

Kaifeng Jiang

Department of Management and Human Resources
Fisher College of Business
The Ohio State University
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EDUCATION

Ph.D.	Rutgers University	2013
	Major: Industrial Relations and Human Resources	
M.A.	Rutgers University	2010
	Major: Industrial Relations and Human Resources	
M.A.	Renmin University of China, Beijing, China	2007
	Major: Human Resource Management	
B.A.	Renmin University of China, Beijing, China	2005
	Major: Human Resource Management	

PROFESSIONAL EXPERIENCE

- The Ohio State University, Fisher College of Business
 - Associate Professor (2017 – present)
 - Affiliate Faculty of Translational Data Analysis Institute (2017 – present)
- University of Notre Dame, Mendoza College of Business
 - Promotion to Associate Professor with tenure approved (May, 2017)
 - Assistant Professor and J. Donnelly Fellow in Participatory Management (2013-2017)

DISTINCTIONS, HONORS, AND AWARDS

- Honorable mention, 2021 International Labour and Employment Relations Association (ILERA) Luis Aparicio Prize.
- Elected to serve a series of leadership roles, including PDW Chair, Program Chair, and Chair of the Division, over a 5-year period for the HR Division of the Academy of Management (August 2021-2026).
- Faculty Recognition Award, Fisher College of Business, The Ohio State University, 2021.
- Runner-up, 2018 International Labour and Employment Relations Association (ILERA) Luis Aparicio Prize.
- Winner, 2018 Academy of Management HR Division's Early Career Achievement Award.

- Emerald Citations of Excellence for 2017.
- Finalist, 2017 HR Division Scholarly Achievement Award.
- Winner, 2016 Review of the Year Awards of Personnel Psychology.
- Finalist, 2015 Best Article Award of Personnel Psychology.

GRANTS

- Fisher Leadership Initiative Grant (\$4,188.57).
- A comprehensive approach to modeling job performance via unobtrusive, continuous, multimodal sensing (\$7,900,000), subcontractor (\$70,816), *IARPA*, 5/1/17-4/30/19. (PI Aaron Striegel).
- Faculty Research Support Program Initiation Grant (\$8,262), *University of Notre Dame* (2014).
- Junior Research Fellow (\$2,500), *Department of Human Resource Studies, Tilburg University*, Netherlands (2014).
- Greenleaf Scholars Award (\$2,500), *Greenleaf Center for Servant Leadership* (2013).
- Research Council Grant Award (\$2,200), *Rutgers University* (2013), Co-PI with Rebecca R. Kehoe.
- Li Ning Dissertation Proposal Grants (\$1,600), *International Association for Chinese Management Research* (2012).
- SHRM Foundation Research Grants (\$31,165), *SHRM Foundation* (2012), Co-PI with David P. Lepak and Sargam Garg.
- SHRM Foundation Research Grants (\$12,420), *SHRM Foundation* (2010), Co-PI with David P. Lepak.
- ASAE Foundation award of Institute for Nonprofit Research, Education, and Engagement (\$4,000), *North Carolina State University* (2011), with Sean Rogers, Carmen Rogers, and Jia Hu.

JOURNAL ARTICLES

Google Scholar Citations: 5,770; Web of Science: 2,736; Scopus: 2,996 (by August 2021)
 († denotes equal contributors)

1. Jiang, K., Zhang, Z., Hu, J., & Liu, G. in press. Retirement intention of older workers: The influences of high-involvement work practices, individual characteristics, and economic environment. *Personnel Psychology*.

2. Ren, S., Jiang, K., & Tang, G. in press. Leveraging green HRM for firm performance: The joint effects of CEO environmental belief and external pollution severity and the mediating role of employee environmental commitment. *Human Resource Management*.
3. Jiang, K., Takeuchi, R., & Jia, Y. in press. Taking peers into account: Adoption and effects of high-investment human resource systems. *Journal of Applied Psychology*.
4. Mai, K. M., Welsh, D., Wang, F., Bush, J., & Jiang, K. in press. Supporting creativity or creative unethically? Empowering leadership and the role of performance pressure. *Journal of Business Ethics*.
5. Chung, S. Zhan, Y., Noe, R., & Jiang, K. in press. Is it time to adopt a new perspective on training motivation? A meta-analytic review of training motivation research in the 21st century. *Journal of Applied Psychology*.
6. Yao, K., Jiang, K. †, Renee, D. †, & Chang, S. † in press. Informal institutions and absorptive capacity: A cross-country meta-analytic study. *Journal of International Business Studies*.
7. Banks, G., Barnes, C., & Jiang, K. 2021. Changing the conversation on the science-practice gap: An adherence-based approach. *Journal of Management*, 47(6): 1347-1356.
8. Holmes IV, O. †, Jiang, K. †, Avery, D., McKay, P. F., Oh, I. S., Tillman, C. J. 2021. A meta-analysis integrating 25 years of diversity climate research. *Journal of Management*, 47(6): 1357-1382.
9. Garg, S. †, Jiang, K. †, Lepak, D. P. † 2021. HR practice salience: Explaining variance in employee reactions to HR practices. *International Journal of Human Resource Management*, 32(2): 512-542
10. Hu, J., Zhang, Z., Jiang, K., & Chen, W. 2019. Getting ahead, getting along, and getting prosocial: Examining extraversion facets, network centrality, and leadership emergence. *Journal of Applied Psychology*, 104: 1369-1386.
11. Devaraj, S. †, & Jiang, K. † 2019. It's about time – A longitudinal adaptation model of high-performance work teams. *Journal of Applied Psychology*, 104: 433-447.
12. Tsui, A. S., Enderle, G., & Jiang, K. 2019. On addressing the puzzle of extreme income inequality: A response to Agarwal and Holmes. *Academy of Management Review*, 44: 460-464.
13. Hu, J., Erdogan, B., Jiang, K., Talya, B., & 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.
14. Jiang, K., & Messmersmith, J. 2018. On the shoulders of giants: A meta-review of strategic human resource management. *International Journal of Human Resource Management*, 29(1): 6-33.

