

DORA C. LAU

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ACADEMIC POSITIONS

2008 - Now Associate Professor, CHINESE UNIVERSITY OF HONG KONG
2001 – 2008 Assistant Professor, CHINESE UNIVERSITY OF HONG KONG
1997 Instructor, UNIVERSITY OF BRITISH COLUMBIA

EDUCATION

2001 UNIVERSITY OF BRITISH COLUMBIA (Ph.D.), major in Organizational Behavior.
1995 SIMON FRASER UNIVERSITY (M.B.A.), major in Human Resources Management.
1984 UNIVERSITY OF HONG KONG (B.Soc.Sc.)

ACADEMIC HONORS & AWARDS

INFLUENTIAL ARTICLE AWARD FINALIST
Academy of Management Conflict Management Division, 2013, covering articles
published in the years 2005-2008

BEST PAPER AWARD FINALIST
Asia Academy of Management Conference, 2004

THE 1998 OUTSTANDING PAPER IN ORGANIZATIONAL BEHAVIOR AWARD
Academy of Management, 1999

UNIVERSITY GRADUATE FELLOWSHIP
University of British Columbia, 1998-1999

ENTREPRENEURSHIP RESEARCH ALLIANCE FELLOW
University of British Columbia, 1998-1999

OUTREACH DOCTORAL FELLOWSHIP
University of British Columbia, 1994-1997

GRADUATE FELLOWSHIP
Simon Fraser University, 1994

RESEARCH

1. Publications:

- Lam, L., Wong, C. S., Peng, Z., & Lau, D. (in press). Is more feedback-seeking always better? Leader-member exchange moderates the relationship between feedback-seeking behavior and performance. *Journal of Management*. DOI: 10.1177/0149206315581661
- Li, W. & Lau, D. (2014). Asymmetric factional groups in family firms: When group faultline is a good thing. *Academy of Management Best Paper Conference Proceedings*, 1412-1417s. DOI: 10.5465/AMBPP.2014.288.
- Lau, D., Lam, L., & Wen, S. (2014). Examining the effects of feeling trusted by supervisors in the workplace: A self-evaluative perspective. *Journal of Organizational Behavior*, 35(1), 112-127.
- Antino, M., Rico, R., Sanchez-Manzanares, M., & Lau, D. (2013). Rethinking team diversity management: Evidence-based strategies for coping with diversity threats. In E. Salas, S. I. Tannenbaum, D. Cohen, & G. Latham (Eds.), *Developing and Enhancing Teamwork in Organizations: Evidence Based Best Practices and Guidelines*, 373-405. San Francisco: Jossey-Bass.
- Lam, L., Huang, X., Lau, D. (2012). Leadership research in Asia: Taking the road less traveled? *Asia Pacific Journal of Management*, 29, 195-204.
- Rico, R., Sanchez-Manzanares, M., Antino, M., & Lau, D. (2012). Bridging team faultlines by combining task role assignment and goal structure strategies. *Journal of Applied Psychology*, 97(2), 407-420. doi: 10.1037/a0025231.
- Lam, L. & Lau, D. (2012). Feeling lonely at work: investigating the consequences of unsatisfactory workplace relationships. *International Journal of Human Resource Management*, 23(20), 4265-4284. DOI: 10.1080/09585912.2012.665070.
- Wen, S., Lau, D., & Lam, L. (2012). Enhancing trust in Chinese organizations. In X. Huang and M. Bond (Eds.), *The Handbook of Chinese Organizational Behavior: Integrating Theory, Research, and Practice*, 289-306. Cheltenham, Glos, UK: Edward Elgar Publishing Limited.
- Lau, D. & Murnighan, J. K. (2010). Faultlines. In J. M. Levine and M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*, 278-281. Thousand Oaks, California: Sage.
- Lau, D., & Liden, R. (2008). Antecedents of co-worker trust: Leaders' blessings. *Journal of Applied Psychology*, 93(5), 1130-1138.
- Lau, D., & Lam, L. (2008). Effects of trusting and being trusted on team citizenship behaviors in chain stores. *Asian Journal of Social Psychology*, 11, 141-149.
- Lau, D., Salamon, S., & Lam, L. (2008). The impact of relational demography on perceived trustworthiness: Similarity or norms? *Journal of Social Psychology*, 148(2), 187-208.
- Lam, L. & Lau, D. (2008). Work climate and customer satisfaction: The role of trust in retail context. *Journal of Management & Organization*, 14(2), 141-154.
- Lau, D., Liu, J., & Fu, P. (2007). Feeling trusted by top leaders: A study of Chinese managers. *Asia Pacific Journal of Management*, 24: 321-340.
- Lau, D. & Murnighan, J. K (2005). Interactions within groups and subgroups: The dynamic effects of demographic faultlines. *Academy of Management Journal*, 48(4), 645-659.

