

Curriculum Vitae

GANG WANG

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Florida State University
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EDUCATION

- Ph.D.** University of Iowa, August 2011
Major: Organizational Behavior and Human Resource Management
- DESS-CAAE (M.B.A.)** L'Université de La Panthéon-Sorbonne (Beijing Campus), July 2003
- B.S.** Qingdao University, Textile Engineering July 1997

ACADEMIC EMPLOYMENT

Florida State University, College of Business, Department of Management, Tallahassee, FL.
Assistant Professor of Management (08/2013 - present)

University of Idaho, College of Business & Economics, Department of Business, Moscow, ID.
Assistant Professor of Management and Human Resources (08/2011- 05/2013)

AWARDS AND RECOGNITIONS

- The SIOP 2018 William A. Owens Scholarly Achievement Award, 2018
- FSU College of Business Outstanding Junior Faculty Research Award, 2018
- Nominated for a FSU Undergraduate Teaching Award, 2017
- Nominated for a FSU College of Business Junior Faculty Research Award, 2017, 2018
- Emerging Scholar Award, Florida State University, 2015
- First Year Assistant Professor Award, Florida State University, 2014
- The SIOP 2013 Hogan Award for Personality and Work Performance, 2013

- Best Paper, Academy of Management Annual Conference, 2013
- Finalist for Alvah H. Chapman Jr. Outstanding Dissertation Award. Network of Leadership Scholars & Center for Leadership at Florida International University, 2012
- Graduate College Summer Fellowship, University of Iowa, 2010
- Best Paper, Academy of Management Annual Conference, 2009
- Ponder Summer Research Grant, University of Iowa, 2007, 2008, 2009, 2010

PRIMARY RESEARCH INTERESTS

Leader behavior, individual differences, and affect

REFEREED JOURNAL PUBLICATIONS

(† denotes the coauthor as a doctoral student at Florida State University at the start of the research project)

Wang, G., Van Iddekinge, C. H., †Zhang, L., & †Bishoff, J. (in press). Meta-analytic and primary investigations of the role of followers in ratings of leadership behavior in organizations. *Journal of Applied Psychology*.

Wang, G., Holmes, M. R., †Devine, R., & †Bishoff, J. (in press). CEO gender differences in careers and the moderating role of country culture: A meta-analytic investigation. *Organizational Behavior and Human Decision Processes*.

†Mackey, J. D., †McAllister, C. P., †Maher, L. P., & **Wang, G.** (in press). Leaders and followers behaving badly: A meta-analytic examination of curvilinear relationships between destructive leadership and followers' workplace behaviors. *Personnel Psychology*.

Lee, J. H., **Wang, G.**, & Piccolo, R. (in press). Jekyll and Hyde leadership: A multi-level, multi-sample examination of charisma and abuse on follower and team outcomes. *Journal of Leadership & Organizational Studies*.

Zhu, W. C., Zheng, X. M., He, H. W., **Wang, G.**, & Zhang, X. (in press). Ethical leadership with "Moral Person" and "Moral Manager" aspects: Scale refinement and cross-cultural validation. *Journal of Business Ethics*.

†Frieder, R. E.*, **Wang, G.***, & Oh, I-S. (2018). Linking job-relevant personality traits, transformational leadership, and job performance via perceived meaningfulness at work: A moderated mediation model. *Journal of Applied Psychology*, 103(3), 324-333. (* denotes equal contribution formally acknowledged in the article).

- Daniels, S., **Wang, G.**, †Lawong, D., & Ferris, G. (2017). Collective assessment of the human resources management field: Meta-analytic needs and theory development prospects for the future. *Human Resource Management Review*, 27, 8-25.
- Wang, G.**, Holmes, M. R., Oh, I-S., & Zhu, W. C. (2016) Do CEOs matter to firm strategic actions and firm performance? A meta-analytic investigation based on upper echelons theory. *Personnel Psychology*, 69, 775-862.
(Winner of the SIOP 2018 William A. Owens Scholarly Achievement Award)
- Wang, G.**, Harms, P. D., & †Mackey, J. D. (2015). Does it take two to tangle? Subordinates' perceptions of and reactions to abusive supervision. *Journal of Business Ethics*, 131(2), 487-503.
- Wang, G.** & Seibert, S. E. (2015). The impact of leader emotion display frequency on follower performance: Leader surface acting and mean emotion display as boundary conditions. *The Leadership Quarterly*, 26, 577-593.
- Colbert, A. E., Judge, T. A, Choi, D, & **Wang, G.** (2012). Assessing the trait theory of leadership using self and observer ratings of personality: The mediating role of contributions to group success. *The Leadership Quarterly*, 23, 670-685.
- Zhu, W. C., **Wang, G.**, Zheng, X. M., Liu, T. X., & Miao, Q. (2012). Examining the role of personal identification with the leader in leadership effectiveness: A partial nomological network. *Group & Organization Management*, 38(1), 36-67.
- Wang, G.**, Oh, I. S., Courtright, S. H., & Colbert, A. E. (2011) Transformational leadership and performance across criteria and levels: A meta-analytic review of 25 years of research. *Group & Organization Management*, 36(2), 223-270.
(The Most-Cited Article of the journal, see <http://journals.sagepub.com/home/gom>).
- Seibert, S. E., **Wang, G.**, & Courtright, S. H. (2011). Antecedents and consequences of psychological and team empowerment in organizations: A meta-analytic review. *Journal of Applied Psychology*, 96(5), 981-1003.
- Oh, I. S., **Wang, G.**, & Mount, M. (2011). Validity of observer ratings of the Five-Factor Model of personality traits: A meta-analysis. *Journal of Applied Psychology*, 96(4), 762-773.
(Winner of the SIOP 2013 Hogan Award for Personality and Work Performance)
(Media Attention: Research abstracted in the *Wall Street Journal*, April 16, 2013; Cited in Grant, A. (March, 2018), People don't actually know themselves very well, *The Atlantic*, https://www.theatlantic.com/health/archive/2018/03/you-dont-know-yourself-as-well-as-you-think-you-do/554612/?utm_source=fbb)

