

Curriculum Vita

Joshua B. Wu

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EDUCATION

Arizona State University, W. P. Carey School of Business, Tempe, AZ
Ph.D. in Business Administration, December 2006
Major: Organizational Behavior

Renmin University of China, Beijing, P. R. China
Bachelor of Economics, August 1998
Major: International Trade

PROFESSIONAL EXPERIENCE

Assistant Professor of Management, Department of Management, School of Business Administration, University of Miami, Coral Gables, FL (August 2006 to present)

Research Associate, Department of Management, W. P. Carey School of Business, Arizona State University, Tempe, AZ (August 2001 to May 2006)

Human Resource Management Consultant,
TMP Worldwide, Shanghai, P. R. China (January 2001 to August 2001)

Human Resource Management Consultant,
Hewitt Associates, Shanghai, P. R. China (January 1999 to January 2001)

Financial Analyst,
Hang Seng Bank (HSBC Group), Shanghai, P. R. China (May 1998 to January 1999)

REFEREED JOURNAL ARTICLES

- Wu, J. B., Tsui, A. S., & Kinicki, A. J. Consequences of differentiated leadership in groups. in press. *Academy of Management Journal*.
- Hom, P. W., Tsui, A. S., Wu, J. B., Lee, T. W., Zhang, A. Y., Fu, P.-P., & Li, L. in press. Explaining employment relationships with social exchange and job embeddedness. *Journal of Applied Psychology*.
- Wu, J. B., Hom, P. W., Tetrick, L. E., Shore, L. M., Jia, L., Li, C., & Song, L. J. 2006. The norm of reciprocity: Scale development and validation in the Chinese context, *Management & Organization Review*, 2(3): 377-402.
- Tsui, A. S., Zhang, Z.-X., Wang, H., Xin, K. R., & Wu, J. B. 2006. Unpacking the relationship between CEO leadership behavior and organizational culture. *Leadership Quarterly*, 17(2): 113-137.
- Tsui, A. S., & Wu, J. B. 2005. The “New Employment Relationship” versus the “Mutual Investment” approach: Implications for human resource management. *Human Resource Management Journal*, 44 (2): 115-121.
- Kinicki, A. J., Prussia, G. E., Wu, J. B., & McKee-Ryan, F. M. 2004. A covariance structure analysis of employees’ response to performance feedback. *Journal of Applied Psychology*, 89 (6): 1057-1069.
- Rungtusanatham, M., Odgen, J. A., & Wu, J. B. 2003. Advancing theory development in total quality management: A "Deming management method" perspective. *International Journal of Operations and Production Management*, 23 (8): 918-936.

BOOK CHAPTER

- Tsui, A. S., & Wu, J. B. 2005. The new employment relationship versus the mutual investment approach: Implications for human resource management. In M. Losey, S. Meisinger, & D. Ulrich (Eds.), *The future of human resource management: 64 thought leaders explore the critical HR issues of today and tomorrow*: 44-54. New York: Wiley.

MANUSCRIPT UNDER REVIEW

- Schriesheim, C. A., Wu, J. B., & Scandura, T. A. A theoretical and empirical analysis of the levels of analysis of the Multifactor Leadership Questionnaire, Form 5X (MLQ5X). (conditional accepted at the *Leadership Quarterly*)

CONFERENCE PROCEEDINGS AND PRESENTATIONS

Proceedings

- Wu, J. B. 2007. The dual processes of team leadership: A multilevel perspective. Proceedings of the Academy of Management Annual Meeting, Philadelphia, PA, August 2007.
- McKee-Ryan, F. M., Wu, J. B., & Kinicki, A. J. 2004. Life-facet coping with job loss: Development and validation of a new scale. Proceedings of the Academy of Management Annual Meeting, New Orleans, LA, August 2004.

Presentations

- Song, J., Wu, J. B., & Tsui, A. S. Chinese leadership behaviors and perceived supervisory support: Their joint effects on follower social exchange relationship. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA, August 2008.
- Ou, Y., Tsui, A. S., & Wu, J. B. Winning followers' hearts : A study on gender differences in effective leadership. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA, August 2008.
- Song, J., Wu, J. B., & Tsui, A. S. Chinese leadership behaviors and perceived supervisory support: Their joint effects on follower social exchange relationship. Paper presented at the third International Association for Chinese Management Research Biennial Conference, Guangzhou, China, June 2008.
- Schriesheim, C. A., Wu, J. B., & Scandura, T. A. A theoretical and empirical analysis of the levels of analysis of the Multifactor Leadership Questionnaire, Form 5X (MLQ5X). Paper presented at Festschrift hosted by The Institute for Leadership Research and the Area of Management, Rawls College of Business at Texas Tech University, Lubbock, Texas, October, 2007.
- Schriesheim, C. A., Wu, J. B., & Cooper, C. D. A Two-Study Investigation of Item Wording Effects on Leader-Follower Agreement in Descriptions of the Leader-Member Exchange (LMX) Relationship. Paper presented at the Southern Management Association Annual Conference, Nashville, TN, November, 2007.
- Wu, J. B. 2007. The dual processes of team leadership: A multilevel perspective. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 2007.
- Hom, P. W., Tsui, A. S., Wu, J. B., & Lee, T. W. Why do managers stay? A multilevel inquiry into the mediating role of social exchange and job embeddedness. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA, August 2007.
- Wu, J. B., Hom, P. W., Shore, L., & Tetrick, L. 2006. Toward a cross-cultural understanding of reciprocity: Construct validation of a Chinese scale. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA, August 2006.