15. Liu, S., Jiang, K., Chen, J., Pan, J. & Lin, X. 2018. Linking employee boundary spanning behavior to task performance: The influence of informal leader emergence and group power distance. *International Journal of Human Resource Management*, 29: 1879-1899.
16. Tsui, A. S., Enderle, G., & Jiang, K. 2018. Income inequality in the United States: Reflections on the role of corporations. *Academy of Management Review*, 43(1): 156-168.
17. Zhang, Z., Jiang, K., Liu, H., & Oh, I. 2017. Bayesian meta-analysis of correlation coefficients through power prior. *Communications in Statistics: Theory and Methods*, 46 (24): 11988-12007.
18. Jiang, K., Hu, J., Liu, S., & Lepak, D. P. 2017. Understanding employees' perceptions of human resource practices: Effects of demographic dissimilarity to managers and coworkers. *Human Resource Management*, 56(1): 69-91.
19. Jiang, K., Hu, J., Hong, Y., Liao, H., & Liu, S. 2016. Do it well and do it right: Impact of service climate and ethical climate on business performance outcomes and the boundary conditions. *Journal of Applied Psychology*, 101: 1553-1568.
20. Liu, D., Jiang, K., Shalley, C. E., Keem, S., & Zhou, J. 2016. Motivational mechanisms of employee creativity: A meta-analytic examination and theoretical extension of the creativity literature. *Organizational Behavior and Human Decision Processes*, 37: 236-263.
21. 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.
22. Rogers, S. E., Jiang, K., Rogers, C., & Cast, M. L. 2016. Strategic human resource management of volunteers and the link to hospital patient satisfaction. *Nonprofit and Voluntary Sector Quarterly*, 45(2): 409-424.
23. Barnes, C. M., Jiang, K., & Lepak, D. P. 2016. Sabotaging the benefits of our own human capital: Work unit characteristics and sleep. *Journal of Applied Psychology*, 101(2): 209-221.

Finalist for the 2017 HR Division Scholarly Achievement Award.

24. Li, X., Qin, X., Jiang, K., Zhang, S., & Gao, F. 2015. Human resource practices and firm performance in China: The moderating roles of regional human capital quality and firm innovation strategy. *Management and Organization Review*, 11(2): 237-261.
25. Jiang, K. †, Chuang, C-H, † & Chiao, Y-C. 2015. Developing collective customer knowledge and service climate: The interaction between service-oriented high-performance work systems and service leadership. *Journal of Applied Psychology*, 100(4): 1089-1106.
26. 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(4): 1228-1238.

27. Jiang, K., Hong, Y., McKay, P. F., Avery, D. R., Wilson, D. C., & Volpone, S. D. 2015. Retaining employees through anti-sexual harassment practices: Exploring the mediating role of psychological distress and employee engagement. *Human Resource Management*, 54(1): 1-21.
28. Jackson, S. E., Schuler, R. S., & Jiang, K. 2014. An aspirational framework for strategic human resource management. *Academy of Management Annals*, 8: 1-56.

Emerald Citations of Excellence for 2017

29. Jiang, K., Takeuchi, R., & Lepak, D. P. 2013. Where do we go from here? New perspectives on the black box in strategic HRM research. *Journal of Management Studies*, 50: 1448-1480.
30. Caligiuri, P., Mencia, A., & Jiang, K. 2013. Win-win-win: The long-term influence of company-sponsored volunteerism programs. *Personnel Psychology*, 66: 825-860.

Finalist for the 2015 Best Article Award of Personnel Psychology.