REFEREED BOOK CHAPTERS

Wang, G., Seibert, S. E., & Boles, T. L. (2011). Synthesizing what we know and looking ahead: A meta-analytic review of 30 years of emotional labor research. In C. E. Hartel, W. J. Zerbe, & N. M. Ashkanashy (Eds), *Research on emotion in organizations* (Vol. 7, pp.15-43). Bingley, UK: Emerald.

REFEREED CONFERENCE PRESENTATIONS

Leduc, L. M., Parks, T., & **Wang, G.** (2018). *The variable length values scale*. Accepted for presentation at the annual meeting of the Southern Management Association, Lexington, KY.

Wang, G., Maher, L., Mead, B. A., O'Boyle, E., & Oh, I. S (2018). *Unit agreement and reliability generalization in management and organizational research*. Paper accepted for presentation at the Academy of Management National Conference, Chicago, IL.

Palmer, J., Chuang, Y., Park, Y., & **Wang, G.** (2018). *Affect and risky retirement investments: The mediating role of financial knowledge networks*. Paper accepted for presentation at the Academy of Management National Conference, Chicago, IL.

Wang, G., Steffensen, D. J., & Perrewé (2017). *Leader sexual orientation and leadership effectiveness: A Two-study Model Testing Investigation*. Paper presented at the Academy of Management National Conference, Atlanta, GA.

Wang, G., Bishoff, J., & Zhang, L. (2016). *Followers' characteristics and their leadership perceptions: A meta-analysis*. Paper accepted by the Southern Management Association Annual Conference, Charlotte, North Carolina.

Wang, G., Holmes, M., Olsen, B., & Sisodiya, S. (2016). *The multilevel role of CEO human capital in firm performance*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

DeGhetto, K., **Wang, G.**, Ellen, B. P. (2015). *A meta-analytic review of the nomological network of CEO duality*. Paper presented at the Southern Management Association Annual Conference, St. Peter Beach, FL.

Wang, G., Bishoff, J. D., & Holmes, R. M. (2015). *CEO gender differences: A meta-analytic review*. Paper presented at the Academy of Management National Conference, Vancouver, BC, Canada.

Lee, J., & **Wang, G.** (2015). *Interactive effects of charismatic leadership and abusive supervision*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Harris, J., Lee, J., & **Wang, G.** (2014). *The moderating effect of leader charisma on team-level abusive supervision and outcomes*. In Paul E. Spector and Pamela L. Perrewé (co-chairs): *Mistreatment in organizations: The role of abusive supervision*. Symposium at the Southern Management Association Meetings, Savannah, GA.
- Wang, G.**, Seibert, S. E., & Boles, T. L. (2013). *The interactive roles of leaders' emotional labor in followers' outcomes*. Selected as Best Paper Proceedings. Paper presented at the Academy of Management National Conference, Orlando, FL.
- He, H. W., Zhu, W. C., Wang, W. Y., & **Wang, G.** *Psychological empowerment and employee performance and organizational citizenship behavior: The roles of organization-based self-esteem and emotional instability*. Paper presented at the Academy of Management National Conference, Orlando, FL.
- Wang, G.** (2013). *Leaders' emotional displays and followers' OCB and team performance*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Wang, G.**, & Oh, I.-S. (2012). *Are transformational leaders always the most successful bosses for all followers?* Paper presented at the Academy of Management National Conference, Boston, MA.
- Zhu, W. C., **Wang, G.**, & Zheng, X. M. (2012). *Examination of identification with the leader in leadership effectiveness*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Wang, G.**, & Harms, P. D. (2011). *Subordinates' provocation of and differential reactions to abusive supervision*. Poster presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wang, G.**, Seibert, S. E., & Boles, T. L. (2010). *Synthesizing what we have known and looking ahead: A Meta-Analytic Review of 30 years of Emotional Labor Research*. Paper presented at the Seventh International Conference on Emotions and Worklife, Montreal, Canada.
- Oh, I., **Wang, G.**, & Mount, M. K. (2010). *Validity of Observer Ratings of Five-Factor Model of Personality: A meta-analysis*. Paper presented at the Academy of Management National Conference, Montreal, Canada.
- Wang, G.**, Oh, I., Courtright, S., & Colbert, A. E. (2009). *Transformational leadership and follower performance: A meta-analytic review*. Selected as Best Paper Proceedings, the Academy of Management National Conference, Chicago, Illinois.
- Seibert, S. E., **Wang, G.**, & Courtright, S. (2009) *Antecedents and consequences of psychological empowerment: A meta-analytic review*. Paper presented at the Academy of Management National Conference, Chicago, IL.