(Finalist of the Academy of Management Conflict Management Division's Influential Article Award in 2013, covering articles in the years 2005-2008

Cited more than 450 times – Google Scholar October 2015;

Cited more than 180 times – Web of Science October 2015)

Graen, G., & Lau D. (2005). Proper levels of analysis, hierarchical linear models, and leadership theories. In G. B. Graen and J. A. Graen (Eds.), *Global Organizing Designs, LMX Leadership: The Series*, 3, 237-271.

Havlovic, S., Lau, D., & Pinfield, L (2002). Repercussions of work schedules congruence among full-time, part-time, and contingent employees. *Health Care Management Review*, 27(4), 30-41.

Bemmels, B. & Lau, D. (2001). Local union leaders' satisfaction with grievance procedures. *Journal of Labor Research*, 24(3), 653-667.

Lau, D. & Murnighan, J. K. (1998). Demographic diversity and faultlines: The compositional dynamics of organizational groups. *Academy of Management Review*, 23(2), 325-340.

(Awarded the Outstanding Paper in Organizational Behavior;
cited more than 1,100 times – Google Scholar October 2015;
cited more than 450 times – Web of Science October 2015)

2. Conference Presentations:

Lau, D., Ji, M., & Qin, S. (2015). Examining interpersonal trust mechanisms at work: A resource perspective. To be presented at the Vancouver Academy of Management Conference in August 2015.

Lau, D. (2015). Panel member of a Professional Development Workshop "Trust between individuals and organizations". To be held at the Vancouver Academy of Management Conference in August 2015.

Lau, D. (2015). Panel member of a Professional Development Workshop "Developing cross cultural competence in leaders and managers: Reflect, communicate & adapt". To be held at the Vancouver Academy of Management Conference in August 2015.

Lau, D. (2015). Group diversity, faultlines, and subgroups. Part of the Plenary Showcase Panel "What is Asia's relevance in OB research". Presented at the Asia Academy of Management Conference in June 2015 at Hong Kong.

Li, H. & Lau, D. (2014). Trusted by supervisor: Feeling obligated or engaged? Presented at the Philadelphia Academy of Management Conference in August 2014.

Li, W. & Lau, D. (2014). Group faultline, equity ownership, and nonfamily manager turnover in family firms. Part of a joint symposium entitled "Integrating power and faultlines to better explain organizational realities". Presented at the Philadelphia Academy of Management Conference in August 2014.

Li, W. & Lau, D. (2014). Asymmetric factional groups in family firms: When group faultline is a good thing. Presented at the Philadelphia Academy of Management Conference in August 2014.