31. Hong, Y.[†], Liao, H.[†], Hu, J.[†], & Jiang, K.[†] 2013. Missing link in the service profit chain: A meta-analytic investigation of the antecedents, consequences, and moderators of service climate. *Journal of Applied Psychology*, 98: 237-267.
32. 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.
33. Jiang, K., Liu, D., McKay, P. F., Lee, T. W., & Mitchell, T. R. 2012. When and how is job embeddedness predictive of turnover? A meta-analytic investigation. *Journal of Applied Psychology*, 97: 1077-1096.
34. Jiang, K., Lepak, D. P., Han, K., Hong, Y., Kim, A., & Winkler, A. 2012. Clarifying the construct of human resource systems: Relating human resource management to employee performance. *Human Resource Management Review*, 22: 73-85.

EDITORIAL ARTICLES

35. Takeuchi, R., Gong, Y., Boon, C., & Jiang, K. 2021. Celebrating and advancing the scholarship of David P. Lepak (1971–2017): special issue introduction. *International Journal of Human Resource Management*, 32: 225-240.
36. Shen, J., Messersmith, J. G., & Jiang, K. 2018. Advancing human resource management scholarship through multilevel modeling. *International Journal of Human Resource Management*, 29: 227-238.

BOOK

- Townsend, K., Bos-Nehles, A., & Jiang, K. 2022. *Research handbook on line managers*. Edward Elgar Publishing Limited.

BOOK CHAPTERS

1. Eckardt, R., & Jiang, K. 2019. Human capital resource emergence: Theoretical and methodological clarifications and a path forward. In T. Moliterno & A. Nyberg (eds), *Handbook of research on strategic human capital resources* (p. 77-112). Edward Elgar Publishing Limited.
2. 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.
3. Jiang, K., & Li, P. 2018. Chapter 3: Models of strategic human resource management. In A. Wilkinson, N. Bacon, D. Lepak, & S. Snell (eds.) *Sage handbook of human resource management* (2nd edition, pp. 23-40). London, UK: Sage.
4. Lepak, D. P., Jiang, K., Kehoe, R. R., & Bentley, S. 2018. Strategic Human Resource Management and Organizational Performance. In C. Viswesvaran, N. Anderson, D. S. Ones, & H. K. Sinangil (eds.) *Handbook of Industrial Work and Organizational Psychology* (Vol. 3, p. 255-274). London, UK: Sage.
5. Lepak, D. P., Jiang, K., & Ployhart, R. 2017. Chapter 2: HR strategy, structure, and architecture. In C. Cooper & P. Sparrow (eds.) *A research agenda for human resource management* (p. 23-38). Edward Elgar.
6. 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.
7. Jiang, K. 2016. Strategic human resource management and organizational commitment. In J. Meyer (ed). *Handbook on employee commitment* (p. 289-304). Edward Elgar.
8. Jackson, S., Jiang, K., & Schuler, R. 2014. Strategic human resource management. In R. Griffin (ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.
9. 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*, vol. 27 (p. 231-259). New York, NY: John Wiley & Sons, Ltd.

CONFERENCE PROCEEDINGS

1. Das Swain, V., Saha, K., Rajvanshy, H. Sirigiri, A., Gregg, J. M., Lin, S., Martinez, G. J., Mattingly, S. M., Mirjafari, S., Mulukutla, R., Nepal, S., Nies, K. A., Reddy, M. D., Robles-Granda, P., Campbell, A., Chawla, N. V., D'Mello, S., Dey, A. K., Jiang, K., Liu, Q., Mark, G., Moskal, E., Striegel, A., Tay, L., Abowd, G. D., Choudhury, M. D. 2019. A multisensor person-centered approach to understand the role of daily activities in job performance with organizational personas. *Proceedings of the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT)*.
2. Saha, K., Reddy, M. D., Das Swain, V., Gregg, J. M., Grover, T., Lin, S., Martinez, G. J., Mattingly, S.M., Mirjafari, S., Mulukutla, R., Nies, K., Robles-Granda, P., Sirigiri, A., Yoo, D. W., Audia, P., Campbell, A. T., Chawla, N. V., D'Mello, S. K., Dey, A. K., Jiang, K., Liu,

