

CURRICULUM VITA

Peng Wang

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EDUCATION

- Ph.D. University of Illinois at Urbana-Champaign, October, 2004
Institute of Labor and Industrial Relations
Major: Human Resource and Organizational Behavior
- M.S. University of Illinois at Urbana-Champaign, December, 2001
Institute of Labor and Industrial Relations
Major: Human Resource and Industrial Relations
- M.S. Chinese Academy of Sciences, July, 1999
Institute of Psychology
Major: Industrial and Organizational Psychology
- B.A. Beijing Normal University of China, July, 1996
Department of Psychology
Major: Psychology

PROFESSIONAL EXPERIENCE

Fall, 2012 to now

Associate Professor with tenure in Department of Management at Miami University, Ohio

Fall, 2006 to 2012

Assistant Professor in Department of Management at Miami University, Ohio

August, 2004 – Spring, 2006

Assistant Professor in Department of Management and Marketing at Jackson State University

TEACHING EXPERIENCE

Have taught courses in Organizational Behavior, Leadership, Cross-Cultural Management, Strategic Management, Quantitative Methods at Undergraduate and graduate levels.

RESEARCH INTERESTS

Work-Family Balance, Leadership Effectiveness, Cross-Cultural Management, Creativity, Diversity Management.

PEER-REVIEWED PUBLICATIONS (Total Google scholar citation =3,981)

- Dust, S. **Wang, P.**, Rode, J., Wu, Z.M., & Wu, X. (forthcoming) The effect of leader and follower extraversion on leader-member exchange: An interpersonal perspective incorporating power distance orientation. *Journal of Social Psychology*. (**note. The first two authors share equal authorship**). DOI: 10.1080/00224545.2020.848774
 - Google scholar citation:
 - Australian Business Deans Council Journal Rankings List Ranking = B
 - Scimago Journal Rank = Q2 in social psychology [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- Dust, S., Rode, J., **Wang, P.** (forthcoming). Leader Self-Enhancement Values: Curvilinear and Congruence Effects. *Leadership & Organization Development Journal*. DOI: 10.1108/LODJ-10-2019-0438
 - Google scholar citation:
 - Australian Business Deans Council Journal Rankings List Ranking = B
 - Scimago Journal Rank = Q1 in business, management and accounting (miscellaneous) [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- **Wang, P.**, Luo, Z.X., & Wang, Z. (2020). The Effectiveness of Family-supportive Supervisors: The Moderating Role of Employees' Collectivistic Self-construal. *Journal of Cross-Cultural Psychology*, 51(6), 442-455.
 - Google scholar citation: 1
 - Australian Business Deans Council Journal Rankings List Ranking = A
 - Scimago Journal Rank = Q1 in cultural studies [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- **Wang, P.**, Wang, Z., & Luo, Z.X. (2020). From Supervisors' Work-Family Conflict to Employees' Work-Family Conflict: The Moderating Role of Employees' Organizational Tenure. *International Journal of Stress Management*, 27(3), 273-280.
 - Google scholar citation: 1
 - Australian Business Deans Council Journal Rankings List Ranking = A
 - Scimago Journal Rank = Q1 in discipline Business, Management and Accounting (miscellaneous) [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- Dust, S., **Wang, P.**, Lai, L (2020). I'm Too Old for This: Time Demands and Older, Early-Career Employees' Receptivity to Supervisor Support. *Journal of Career Development*, 47(2), 220-236.
 - Australian Business Deans Council Journal Rankings List Ranking = B
 - Scimago Journal Rank = Q2 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- **Wang, P.** (2020). Reconsidering the Costs and Benefits of Work Engagement on Work-Family Interaction and Turnover Intention: the antecedents and outcomes. *Community, Work & Family*, 23(2), 224-246.
 - Google scholar citation: 3