- Li, H., Wen, S., *Lau, D.*, & Lam L. (2013). Examining the effects of felt trust by supervisors: Comparing social-exchange and self-evaluative perspectives. Presented at the 7th FINT Workshop on Trust Within and Between Organizations at Singapore Management University, Singapore, 21-23 November 2013. (opis needed)
- Lau, D.* (2013). Discussant of a joint symposium entitled "Team performance in multi-team systems: Faultlines and team boundaries". Held at the Orlando Academy of Management Conference in August 2013.
- Thatcher, S. & *Lau D.* (2012). Co-organizer of a joint symposium entitled "Contextualizing faultlines: Exploring the role of environmental contexts in team faultlines dynamics" Held at the Boston Academy of Management Conference in August 2012.
- Li, W., *Lau, D.*, & Huang Y. (2012). Faultlines in board of directors in family businesses. Presented at the Boston Academy of Management Conference in August 2012.
- Lau, D.* (2012) Faculty Advisor: PhD dissertation proposal development workshop, International Association for Chinese Management Research (IACMR) Conference at Hong Kong, June 2012.
- Lau, D.* (2012). Mentor & Panel Member: The First Inter-university OB/HRM Researcher Consortium at Hong Kong, June 2012.
- Ramon, R., Mirko, A., *Lau, D.*, & Sanchez-Manzanares, M. (2011). Can we counteract the detrimental effects of team faultlines? The combined use of task and goal structure strategies. Part of a joint symposium entitled "Broader, deeper, and richer faultlines: New thinking and data about social fissures in work teams". Presented at the San Antonio Academy of Management Conference in August 2011.
- Lau, D.* & Ely, R. (2011). Facilitator of the roundtable "Needed research in inclusion". Part of a Professional Development Workshop entitled "Current and future inclusion efforts in the Academy of Management: A town-hall work session". To be held at the San Antonio Academy of Management Conference in August 2011.
- Ramon, R., Sanchez-Manzanares, M., Mirko, A., & *Lau, D.* (2011). How can managers counteract the negative effects of team faultlines? The joint impact of task role assignment and goal structure on team performance. Presented at the European Association of Work and Organizational Psychology in May 2011 at Maastricht, the Netherlands.
- Lau, D.*, & Lam, L., Wen, S. (2010). Dynamics of felt trust at work: A self-conceptual perspective. Presented at the Montreal Academy of Management Conference in August 2010.
- Lam, L., & *Lau, D.* (2010). Living on an island at work: How workplace loneliness affects employee behavior. Presented at the Shanghai International Association for Chinese Management Research (IACMR) Conference in June 2010.
- Lau, D.*, & Lam, L. (2008). Work consequences of reliance and disclosure: Interpersonal trust dynamics within vertical dyads. Presented at the Anaheim Academy of Management Conference in August 2008.
- Lau, D.*, & Murnighan, J. K. (2008). The dynamics of group faultlines: Triggers and subgroup size. Part of a joint symposium entitled "Advances in team diversity research: beyond the input-process-outcome model of team dynamics". Presented at the Anaheim Academy of Management Conference in August 2008.

- Lau, D., & Lam, L. (2007). Effects of trusting, feeling trusted, and mutual trust within vertical dyads. Presented at the Philadelphia Academy of Management Conference in August 2007.
- Lau, D., & Murnighan, J. K. (2007). Examining subgroup interactions and trust dynamics in faultline groups: A social network approach. Part of a joint symposium entitled "Faultlines and between-subgroup relations in teams: New perspective on team diversity". Presented at the Philadelphia Academy of Management Conference in August 2007.
- Lau, D., Lam, L., & Robinson, S. (2006). Social isolation at work: Its impact on performance. Presented at the Atlanta Academy of Management Conference in August 2006.
- Lau, D., & Lam, L. (2006). Effects of trusting and being trusted on team citizenship behaviors in chain stores. To be presented at the Second Conference of International Association for Chinese Management Research (IACMR) at Nanjing, PRC, June 15-18, 2006.
- Lau, D., Lam, L., & Salamon, S. (2005). The impact of relational demography on perceived trustworthiness: Similarity or norms. Presented at the Honolulu Academy of Management Conference in August 2005.
- Lau, D., & Lam, L. (2004). Beyond main effects of unilateral trust on organizational citizenship behaviors: examining trust effects between store managers and staff in chain organizations. Presented at the Fourth Asia Academy of Management Conference at Shanghai in December 2004.
(Best Paper Award Finalist)
- Lau, D., & Murnighan, J. K. (2004). Panel member of the Professional Development Workshop, entitled "Statistical methods for assessing faultlines in teams: directions for research on team composition", at the New Orleans Academy of Management Conference in August 2004.
- Lam, L., & Lau, D. (2004). Discretion under constraints: Managerial actions in chain organizations. Presented at the New Orleans Academy of Management Conference in August 2004.
- Lau, D., & Murnighan, J. K. (2004). A multi-level examination of individual, subgroup and group effects of demographic faultlines. Presented at the Stockholm Academy of International Business Conference in July 2004.
- Lam, L., & Lau, D. (2002). Balancing uniformity and responsiveness: The role of perceived managerial discretion in global chains. Presented at the Asia Academy of Management Conference at Bangkok, Thailand in December. Published in *Asian Academy of Management Conference Proceedings*.
- Lau, D., Fu, P., Liu, J., & Peng, S. (2002). Feeling trusted by top leaders: A study of Chinese managers. Presented at the Asia Academy of Management Conference at Bangkok, Thailand in December. Published in *Asian Academy of Management Conference Proceedings*.
- Lau, D. (2002). Trusting and being trusted at work: A Chinese context. Presented at the Asia Academy of Management Roundtable Workshop at the Academy of Management Conference at Denver in August, 2002.