Wang, G., Colbert, A. E., Bingham, J., & Choi, D. (2009). *Transformational leadership and psychological contract fulfillment*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Parks, L., **Wang, G.,** & White, C. D. (2008). *The revised Schwartz value survey: Improving an existing measure*. Paper presented at the Academy of Management National Conference, Anaheim, CA

Wang, G. (2008). *Offshore training effectiveness: A theoretical frame work for future Research*. Interactive Poster presented at the annual conference of the Society for Industrial and Organizational Psychology in San Francisco, Ca.

TEACHING EXPERIENCE

College of Business, Florida State University, Tallahassee, FL

Human Resource Management (MAN 4301), 3-credit required course for upper level undergraduate human resource majors.

Fall 2013, Spring 2014; Fall 2014; Spring 2015; Fall 2015; Spring 2016; Fall 2016; Spring 2017; Fall 2017; Spring 2018

College of Business and Economics, University of Idaho, Moscow, ID

Human Resource Management (BUS 412), 3-credit required course for upper level undergraduate human resource majors.

Fall 2011, Spring 2012, Fall 2012, Spring 2013

Organizational Behavior (BUS 413), 3-credit upper level undergraduate course.

Fall 2011, Spring 2012, Fall 2012, Spring 2013

Organizational Design and Change (BUS 418), 3-credit upper level undergraduate course.

Spring 2013

Tipple College of Business, University of Iowa, Iowa City, IA

Strategic Human Resource Management (6J:131), 3-credit required course for upper level undergraduate management majors.

Spring 2010

DIRECTED STUDENT LEARNING

- Doctoral Dissertation Committee Co-chair. (August 2016 - Present).
Advised: D. J. Stefftensen
- Doctoral Dissertation Committee Member. (October 2017– Present).
Advised: Liwen Zhang
- Doctoral Dissertation Committee Member. (October 2016 – May 2018).
Advised: Liam Maher

- Doctoral Dissertation Committee Member. (March 2016 - May 2017).
Advised: John Harris
- Supervision of Non-Thesis Student Research: Faculty-Driven Research. (August 2014 - May 2016).
Advised: John Bishoff
- Supervision of Non-Thesis Student Research: Faculty-Driven Research. (August 2013 - May 2014).
Advised: Liam Maher

ACADEMIC INTERNSHIP EXPERIENCE

May-July, 2007: *Summer Intern as a Research Assistant.*

ACT, Iowa City, IA

UNIVERSITY SERVICE

- Committee member, Bylaw Committee. (March 2015 - Present).
- Committee member, Undergraduate Scholarship Committee. (June 2014 - Present).
- Committee member, Strategic Plan Committee. (October 2014 - February 2015).

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Editorial Board Membership

- *2018-2019: Personnel Psychology*

Ad hoc Reviewer

- *Academy of Management Journal*
- *Personnel Psychology*
- *Journal of Management*
- *Journal of Organizational Behavior*
- *Group & Organization Management*
- *Human Relations*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Leadership and Organizational Studies*
- *Applied Psychology: An International Review*
- *European Journal of Work and Organization Psychology*
- *Military Psychology*
- *Journal of Business Ethics*
- *Public Performance and Management Review*
- *Behavioral Science & Policy*
- Academy of Management National Conference
- International Conference on Emotions and Worklife

Service to the Academy of Management–HR Division

- Award committee member, Academy of Management Human Resource Division 2015 HR division Ralph Alexander Best Dissertation Award Committee. (March, 2015)

Research and Teaching Workshops attended

- CARMA Winter Research Methods Short Course: Multi-Level Analysis. January, 2010, Detroit, MI.
- Kellogg Dispute Resolution Research Center Negotiation Teaching Workshop. June, 2010, Harvard Kennedy School, Cambridge, MA.

Professional Association Memberships

- Member of the Academy of Management. Divisions: Human Resources, Organizational Behavior, Research Methods
- Member of the Society for Industrial and Organizational Psychology