- Australian Business Deans Council Journal Rankings List Ranking = C
 - Scimago Journal Rank = Q2 in discipline Social Science (Miscellaneous) [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- **Wang, P.** (2020). Core Job Characteristic and Uncertainty Avoidance: Into the Black Box of Transformational Leadership Effect on Creativity. *Journal of Creative Behavior*, 54(2), 311-322.
 - Google scholar citation: 7
 - Scimago Journal Rank = Q2 in discipline Education [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- **Wang, P.,** Wang, S.H., Lawler, J. Hsu, C., & Xiao, Y. (2019). The Impact of Idiosyncratic Deals on Work-to-Family Conflict and Enrichment: An Exploration of Mediating Mechanisms. *Human Resource Management Journal*, 29, 4, 600-619.
 - Google scholar citation: 6
 - Australian Business Deans Council Journal Rankings List Ranking = A
 - Journal Citation Reports: 1/30 in Industrial Relations & Labor journals.
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- **Wang, P.,** Wagner, T.A., Boyar, S.L., Corman, S.A., & McKinley, R.B. (2016). The Relationship between Organizational Family Support and Burnout Among Women in the Healthcare Industry: Core Self-Evaluation as Moderator. In M.L. Connerley & J. Wu (Eds), *Handbook on Well-Being of Working Women*, p. 283-296. The Netherlands: Springer and the International Society for Quality-of-Life Studies (ISQOLS).
 - Google scholar citation: 7
- **Wang, P.,** Rode, J.C. Shi, K., Luo, Z.X., & Chen, W. J. (2013). A Workgroup Climate Perspective on the Relationships Among Transformational Leadership, Workgroup Diversity, and Employee Creativity. *Group and Organization Management*, 38, 334-360.
 - Google scholar citation: 143
 - Australian Business Deans Council Journal Rankings List Ranking = A
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- **Wang, P.,** Walumbwa, F.O, Wang, H., & Aryee, S. (2013). Unraveling the Relationship between Family-Friendly Supervision and Employee Performance. *Group and Organization Management*, 38, 258-287.
 - Google scholar citation: 59
 - Australian Business Deans Council Journal Rankings List Ranking = A
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- Walumbwa, F. O., Mayer, D., **Wang, P.,** Wang, H., & Marie, K. (2011). Linking Ethical Leadership to Employee Performance. *Organizational Behavior and Human Decision Processes*, 115, 214-213.
 - Google scholar citation: 930

- Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
 - Among *Financial Times* 50 journals.
- **Wang, P.,** Lawler, J., & Shi, K. (2011). Implementing family-friendly Policies in Banking Industry: Evidences from some African and Asian Countries. *Journal of Occupational and Organizational Psychology*, 84, 493-517
 - Google scholar citation: 58
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- **Wang, P., & Zhu, W.** (2011). Toward Understanding the Relationship between Transformational Leadership and Creative Performance: A Multilevel Study Testing Mediating Role of Creative Identity and Creative Efficacy. *Journal of Leadership and Organizational Studies*, 18, 1, 25-39.
 - Google scholar citation: 103
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- **Wang, P. & Rode, J.** (2010). Transformational leadership, follower creativity and organizational context: A test of a follower identity based model. *Human Relations*, 63, 8, 1105-1128.
 - Google scholar citation: 451
 - Scimago Journal Rank = Q1 in discipline Social Science (miscellaneous).
 - Among *Financial Times* 50 journals.
- **Wang, P.,** Lawler J. L., & Shi, K. (2010). Work-family conflict, self-efficacy, and job satisfaction: Gender effects in Asia. *Journal of Leadership and Organizational Studies*, 17, 3, 298-308.
 - Google scholar citation: 80
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
- **Wang, P., & Schwarz J.** (2010). Stock price reactions to GLBT-Nondiscrimination policies. *Human Resource Management*, 49,195-216.
 - Google scholar citation: 82
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
 - Among *Financial Times* 50 journals.
- **Wang, P.,** Lawler, J. J., Shi, K., Walumbwa, F., & Piao, M. (2008). Family-Friendly Employment Practices: Importance and Effects in India, Kenya, and China. *Advances in International Management*, 21, 235-265, Elsevier Science.
 - Scimago Journal Rank = Q3 in discipline Business and International Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]
 - Google scholar citation: 20