- Q., Mark, G., Moskal, E., Striegel, A., and De Choudhury, M. 2019. Imputing Missing Social Media Data Streams in Multisensor Studies of Human Behavior. *Proceedings of the 8th International Conference on Affective Computing and Intelligent Interaction*. ACII 2019.
3. Mirjafari, S., Masaba, K., Grover, T., Wang, W., Audia, P., Campbell, A. T., Chawla, N. V., Das Swain, V., De Choudhury, M., Dey, A. K., D'Mello, S.K., Gao G., Gregg, J.M., Jagannath, K., Jiang, K., Lin, S., Liu, Q., Mark, G., Martinez, G., Mattingly, S.M., Moskal, E., Mulukutla, R., Nepal, S., Nies, K.A., Reddy, M. D., Robles-Granda, P., Saha, K., Sirigiri, A., Striegel, A. 2019. Differentiating High and Low Job Performers in the Workplace using Mobile Sensing. *Proceedings of the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT)*.
 4. Mattingly, S., Gregg, J., Audia, P., Bayraktaraglu, A. E., Campbell, A., Chawla, N., Das Swain, V., De Choudhury, M., D'Mello, S., Dey, A., Gao, G., Jagannath, K., Jiang, K., Lin, S., Liu, Q., Mark, G., Martinez, G., Masaba, K., Mirjafari, S., Moskal, E., Mulukutla, R., Nies, K., Reddy, M., Robles-Granda, P., Saha, K., Sirigiri, A., and Striegel, A. 2019. The Tesseract Project: Experiences with Large-Scale, Longitudinal, In Situ, Multimodal Sensing of Information Workers. *Proceedings of the 2019 CHI Conference on Human Factors in Computing Systems Extended Abstracts* (Glasgow, Scotland, May 4-9, 2019). CHI Case Studies 2019. [Non first two authors are listed alphabetically]
 5. Bentley, F. S. & Jiang, K. 2019. I'm better than this! Managing overqualified workers using the task context. *Academy of Management Conference Best Papers Proceedings*.
 6. Liu, D., Jiang, K., Shalley, C. E., & Keem, S. 2013. The underlying motivational mechanisms for employee creativity: A meta-analytic examination. *Academy of Management Conference Best Papers Proceedings*.
 7. Jiang, K., Kim, M., Han, K., Lepak, D. P., Hong, Y., Kim, A., & Winkler, A. 2009. Understanding human resource systems: Conceptualizing how the parts work together. *Academy of Management Conference Best Papers Proceedings*.

CONFERENCE PRESENTATIONS

1. Takeuchi, R., Lee, B. Y., Jiang, K., & Liu, Z. (August, 2021). High-investment HR systems and employee creativity: a multilevel, integrative perspective. Manuscript presented at the 2021 Academy of Management Annual Conference.
2. Jiang, K., Zhang, Z., Hu, J., & Liu, G. (August, 2021). The influences of high-involvement work practices on older workers' retirement intention. Manuscript presented at the 2021 Academy of Management Annual Conference.
3. Jiang, K., Takeuchi, R., & Jia, Y. (August, 2020). Peer effects on the adoption and the effect of high-investment human resource systems. Manuscript presented at the 2020 Academy of Management Annual Conference.
4. Oh, I., Lee, Y., Jiang, K., & Wang, G. (June, 2020). Toward a better understanding of less-structured interviews: A contrarian review. Manuscript presented at the 2020 Society for Industrial and Organizational Psychology Annual Conference.

5. Das Swain, V., Saha, K., Rajvanshy, H. Sirigiri, A., Gregg, J. M., Lin, S., Martinez, G. J., Mattingly, S. M., Mirjafari, S., Mulukutla, R., Nepal, S., Nies, K. A., Reddy, M. D., Robles-Granda, P., Campbell, A., Chawla, N. V., D’Mello, S., Dey, A. K., Jiang, K., Liu, Q., Mark, G., Moskal, E., Striegel, A., Tay, L., Abowd, G. D., Choudhury, M. D. (2019). A multisensor person-centered approach to understand the role of daily activities in job performance with organizational personas. Manuscript presented at the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT).
6. Mirjafari, S., Masaba, K., Grover, T., Wang, W., Audia, P., Campbell, A. T., Chawla, N. V., Das Swain, V., De Choudhury, M., Dey, A. K., D’Mello, S.K., Gao G., Gregg, J.M., Jagannath, K., Jiang, K., Lin, S., Liu, Q., Mark, G., Martinez, G., Mattingly, S.M., Moskal, E., Mulukutla, R., Nepal, S., Nies, K.A., Reddy, M. D., Robles-Granda, P., Saha, K., Sirigiri, A., Striegel, A. (2019). Differentiating High and Low Job Performers in the Workplace using Mobile Sensing. Manuscript presented at the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT).
7. Saha, K., Reddy, M. D., Das Swain, V., Gregg, J. M., Grover, T., Lin, S., ... & De Choudhury M. (September, 2019). Imputing missing social media data streams in multisensory studies of human behavior. Manuscript presented at The 8th International Conference on Affective Computing and Intelligent Interaction (ACII), Cambridge, UK.
8. Chung, S., Noe, R. A., Zhan, Y., & Jiang, K. (August, 2019). A contemporary perspective on training motivation: A meta-analytic review. Manuscript presented at the Academy of Management Conference, Boston, MA.
9. Mai, K. M., Welsh, D., Wang, J., Jiang, K., & Bush, J. (August, 2019). Empowering creative performance or creative unethicity? The role of performance pressure. Manuscript presented at the Academy of Management Conference, Boston, MA.
10. Bentley, F. S. & Jiang, K. (August, 2019). I’m better than this! Managing overqualified workers using the task context. Manuscript presented at the Academy of Management Conference, Boston, MA.
11. Jiang, K. Liu, M., & Li, C. (June, 2019). Allies or competitors? A contingency perspective on the relationship between unionization and high-performance work practices. Manuscript presented at 2019 LERA Conference, Cleveland, OH.
12. Mattingly, S. M. et al. (May, 2019). The Tesseract project: Experiences with large-scale, longitudinal, in situ, multimodal sensing of information workers. Manuscript presented at The 2019 ACM CHI Conference, Glasgow, UK.
13. Jiang, K., Yu, J., & Chuang, C. (August, 2018). Examining HRM systems using a formative measurement model. Manuscript presented at the 2018 Academy of Management Conference, Chicago, IL.
14. Jiang, K. Jia, Y., & Tsui, A. S. (June, 2018). Leaving Footprint in the society: The role of organizational pay inequality. Manuscript presented at the 2018 IACMR Conference, Wuhan, China.