- Lau, D. & Murnighan, J. K. (2001). Exploring compositional dynamics of demographic faultlines: An empirical study. Part of a symposium entitled "Towards an understanding of variability within groups and organizations". Presented at the Society for Industrial and Organizational Psychology (SIOP) conference at San Diego in April 2001.
- Lau, D. (2000). Who is trustworthy? Self and others' perspectives. Part of a joint symposium entitled "Trustworthiness at work: Its nature, antecedents, and consequences". Presented at the Toronto Academy of Management Conference in August 2000.
- Lau, D. (2000). Demographic faultlines: Group-breaking effects on project performance. Working Paper. Part of a joint symposium entitled "Exploring the conflict dynamics of faultline structures in diverse work groups". Presented at the Toronto Academy of Management Conference in August 2000.
- Lau, D. (1998). Interpersonal trust in dyadic negotiations: A dynamic analysis. Presented at the San Diego Academy of Management Conference in August 1998.
- Havlovic, S., Lau, D., & Pinfield, L. (1998). Repercussions of work schedules and employee preferences on organizational and personal outcomes. Presented at the Vancouver 2nd BC-HRM-IR Conference in November 1998.
- Lau, D. & Murnighan, J. K. (1997). Demographic diversity and faultlines: The compositional dynamics of organizational groups. Presented at the Boston Academy of Management Conference in August 1997.
- Lau, D. & Murnighan, J. K. (1996). Diversity, faultlines, and norm formation in organizational groups. Presented at the Vancouver 1st BC-OB Conference in May 1996.
- Lau, D. (1994). The impact of employment equity programs on intergroup attitude and behavior. Presented at the Atlantic School of Business Conference in November 1994.

3. Research Grants:

- Lau, D. (P.I.). *Direct Grant* (HK\$35,000) awarded by the Chinese University of Hong Kong. Project title: Expiry: Dec 31, 2016. Project Code:.
- Li, W. (P.I.), Lau, D. (Co-I.); and various Co-I.'s. (HKD\$612,000; equivalent to RMB 510,000) awarded by *the National Natural Science Foundation of China*. Project title: Corporate Entrepreneurship on family business: The perspective of group faultline (家族企业公司创业研究: 基于团队断裂带的视角). Expiry: Dec 31, 2019. Project code: 71572198.
- Lau, D. (P. I.) & Shore, L. (Co-I). *RGC General Research Fund Grant* (HK\$642,289; equivalent to US\$82,345) awarded by the Research Grants Council of Hong Kong, China. Project title: Bridging subgroups in strong faultline groups: A tertius iungens perspective. Expiry: December 31, 2016. Project code: 14501414.
- Li, W. (P.I.), Lau, D. (Co-I.); and various Co-I.'s. (HKD\$270,000; equivalent to RMB 220,000) awarded by *the National Natural Science Foundation of China*. Project title: 基于团队断裂带模型的国际合资企业高管团队学习行为研究. Expiry: Dec 31, 2015. Project code: 71202095.
- Lau, D. (P.I.). *Direct Grant* (HK\$35,000) awarded by the Chinese University of Hong Kong. Project title: Team faultline and subgroup composition. Expiry: Dec 31, 2013. Project Code: 2070405.