- Nifadkar, S. S., Wu, J. B., Hom, P.W., & Tsui, A. S. 2006. Peeping into the “black box”: Mediating effects of social and economic exchange perceptions on the relationship between organizational rewards and organizational attachment. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA, August 2006.
- McKee-Ryan, F. M., Wu, J. B., & Kinicki, A. J. 2004. Life-facet coping with job loss: Development and validation of a new scale. Paper presented at the Academy of Management Annual Meeting, New Orleans, LA, August 2004.

WORKING PAPERS

- Wu, J. B., & Dasborough, M. T., & Schriesheim, C. A. Putting leadership and emotions into the organizational blender: Toward an integrative model of affective leadership. (to be submitted to the *Academy of Management Review*)
- Schriesheim, C. A., Wu, J. B., & Cooper, C. D. A two-study investigation of item wording effects on leader-follower agreement in descriptions of the leader-member exchange relationship. (to be submitted to the *Journal of Applied Psychology*)
- Song, J., Wu, J. B., & Tsui, A. S. Chinese leadership behaviors and perceived supervisory support: Their joint effects on follower social exchange relationship. (to be submitted to the *Academy of Management Journal*)

CONFERENCE INVOLVEMENT

- Poster session coordinator, International Association for Chinese Management Research Biennial Conference, Guangzhou, China, June 2008
- Session chair, Old dogs and new tricks: Tactile interaction, profile assessment, and new approaches to commitment, Southern Management Association Annual Conference, Nashville, TN, November, 2007.
- Participant, Junior faculty consortium, Division of Organizational Behavior, Academy of Management Annual meeting, Philadelphia, PA, August 2007.
- Participant, How CEO behaviors and motivations impact their companies, symposium at the Academy of Management Annual Meeting, Philadelphia, PA, August 2007.
- Participant, The employment relationship in China: Western theory in the Chinese context, symposium at the Academy of Management Annual meeting, Philadelphia, PA, August 2007.
- Panelist, International Association for Chinese Management Research workshop session, Academy of Management Annual Meeting, Atlanta, GA, August 2006.
- Nominated attendee, Doctoral student consortium, Division of Managerial and Organizational Cognition, Academy of Management Annual Meeting, Honolulu, HI, August 2005.

TEACHING EXPERIENCE

Undergraduate Courses

Organizational Behavior (University of Miami, Arizona State University)

Cultural Influences in Management (Arizona State University)

MBA Course

High Performance Teams (University of Miami)

GRANTS

Investigator, National Natural Science Foundation of China (January 1, 2008 to December 31, 2010)

Amount: RMB170,000 approximately USD22,666

Title: Transformational leadership and employee work outcomes in China: An investigation of the process based on social exchange theory.

Principal Investigator, James W. McLamore Summer Award in Business and Social Sciences, University of Miami 2007, 2008

Principal Investigator, GPSA Terminal Research Grant, Arizona State University (November 2005)

PROFESSIONAL SERVICES

Ad hoc reviewer, Academy of Management Journal

Ad hoc reviewer, Journal of Management

Ad hoc reviewer, Human Relations

Ad hoc reviewer, Journal of Applied Social Psychology

Ad hoc reviewer, Journal of High Technology Management Research

Ad hoc reviewer, Southern Management Association Annual Meeting

Ad hoc reviewer, Academy of Management Annual Meeting

Ad hoc reviewer, International Association for Chinese Management Research Biennial Conference (IACMR Conference)

Member, English Program Committee of IACMR Conference, Shanghai, China, 2010

HONOR

Finalist, Wiley-Blackwell *Management and Organizational Review* Young Scholar Award, IACMR, Guangzhou, China, June 2008

Full-tuition fellow, Ph.D. program, Arizona State University (August 2001 to May 2006)

PROFESSIONAL AFFILIATIONS

Academy of Management

Southern Management Association

International Association for Chinese Management Research