15. Devaraj, S.†, & Jiang, K.† (August, 2017). Longitudinal effect of high-performance work teams on operational performance. Manuscript presented at the 2017 Academy of Management Conference, Atlanta, GA.
16. Jiang, K., Jia, Y., Tsui, A. (August, 2017). Organizational pay inequality, society income inequality, and citizens' well-being. Manuscript presented at the 2017 Academy of Management Conference, Atlanta, GA.
17. Hu, J., Jiang, K., Zhang, Z., & Chen, W. (July, 2017). Being a giver matters. Manuscript presented at Interdisciplinary Network for Group Research Annual Meeting, St. Louis, MO.
18. Hu, J., Erdogan, B., Jiang, K., Bauer, T., & Liu, S. (April, 2017). Linking leader humility to team creativity. Manuscript presented at the 2017 Society for Industrial and Organizational Psychology Conference, Orlando, FL.
19. Li, P., Jiang, K., Chadwick, C., Zhang, Z., & Chen, S. (March, 2017). Alignment effect between management reported and employee experienced HPWS on team performance: Investigating R&D teams. Manuscript presented at the 2017 Strategic Management Society Special Conference, Milan, Italy.
20. Jiang, K., Hu, J., Hong, Y., Liao, H., & Liu, S. (August, 2016). The impact of service climate and ethical climate on business performance outcomes. Manuscript presented at the 2016 Academy of Management Conference, Anaheim, CA.
21. Jiang, K., & Chuang, C. (August, 2015). When do manager-perceived high-performance work systems affect employee engagement and service quality through employee's perceptions? The moderating role of leader-member exchange. Manuscript presented at the 2015 Academy of Management Conference, Vancouver, BC, Canada.
22. Huang, X., Jiang, K. (August, 2015). Do changes in high-performance work systems pay off? A longitudinal investigation of dynamic fit. Manuscript presented at the 2015 Academy of Management Conference, Vancouver, BC, Canada.
23. Zhang, Z., Jiang, K., & Liu, H. (May, 2014). Bayesian meta-analysis of correlation coefficient with power prior. Manuscript presented at the 2014 Annual Convention of the American Psychological Society, San Francisco CA.
24. Liu, D., Jiang, K., Shalley, C. E., & Keem, S. (August, 2013). The underlying motivational mechanisms for employee creativity: A meta-analytic examination. Manuscript presented at the 2013 Academy of Management Conference, Orlando, FL.
25. Hu, J., Jiang, K., Liu, S., & Li, Y. (August, 2013). The contingent effects of directive and empowering leadership on self-efficacy and OCB. Manuscript presented at the 2013 Academy of Management Conference, Orlando, FL.
26. Rogers, S. E., Jiang, K., & Rogers, C. M. (June, 2013). The link between hospital strategy, volunteer management, and patient satisfaction: Evidence from 107 U.S. hospitals. Manuscript presented University of Notre Dame Nonprofit Social Impact Conference.