- Lau, D. (P.I.). RGC General Research Fund Grant (HK\$451,216; equivalent to US\$57,848) awarded by the Research Grants Council of Hong Kong, China. Project title: Occupational dynamics of socially dirty worker: A social learning perspective. Expiry: December 31, 2013. Project Code: 448411.*
- Lau, D. (P.I.). Incentive Research Scheme Project Top Up (HK\$20,000; equivalent to US\$2,560) awarded by the Chinese University of Hong Kong, China. Project title: Occupational dynamics of socially dirty worker: A social learning perspective. Expiry: December 31, 2013. Project Code: 448411.*
- Lau, D. (P.I.) & Lam, L. RGC General Research Fund Grant (HK\$338,388; equivalent to US\$43,383) awarded by the Research Grants Council of Hong Kong, China. Project title: Organizational impact of employees' perception of feeling trusted: Examining self-conceptual dynamics. Expiry: December 31, 2012. Project Code: 2170147.*
- Lau, D. (P.I.) & Lam, L. Incentive Research Scheme Project Top Up (HK\$20,000; equivalent to US\$2,560) awarded by the Chinese University of Hong Kong, China. Project title: Organizational impact of employees' perception of feeling trusted: Examining self-conceptual dynamics. Expiry: December 31, 2012. Project Code: 4440345.*
- Lau, D. (P.I.). Direct Grant (HK\$60,000) awarded by the Chinese University of Hong Kong. Project title: The role of social comparison in dirty workers' stigma management. Expiry: December 31, 2010. Project Code: 2070429.*
- Lau, D. (P.I.). Direct Grant (HK\$70,000) awarded by the Chinese University of Hong Kong. Project title: Comparing the dynamics of feeling trusted by supervisors and peers: Relational and self-conceptual approaches. Expiry: Nov 30, 2010. Project Code: 2070405.*
- Lau, D. (P.I.) & Murnighan, J. K. Competitive Earmarked Research Grant (HK\$518,592) awarded by the Research Grants Council. Project title: Exploring faultline dynamics: Effects of triggers, subgroup size, and task divisibility. Expiry: December 31, 2007. Project Code: CUHK4742/05H*
- Lau, D. (P.I.) & Robinson, S. Competitive Earmarked Research Grant (HK\$309,559) awarded by the Research Grants Council. Project title: Trusting and being trusted at work: The Chinese context. Expiry: August 31, 2006. Project Code: CUHK4147/03.*
- Lau, D. (P.I.). Direct Grant (HK\$100,000) awarded by the Chinese University of Hong Kong. Project title: Trusting and being trusted at work: A Chinese context. Expiry: Oct 31, 2003. Project Code: C001-2070281.*
- Lau, D. (P.I.). Direct Grant (HK\$30,000) awarded by the Chinese University of Hong Kong. Project title: Sources of Trustworthiness Evaluations: Self and Others' Perspectives. Duration: 2 years. Project Code: C001-2070270.*
- Bemmels, B., & Lau, D. Research grant (HK\$22,500) awarded by the Center of Labor and Management at the University of British Columbia. Project title: Job consequences of trustworthy employees: a social network perspective.*

4. Awards

- 2013 *Academy of Management Conflict Management Division Influential Article Award finalist.*
 Lau, D. & Murnighan, J. K (2005). Interactions within groups and subgroups: The

- dynamic effects of demographic faultlines. *Academy of Management Journal*, 48(4), 645-659.
- 2004 *Asia Academy of Management Conference Best Paper Award Finalist*.
Lau, D., & Lam, L. (2004). Beyond main effects of unilateral trust on organizational citizenship behaviors: examining trust effects between store managers and staff in chain organizations.
- 1999 *Academy of Management Organizational Behavior Division Outstanding Publication Award*.
Lau, D. & Murnighan, J. K. (1998). Demographic diversity and faultlines: The compositional dynamics of organizational groups. *Academy of Management Review*, 23(2), 325-340.

5. Published Cases:

- Lau, D. (1999). Innovative workplace practices case studies including “British Columbia Telephone Company - Career Transition Center”, “Canadian Airlines International, Employee Assistance Program, International Forest Products Limited, Western Whitewood Division”, “MacMillan Bloedel - The New Westminster Lumber Division Skill Enhancement Training (SET)”, and “The Great Little Box Company Case”. Vancouver, Canada: Center for Labour & Management Studies Publications, University of British Columbia.