- **Wang, P., & Walumbwa, F.O.** (2007), Family-friendly programs, organizational commitment, and work withdrawal: The moderating role of transformational leadership. *Personnel Psychology*, 60, 397-427.
 - Google scholar citation: 411
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- Walumbwa, F.O., Orwa, B., & **Wang, P.** (2005). Transformational Leadership, Organizational Commitment, and Job Satisfaction: A Comparative Study of Kenyan and the United States Financial Firms. *Human Resource Development Quarterly*, 16, 2, 235-256.
 - Google scholar citation: 566
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- Walumbwa, F.O., Lawler, J., Avolio, B., **Wang, P.**, & Shi, K. (2005). Transformational Leadership and Work-related Attitudes: The Moderating Effects of Collective and Self-efficacy Across Cultures. *Journal of Leadership and Organizational Studies*, 11, 3, 2-16.
 - Google scholar citation: 293
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- Walumbwa, F.O., **Wang, P.**, Lawler, J., & Shi, K. (2004). The role of collective efficacy in the relations between transformational leadership and work outcomes. *Journal of Occupational and Organizational Psychology*, 77, 515-530.
 - Google scholar citation: 697
 - Scimago Journal Rank = Q1 in discipline Organizational Behavior and Human Resource Management [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- **Wang, P.**, Walumbwa, F.O., Lawler, J., & Shi, K. (2004). Work-Family Conflict and Job Withdrawal Intentions: The Moderating Effect of Cultural Differences. *International Journal of Stress Management*, 11, 392-412.
 - Google scholar citation: 132
 - Scimago Journal Rank = Q1 in discipline Business, Management and Accounting (miscellaneous) [range: Q4 (lowest), Q3, Q2, Q1 (highest)]

- **Wang, P.**, Yang, H., & Shi, K. (2002). An Initial Study of Factors Affecting the Transfer of Training. *Psychological Science [China]*, 25, 1, 69-72.
 - Google scholar citation: 11

- Shi, K., **Wang, P.**, Wang, W. Z., Zuo, Y. T., & Liu, D.W., Maehr, M. L., Mu, X.T., Linnenbrink, L., & Hruda, L. (2001). Goals and Motivation of Chinese Students--Testing the Adaptive Learning Model. In Salili, F., Chiu, C. Y., & Hong Y. Y. (eds.), *Student motivation: The culture and context of learning*. Plenum series on human exceptionality, 249-270.
 - Google scholar citation: 35

- Maehr, M. L. Shi, K., Avi, K., & **Wang, P.** (1999). Culture, Motivation and Achievement: Toward Meeting the New Challenge. *Asia Pacific Journal of Education*, 19, 2, 15-29.
 - Google scholar citation: 8
- **Wang, P.**, & Shi K. (1998). A Review of Training Needs Assessment. *Newly Development in Psychology [China]*, 6, 4, 36-38.
- **Wang, P.**, Shi, K., & Zuo, Y. (1996). A Developmental Study of the Students' Adaptive Motivation Pattern. *Psychological Development and Education [China]*, 47, 12-17.

MANUSCRIPT UNDER REVIEW OR REVISION-RESUBMISSION

- **Wang, P.**, Chen, X.P., & Lawler, J. Top Management, HRM, and Firm Performance: Unraveling the Process in the Context of Firm Ownership. Under 1st R&R with *Human Resource Management*.
- **Wang, P.**, Rode, J., & Wang, Z. Supervisor Role Identity Salience and Employee Work-Family Conflict. Under the 1st R&R with *Journal of Leadership and Organizational Studies*.
- **Wang, P.**, Steed, L., & Wang, Z. Trickle-down Effects of Supervisors' Family-to-work Enrichment and Conflict: The Roles of Supervisor Support and Dyadic Similarity. Under the 1st review with *Journal of Business Psychology*. (**Note. The first two authors share equal authorship**).
- **Wang, P.**, Dust, S., & Wang, Z. Leader Gender and Employee Power Distance Orientation as Boundary Conditions of the Relationship Between Humble Leadership and Leader-Member Exchange. Under the 1st review with *Human Performance*.

WORKING PAPERS/PROJECTS

- Huang, X.W., **Wang, P.**, & Wang, Z. Servant Leader, Work Engagement, and Employee Work-family Balance. Paper-writing stage.
- Chen, X.P., **Wang, P.**, & Lawler, J., & Cheng. The three-way interaction of business strategy, high-performance HR system, and ownership on firm performance. Paper-writing stage.
- Bai, B., **Wang, P.** & Hsu, I-C. Income inequity and job and family satisfaction in husband-wife dyad. Data analysis stage.

SELECTED CONFERENCE PRESENTATIONS

- **Wang, P.**, Steed., L., & Wang, Z. Supervisors' Family-to-work Enrichment and Conflict. Annual Academy of Management conference, 2020. (**note. The first two authors share equal authorship**).
- **Wang, P.**, Rode, J., & Wang, Z. Supervisor Role Identity Salience and Employee Work-Family Conflict. Annual Academy of Management conference, 2020.