27. Hong, Y., Hu, J., Jiang, K., & Liao, H. (April, 2013). Critical link in the service profit chain: A meta-analytic investigation of the antecedents and consequences of service climate. Manuscript presented at the 2013 Society for Industrial and Organizational Psychology Conference, Huston, TX.
28. Jiang, K., Hu, J., Liu, S., & Lepak, D. P. (August, 2012). Why don't they see eye to eye? The role of employee personality in managerial and employee perspectives of high-performance work systems. Manuscript presented at the 2012 Academy of Management Conference, Boston, MA.
29. Rogers, S. E., Jiang, K., & Rogers, C. (August, 2012). Volunteer psychological climate and its effect on volunteer satisfaction. Manuscript presented at the 2012 Academy of Management Conference, Boston, MA.
30. Rogers, S. E., Jiang, K., & Rogers, C. (August, 2012). Understanding why volunteer management practices matter: the link between human resource strategy and volunteer turnover and performance. Manuscript presented at the 2012 Academy of Management Conference, Boston, MA.
31. Jiang, K., Liu, D., McKay, P. F., Lee, T. W., & Mitchell, T. R. (April, 2012). Job embeddedness: A meta-analysis and review with implications for research. Manuscript presented at the 2012 Society for Industrial and Organizational Psychology Conference, San Diego, LA.
32. Jiang, K., Kruse, D. L., Blasi, J. R., & Lepak, D. P. (November, 2011). Employees monitor for reasons: The influence of involvement climate and monitoring attributions on employee monitoring intentions. Manuscript presented at the 2011 Southern Management Association Meeting, Savannah, GA.
33. Jiang, K., & Hu, J. (August, 2011). How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanism. Manuscript presented at the 2011 Academy of Management Conference, San Antonio, TX.
34. Jiang, K. & McKay, P. F. (August, 2010). Employees speak up when team performance suffers. Manuscript presented at the 2010 Academy of Management Conference, Montreal, Canada.
35. Jiang, K., Lepak, D. P., Hu, J., & McCarthy, J. E. (August, 2010). How the components of HR systems work together? The effects of perceived high-investment HR systems on employees' attitudes. Manuscript presented at the 2010 Academy of Management Conference, Montreal, Canada.
36. Hu, J. & Jiang, K. (April, 2010). Multi-foci commitment, organizational citizenship behavior, and performance in teams. Manuscript presented at the 2010 Society for Industrial and Organizational Psychology Conference, Atlanta, GA.
37. McKay, P. F., Avery, D. R., Jiang, K., & Rogers, S. E. (April, 2010). Diversity cues inside and outside the firm: Their influence on applicants' job acceptance intentions. Manuscript presented at the 2010 Society for Industrial and Organizational Psychology, Atlanta, GA.

38. Jiang, K., Kim, M., Han, K., Lepak, D. P., Hong, Y., Kim, A., & Winkler, A. (August, 2009). Understanding human resource systems: Conceptualizing how the parts work together. Manuscript presented at the 2009 Academy of Management Conference, Chicago, IL.
39. Hong, Y., Kim, A., Winkler, A., Han, K., Jiang, K., & Kim, M. (August, 2009). Targeted versus General HR Systems: Striving for Accuracy versus Generalizability. Manuscript presented at the 2009 Academy of Management Conference, Chicago, IL.
40. McKay, P. F., Hong, Y., Jiang, K., Avery, D. R., & Wilson, D. C. (August, 2009). Anti-sexual harassment activities and their effects on attitudes and psychological well-being. Manuscript presented at the 2009 Academy of Management Conference, Chicago, IL.

TEACHING EXPERIENCE

- The Ohio State University
 - Spring 2021, Strategic Human Resource Management, BUSMHR4330, (*Mean 5.00/5.00*)
 - Spring 2020, Strategic Human Resource Management, BUSMHR4330, (*Mean 4.90/5.00*)
 - Spring 2019, Strategic Human Resource Management, BUSMHR4330, (*Mean 4.83/5.00*)
 - Spring 2021, Data Analysis for Managers, BUSMGT6220, (*Mean 4.37/5.00*)
 - Spring 2020, Data Analysis for Managers, BUSMGT6220, (*Mean 4.18/5.00*)
 - Spring 2019, Data Analysis for Managers, BUSMGT6220, (*Mean 3.02/5.00*)
 - Spring 2021, HR Analytics, BUSMHR3303, (*Mean 4.75/5.00*)
 - Spring 2020, HR Analytics, BUSMHR3303, (*Mean 4.75/5.00*)
 - Spring 2019, HR Analytics, BUSMHR3303, (*Mean 5.00/5.00*)
 - Spring 2018, HR Analytics, BUSMHR3303, (*Mean 5.00/5.00*)
 - Spring 2018, Introduction to Micro Research Methods in Management, BUSMHR 8780, (*Mean 5.00/5.00*)
- University of Notre Dame (Undergraduate)
 - Fall 2016, Strategic Human Resource Management, MGTC 30450-01 (*Mean 4.5/5.0*)
 - Fall 2016, Strategic Human Resource Management, MGTC 30450-01 (*Mean 4.4/5.0*)
 - Spring 2016, Principles of Management, MGT 20200-02 (*Mean 4.0/5.0*)
 - Spring 2016, Principles of Management, MGT 20200-03 (*Mean 4.5/5.0*)
 - Spring 2016, Principles of Management, MGT 20200-04 (*Mean 4.6/5.0*)
 - Spring 2015, Statistical Inference in Business, BAMG 20150-05 (*Mean 4.4/5.0*)
 - Spring 2015, Statistical Inference in Business, BAMG 20150-06 (*Mean 4.7/5.0*)
 - Spring 2015, Statistical Inference in Business, BAMG 20150-07 (*Mean 4.7/5.0*)
 - Spring 2014, Statistical Inference in Business, BAMG 20150-05 (*Mean 4.0/5.0*)
 - Spring 2014, Statistical Inference in Business, BAMG 20150-06 (*Mean 4.1/5.0*)