6. Invited Presentations

- Lau, D. (2015). Studying diversity and faultline in Chinese organizations. To be presented at the *Multicultural Teams: Advancing Team Effectiveness in a Globalized World* symposium at Michigan State University, USA on Oct 9 – 10, 2015
- Lau, D., & Murnighan, J. K. (2015). Minority Dynamics in Faultline Groups: A Longitudinal Study. Presented at the Business School of University of International Business and Economics, PRC. On March 20, 2015.
<http://bs.uibe.edu.cn/News/ViewNews.aspx?NewsId=5501>
- Lam, L. & Lau, D. (2015) A self-evaluative perspective of felt trust. Presented at the 4th Symposium of the Centre for Leadership & Innovation “Global Perspectives on Leadership Research” at Hong Kong Polytechnic University on Feb 27, 2015.
- Lau D. (2013). Minority Dynamics in Faultline Groups: A Longitudinal Analysis. Presented at the Universidad Carlos III, Madrid in September, 2013.
- Lau D. (2013). Minority Dynamics in Faultline Groups: A Longitudinal Analysis. Presented at the University of Amsterdam in September, 2013.
- Lau D. (2013). Minority Dynamics in Faultline Groups: A Longitudinal Analysis. Presented at the Business School of Sun Yat-sen University in Guangzhou on January 8, 2013.
- Lau, D., & Murnighan, J. K. (2003). Interactions within groups and subgroups: the dynamic effects of demographic faultlines. Presented for the Nanyang Business School of Nanyang Technological School in Singapore on November 28, 2003.

TEACHING COMPETENCIES

1. Teaching Evaluations:

Average rating: 5.15 (max: 6.0) at CUHK.

Teaching awards (2001-2, 2002-3, 2004-5, 2005-8, 2011-13)

2. Experience:

HR & OB Seminar (Graduate) Human Resource Management & OB Management (undergraduate); Chung Chi College General Education Program, Idea of University (undergraduate year 1 students)

Assisted in teaching Interpersonal Negotiation (MBA), Statistics (undergraduate), & OB Management (undergraduate)

3. Student Supervision:

2013 – NOW Supervisor of Su Qin, Ph.D. candidate

2011- NOW Supervisor of Li Hui, Ph.D. student

2010 – 2015 Supervisor of Wen Shan Shan, Ph.D. Recipient of the Postgraduate Research Output Award 2013. Thesis title: A study of socially dirty work: A conservation of resource framework

2014 - 2015 Dissertation committee chair of Wang Yangwen, Mandy.

2013 - 2014 Dissertation committee member of Qin Yi, Ph.D. dissertation.

2010 – 2011 Supervisor of Li Ning, Coco M. Phil. Thesis title: Victim's continuance commitment in trust violation and trust repair.

2009 – 2010 Supervisor of Wen Shan Shan, M. Phil. Thesis title: The role of social comparison in dirty workers' stigma management.

2006-8 Dissertation committee member of Peng Zhengmin, Ph.D. dissertation.

Supervisor of W.Y. Tam & Anna N.L. Yung, MBA project, "Managing customer for value in catering industry (fast food) in Hong Kong"

Dissertation committee member of Zou Xi, MSc dissertation, "Toward a role theory of organizational citizenship behaviors".

4. External Examiner

2015 M.Phil Thesis Defense, Neequaye David Amon, "Is big brother playing fair? Exploring effects of perceived nepotism in public institutions on trust". Lingnan University, Hong Kong.

2014 Doctor of Management Thesis Defense, Zhang Yanwu. "The antecedents and consequences of patients' trust to physicians: The role of physicians' affective delivery". Polytechnic University, Hong Kong.

2010 Doctor of Management Thesis Defense, Ma Yimin, "The effects of Leader-member exchange, leader-leader exchange, and organizational openness on employee voice behaviors". Polytechnic University, Hong Kong.

2009 M.Phil Thesis Defense, Liao Yi, "Relationship conflict in Chinese state-owned enterprises: The role of goal interdependence". Lingnan University, Hong Kong.

EXECUTIVE TRAINING

May - June 2006 Bank of East Asia
June 2003 Executive officers of the HKSAR government.

