDC)*, Grand Rapids/Kalamazoo, MI, October 2022.
- *The factors driving Michigan’s worker shortage.* *WWMT News Channel 3*, Kalamazoo, MI, November 2021.

## **TEACHING EXPERIENCE**

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- Assistant Professor, Western Michigan University
  - MGMT 3540: HR Analytics (formerly HR Metrics and Management Systems)
  - MGMT4320: Total Rewards (Compensation & Benefits)
  - MGMT 2500: Organizational Behavior
  - MGMT 2500 HC: Organizational Behavior (Honors College)
  - MGMT 4120: Management Internship
  - MGMT 4950: Independent Study
- Instructor, Florida International University
  - MAN 4301: Human Resource Management
  - MAN 4151: Organizational Behavior
  - MAN 3025: Organization and Management
- Teaching Assistant, Florida International University
  - MAN 6316: HR Analytics (2019)
  - MAN 4151: Organization and Management (2016)

- GEB 2011: Introduction to Business (2016-2017)
- MAN 3025: Organizational Behavior (2015)

## **SERVICE TO UNIVERSITY**

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- Western Michigan University

### University

- Academic Integrity Committee (2021-present)
- Invited Panelist, New Faculty Orientation (2021, 2022)

### Haworth College of Business

- Undergraduate Program Council (2022-present)
- The 30 Selection Committee (2021-present)
- Judge, K.C. O'Shaughnessy Bronco Pitch Competition and Showcase (2021, 2023)
- Bachelor of Business Administration (BBA) Orientation (2020-present)
- Curriculum/Course design:
  - CIS 2500: Data Analytics for Business (2022)
  - MGMT3540: HR Analytics (2020-2021)

### Department of Management

- Department of Management Executive Committee (2020-present)
- Department of Management Curriculum Committee (2020-present)
- Department of Management Search Committee (2021)

### HR Program

- Co-advisor, The Society for Excellence in Human Resources (SEHR) (2021-present)

†*The student chapter won the SHRM Student Chapter Superior Merit Award from 2021-2023.*

†*Students placed 3rd in the Michigan state-level HR Competition, October 2023.*

†*Students placed 2nd in the Michigan state-level HR Competition, October 2022.*

- HR Program Faculty Advisor (2020-present)

- Florida International University

- Judge, Conference for Undergraduate Research at FIU (2019)

## **SERVICE TO ACADEMIA**

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- Ad Hoc Reviewer:

- *Human Relations*
- *Journal of Occupational and Health Psychology*
- *Journal of Leadership and Organizational Studies*
- *International Journal of Human Resource Management*
- *Management and Organizational Review*
- *Cross Cultural & Strategic Management Journal*

- *American Journal of Business*
- *Behaviour & Information Technology*
- Conference Reviewer:
  - *Academy of Management*
  - *Southern Management Association*
  - *Society for Industrial and Organizational Psychology*
  - *Western Academy of Management*
- Chaired sessions:
  - *Will They Go or Will They Stay: Understanding Employee Withdrawal and Turnover*, Human Resources/Research Methods Track (2020)
  - *The Blame Game: Social Responsibility, Distance, and Stigma*, Organizational Behavior Track (2018)
- Other services:
  - Career Coach, Academy of Management Coaching Center (2023-present)
  - External Reviewer for Ph.D. dissertation, Institute of Business Management (IoBM), Pakistan (2021)

## **AWARDS, SCHOLARSHIPS, FUNDINGS, GRANTS, AND HONORARY SOCIETIES**

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### Recognitions for Research

- Top Poster Award, Society for Industrial and Organizational Psychology (SIOP) (2022)
- Best Paper Award, Indian Academy of Management (INDAM), Entrepreneurship & Small Business Management Track (2020)
- Top Poster Award, Society for Industrial and Organizational Psychology (SIOP) (2019)
- Finalist, Overall Best Paper Award for the Careers Division at the Academy of Management Annual Conference (2018)

### Grants & Funding:

- Co-Investigator — *My Name is My Identity: Examining the Impact of Name Mispronunciation at Work*, Social Sciences Research Support, Wayne State University (06/01/2023 – 05/31/2025), Ponnappalli, A. R. (PI), Liu, X. (Co-I), Wang, C. (Co-I). Budget: \$10,000
- Principal Investigator — *What does it mean to be authentic in the workplace*. Support for Faculty Scholars Award (SFSA), Western Michigan University (02/01/2022 – 01/31/2023), Wang, C. (PI), Budget: \$2,000
- Awarded research grant, FIU Center for International Business Education and Research (CIBER), Florida International University (2020)
- Awarded FIU Provost Online Course Design Initiative funding, based on *Quality Matters* Certified Course: Human Resource Management, Florida International University (2019)
- Awarded internal funding, Business Doctoral Student Association (BDSA), Florida International University (2019)
- Awarded internal funding, Graduate & Professional Student Committee (GPSC), Florida International University (2019)

### Recognitions for Teaching

- FIU Provost Award for Outstanding Graduate Teaching Assistant, Florida International University (2019)
  - *In recognition of exceptional contributions made by a Graduate Teaching Assistant to the educational*

*excellence of FIU (awarded to one recipient by the provost at the university level)*

- *Remote Teach Ready Certificate* for online Continuing, Professional, and Executive Education, Florida International University (2020)
- *Quality Matters Certificate* for MAN4301 Human Resource Management, Florida International University (2019)

## **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

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- Academy of Management
- Southern Management Association
- Society for Industrial and Organizational Psychology
- Society for Human Resource Management

Updated October 2023