- **Wang, P.**, Wang, Z., & Luo, Z.X. The Effectiveness of Family-Supportive Supervisors: The Moderating Role of Employees' Individualism-Collectivism Orientations. The Work and Family Researchers Network annual conference, 2020.
- **Wang, P.**, Wu, X., Wu, Z.M. Employee-Supervisor Extraversion Congruence, Leader-Member Exchange, and Power Distance Orientation: A Test of Similarity-Attraction Theory. Academy of Management Conference, 2019.
- **Wang, P.**, Wang, Z., & Luo, Z.X. The Influence of Leader's Work Role Salience on Employees' Work-Family Conflict and Turnover Intention: The Moderating and Mediating Effects. Academy of Management Conference, 2018.
- Dust, S. B., & **Wang, P.** Mitigating unsupportive work-family cultures with early career stage supervisor support. Society for Industrial and Organizational Psychology Conference, 2017.
- **Wang, P.** & Lei, L. The comparison of the effectiveness of the access and the utilization of family-friendly company benefits on work-related outcomes. West Decision Making Annual Meeting, 2015.
- Bai, B., **Wang, P.**, & Hsu, I-C. Income Inequality in a Marriage -- Does It Matter? West Decision Making Annual Meeting, 2015.

RECOGNITIONS AND AWARDS

- Faculty commendations from Center for Teaching Excellence, Miami University, 2010, 2012, 2013, 2016, 2019, 2020.
- 2013: Selected by the Miami University student organization "Women in Business" as the Miami University's Women in Business Faculty of the month.
- Junior faculty research award, Farmer School of Business, Miami University, 2012.
- Finalist for *the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2008.*
- Nominee for the *Dexter International Award*, Academy of Management Meeting, 2005.

SERCIVES TO THE PROFESSION, UNIVESITY, SCHOOL OF BUSINESS, DEPARTMENT, AND COMMUNITY

A. Service to the Profession

- 2015-present: Editorial review board member for *Journal of Leadership and Organizational Studies*.
- 2011-2020: Editorial review board member for *Journal of Organizational Behavior*.
- 2012-2015: Track Chair, The Management, Organizational Behavior, & Human Resource Management track, Western Decision Science Institute.
- 2010-2012: International review committee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, a premier award in work-family research field
- 2006-present: Ad hoc reviewer for *Personnel Psychology, Journal of Applied Social Psychology, Human Performance, Human Relations, Applied Psychology: An International Review, British Journal of Management, Journal of Occupational and Organizational*

Psychology, Journal of Organizational Behavior, Group and Organizational Management, Journal of Leadership and Organizational Studies, Journal of Organizational Behavior, and International Journal of Human Resource Management, etc.

B. Service to the University and Other Divisions

- 2021-present: Department Senate Representative
- 2019-present: Member, University senate library committee
- 2018-2020: Member, University appeals board committee
- 2013: Member, Search committee for faculty position in Department of Sports Leadership and Management (SLAM)
- 2010: Invited speaker at Professional Mondays sponsored by the Office of Diversity Affairs and the Office of Career Service at Miami University
- 2009 -2010: Member, University Library Committee

C. Service to the School of Business and Department

- 2020-present: Member, FSB academic appeals committee
- 2018-2020: Member, FSB eLearning committee
- 2016-2018: Member, FSB research committee
- 2010-2016: Member, FSB International studies committee * (note. need to double check the starting time of my service period)
- 2007-2008: Member, Miami University China Semester Advisory Committee
- 2007-2008: Guest Speaker in China Business Program Workshop
- 2007: Group leader and facilitator, FSB summer faculty oversea study group

D. Service to the Department

- 2015-present: Member, Management department faculty development committee
- 2013-present: Member, Management department promotion/tenure committee
- 2019: Member, HCML position search committee
- 2017: Member, HCML position search committee
- 2017: Member, Management department chair search committee
- 2015: Member, HCML position search committee
- 2015: Member, Clinical/Lecture position search committee
- 2014: Member, HCML position search committee
- 2012: Member, SCOM position search committee

E. Service to Community

- Summer, 2020: Co-organize the donation and meals delivery from Oxford Chinese American community to Oxford police station and McCullough-Hyde Memorial Hospital staffs.