PROFESSIONAL ACTIVITIES

Co-Editor: *Journal of Trust Research*, 2010 – 2015.
Contributing Editor: *Journal of Applied Psychology*, 2013-2015.
Co-Editor: Special Issue “Leadership in Asia”, *Asia Pacific Journal of Management*, June 2012.
Vetter: Evaluation of BBA Programme, Hang Seng Management College, 2011 - 2015.
2015 Department of Management Summer Workshop Organizer
Panel member: Initial Evaluation and Programme Validation, Hong Kong Council Accreditation of Academic & Vocational Qualifications, August 2011.
Press interview by *South China Morning Post*, Dec 16, 2010. HK women struggling to close the gender gap, by Eldes Tran, Chris Ip, and Vanessa Ko.
Ad-hoc reviewer: *Administrative Science Quarterly*, *Academy of Management Review*, *Academy of Management Journal*, *Journal of Management Studies*, *Journal of Organizational Behavior*, *Organizational Research Methods*, *Organizational Behavior & Human Decision Processes (OBHDP)*, *Asia Pacific Journal of Management*, *Group Dynamics*, *Asian Journal of Social Psychology*, *International Journal of Conflict Management*, Hong Kong Research Grants Council Competitive Earmarked Research Grant Proposals, Hong Kong Research Grants Council Faculty Development Scheme (FDS) Grant Proposals, the Netherlands Organisation for Scientific Research (NWO) Innovational Research Incentives Scheme Vidi, Social Sciences and Humanities Research Council (SSHRC) of Canada Grant Proposals and Academy of Management conferences
Member of the Selection Committee for the 1999 & 2005 Outstanding Paper in the Organizational Behavior Division of the Academy of Management
Member of the Academy of Management, Organizational Behavior Division, Conflict Management Division, and Research Methods Division; Member of the Society for Industrial and Organizational Psychology (SIOP)
University of British Columbia: MBA Curriculum Review on Equity issues
Simon Fraser University: Teaching Support Staff Union, Member, Contract Committee.

SERVICES AT CUHK

2015 – 2016 Member of the Final – Year Big Scholarships Sub-Committee of the Chung Chi College
2014 – 2015 Member of the Recruiting Committee in the Department of Management, CUHK
2014 – 2017 Member of the Career Development Board
2013 – 2015 Elected member of the Faculty of Business Administration Board

2013 - 2016	Department coordinator of Chung Chi College
2013 – 2016	Member of the Committee of the Undergraduate Program in Hotel and Tourism Management at the Faculty of Business Administration
2011 – 2016	Behavioral Lab Coordinator
2011 – 2016	Panel member of the MPhil/PhD Panel at the Faculty of Business Administration
2011 – 2016	Convenor of the Committee on PhD/MPhil Programmes of the Department of Management, CUHK
2007 - now	Member of the Departmental HRM Task Force
2001 – now	Member of the Departmental Research Committee
2012	Panel member of the “Workshop on Research Postgraduate Supervision”. Hosted by the School of Graduate Studies on December 21, 2012 at Room 712, William Mong Engineering Building.
2005 - 2012	Catering Services Sub-Committee of Chung Chi College Staff Club: Member
2010 – 2012	Member of the Recruiting Committee in the Department of Management, CUHK
2010 - 2011	Member of the Selection Committee for Graduate Students in the Department of Management, CUHK
2009	Member of the Ad Hoc Panel on the Grievance Procedures for University Employees
2006-7	Faculty of Business Administration External Relations Committee: Member
2005	Early Admissions Scheme for Secondary Six Students: Hospitality team member
2005	Early Admissions Scheme Interview Programmes: Interviewer
2001-2005	Committee on Research Related Activities: Member
2003-2004	Faculty Mentorship Program: Mentor for Undergraduate Students
2004-2005	Interview Panels for MBA admission: Interviewer
2004	Taught College General Education Course GEC 0113 Idea of a University STOT class
2003	Committee on Selecting Research Assistants: Interviewing Panel
2002	CUSB Recruitment via Principal’s Nominations and Self-Recommendation: Interviewer
2002	Academic Creativity Award, Chung Chi College: Adjudicator
2002	Academic Cup: Adjudicator

EMPLOYMENT HISTORY

SEP 95 - JUN 01	University of British Columbia: Instructor & Research Assistant
JAN 93 - APR 94	Simon Fraser University: Teaching Assistant
SEP 86 - SEP 91 positions)	The Canada Trust Company, Trust Administrator (and various
SEP 84 - JUN 86	The Wing On Bank Ltd., Officer Trainee