Spring 2014, Statistical Inference in Business, BAMG 20150-07 (*Mean 4.4/5.0*)

- Rutgers University (Master of Human Resource Management)

Fall 2013, HR Decision Making: Data-Based Decisions, 38:533:542:02 (*Mean 4.8/5.0*)

Spring 2012, HR Decision Making: Data-Based Decisions, 38:533:542:02 (*Mean 4.7/5.0*)

Spring 2012, HR Decision Making: Data-Based Decisions, 38:533:542:01 (*Mean 4.7/5.0*)

Fall 2011, Human Resources Strategy I: Introduction, 38:533:580:03 (*Mean 4.7/5.0*)

EDITORIAL RESPONSIBILITIES

Associate Editor:

- Human Resource Management Journal (2016-2020)
- International Journal of Human Resource Management (2020-present)

Editorial Review Boards:

- Academy of Management Journal (2016-present)
- Journal of Applied Psychology (2015-present)
- Organizational Behavior and Human Decision Processes (2016-present)
- Personnel Psychology (2015-present)
- Journal of Management (2015-present)
- Management and Organization Review (2015-present)
- International Journal of Human Resource Management (2013-2020)
- Human Resource Management Journal (2014-2016)

Ad-hoc Reviewer:

- Group and Organization Management
- Human Resource Management
- Human Relations
- Journal of International Business Studies
- Journal of Management Studies
- Organization Science
- Journal of Organizational Behavior

Grant Reviewer:

- Research Grants Council (RGC) of Hong Kong (2014-present)

Conference Reviewer:

- Academy of Management Annual Meeting (2009-present)
- International Association of Chinese Management Research Biennial Meeting (2011-present)

- Society for Industrial-Organizational Psychology Annual Meeting (2010-present)
- Southern Management Association Annual Meeting (2010-2013)
- Strategic Management Society Annual Meeting (2010-2014)

UNIVERSITY SERVICE

The Ohio State University

- Recruitment committee, Department of Management and Human Resources (2018-2019)
- Faculty Advisors for MHRM Student Practicum (2018-present)
- Research Committee (2019-2020)
- Undergraduate Programs Committee (2018-2019)

University of Notre Dame

- Recruitment committee, Management and Organization Department (2016-2017)

PROFESSIONAL SERVICE

- **HR Division Officer** (2021-2026)
- **Presenter** (2021). Research Methods Division Doctoral Consortium. 2021 Academy of Management Conference.
- **Presenter** (2021). HR Division Late-Stage Doctoral Consortium. 2021 Academy of Management Conference.
- **Organizer and Presenter** (2021). PDW of Application of Meta-Analysis in Management and Organization Research. 2021 IACMR Conference.
- **Discussant** (2021). Employee perceptions of hr and its relationship with employee well-being and performance. Symposium at the 2021 Academy of Management Conference.
- **HR Division Executive Committee** (2017-2020)
- HR Division Practice Committee Chair (2019-2020)
- HR Division Awards Committee Chair (2018-2019)
- HR Division Practice Committee (2017-2020)
- HR Division Awards Committee (2017-2020)
- HR Division International Conference Best Conference Paper Award Committee Chair, 2019
- Best Paper Award Committee Member for Personnel Psychology, 2018
- **Presenter** (2019). HR Division Research Roundtable Forum. 2019 Academy of Management Conference, Boston, MA.
- **Presenter** (2019). HR Division Middle-State Doctoral Consortium. 2019 Academy of Management Conference, Boston, MA.
- **Participant** (2019). HR Division New Faculty Consortium. 2019 Academy of Management Conference, Boston, MA.

- **Discussant** (2019). HRM issues in China. Symposium at the 2019 LEAR Conference, Cleveland, OH.
- **Presenter** (2018). HR Research Roundtable Forum. 2018 Academy of Management Conference, Chicago, IL.
- **Participant** (2018). HR Division New Faculty Consortium. 2018 Academy of Management Conference, Chicago, IL.
- **Presenter** (2018). HR Division Middle-State Doctoral Consortium. 2018 Academy of Management Conference, Chicago, IL.
- **Co-organizer** (2018). *A Celebration and Extension of David P. Lepak's Contributions to Strategic HRM Re-search*. PDW Workshop at the 2018 Academy of Management Conference, Chicago, IL.
- **Discussant** (2018). *How to improve employee health and well-being at work: The role of HR practices*. Showcase symposium at the 2018 Academy of Management Conference, Chicago, IL.
- **Co-organizer** (2017). *The causes and consequences of income inequality: A management perspective*. Showcase symposium at the 2017 Academy of Management Conference, Atlanta, GA.
- **Organizer** (2017). *Time matters: Longitudinal research in strategic human resource management*. Showcase symposium at the 2017 Academy of Management Conference, Atlanta, GA.
- **Discussant** (2017). *Insights in when and why high performance work systems affect employee health well-being*. symposium at the 2017 Academy of Management Conference, Atlanta, GA.
- **Participant** (2017). *Research Discussion session of the HR Doctoral Student Consortium at the 2017 Academy of Management Conference, Atlanta, GA.*
- **Participant** (2017). *Bridging the Gap: International Student Consortium at the 2017 Academy of Management Conference, Atlanta, GA.*
- **Committee member** (2017). Scholarly Achievement Award Committee, Human Resource Division, Academy of Management.
- **Committee member** (2017). Ralph Alexander Best Dissertation Award committee, Human Resource Division, Academy of Management.
- **Committee member** (2016). Scholarly Achievement Award Committee, Human Resource Division, Academy of Management.
- **Committee member** (2016). Ralph Alexander Best Dissertation Award committee, Human Resource Division, Academy of Management.
- **Participant** (2016). *Research Discussion session of the HR Doctoral Student Consortium at the 2016 Academy of Management Conference, Anaheim, CA.*

- **Moderator** (2016). Professional Development Workshop “*Advancing Multilevel Thinking and Methods in HRM Research: Multilevel Thinking in HRM*” at the 2016 Academy of Management Conference, Anaheim, CA.
- **Facilitator** (2016). Professional Development Workshop “*The Future of Proactivity in Organizations: Proactivity in Organizations*” at the 2016 Academy of Management Conference, Anaheim, CA.
- **Committee member** (2015). Best Convention Paper Award Committee, Human Resource Division, Academy of Management.
- **Co-Discussant** (2015). *Formal Human Resource Management Functions and Firm Effectiveness*. Symposium at the 2015 Academy of Management Conference, Vancouver, BC, Canada.
- **Participant** (2015). *Research Discussion session of the HR Doctoral Student Consortium* at the 2015 Academy of Management Conference, Vancouver, BC, Canada.
- **Facilitator** (2014). Professional Development Workshop “*Reinvigorating the Strategy Perspective in Strategic Human Resource Management*” at the 2014 Academy of Management Conference, Philadelphia, PA.
- **Session Chair** (2014). “*Mediating Mechanisms in Strategic HRM Research*” at the 2014 Academy of Management Conference, Philadelphia, PA.
- **Session Chair** (2014). “*Social Networks and Social Capital and HR Research*” at the 2014 Academy of Management Conference, Philadelphia, PA.
- **Co-organizer** (2013). Symposium “*Explaining employee perceptions of HRM: Sensemaking, framing, and co-creation by providers and employees*” at the 2013 Academy of Management Conference, Orlando, FL.
- **Student Representative Overseas** (2012-2014). International Association of Chinese Management Research.
- **Co-organizer** (2012). Symposium “*Strategic Approaches to Managing Human Capital in Nonprofit Organizations*” at the 2012 Academy of Management Conference, Boston, MA.
- **Discussant** (2011). *HRM/Careers: Fit Happens! Issues with Fit and HR*. Paper session at the Southern Management Association Meeting, Savannah, GA.

GRADUATE STUDENT COMMITTEES

- Comprehensive examination committee member for Shuxia Zhang, The Ohio State University (2019)
- Comprehensive examination committee member for Woohee Choi, The Ohio State University (2019)
- Comprehensive examination committee member for Bryce Linford, The Ohio State University (2019)

- Dissertation committee member for Kyongji Han, Rutgers University (2016)
- Dissertation committee member for Ying Wang, University of New South Welsh (2018)

INVITED RESEARCH PRESENTATIONS

- Peking University, Guanghua School of Management (June, 2021)
- University of Akron, Department of I/O Psychology (September, 2020)
- University of Arkon, Department of I/O Psychology (April, 2020)
- Nanjing University, Business School (June, 2019)
- Central University of Finance and Economics (July, 2018)
- Tsinghua University (July, 2018)
- East China University of Science and Technology (June, 2018)
- Nanjing University (June, 2018)
- The Ohio State University, Fisher College of Business (November, 2016)
- Renmin University of China, School of Labor and Human Resources (October, 2015)
- Tilburg University, Department of Human Resource Studies, Junior Visitor's Programme (October, 2014)
- Sun Yat-Sen University, Lingnan (University) College (June, 2013)
- Renmin University of China, School of Labor and Human Resources (June, 2013)
- Michigan State University, Broad College of Business (December, 2012)
- University of Notre Dame, Mendoza College of Business (November, 2012)
- Cornell University, School of Industrial and Labor Relations (November, 2012)
- The Ohio State University, Fisher College of Business (November, 2012)
- Purdue University, Krannert School of Management (October, 2012)
- University of Illinois at Urbana-Champaign, School of Labor and Employment Relations (October, 2012)
- University of Minnesota, Carlson School of Management (October, 2012)
- Lehigh University, College of Business and Economics (October, 2012)
- Virginia Tech, Pamplin College of Business (September, 2012)

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Society of Industrial and Organizational Psychology
- International Association of Chinese Management Research