

## **Curriculum Vitae**

### **Gang Wang, Ph.D.**

Madeline Duncan Rolland Associate Professor of Business Administration  
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Florida State University  
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### **ACADEMIC EMPLOYMENT**

**Florida State University**, College of Business, Department of Management, Tallahassee, FL.

- Madeline Duncan Rolland Associate Professor of Business Administration (10/2020 – present)
- Associate Professor with tenure (08/2019 – present)
- Assistant Professor (08/2013 – 07/2019)

**University of Idaho**, College of Business & Economics, Department of Business, Moscow, ID.

- Assistant Professor of Management and Human Resources (08/2011- 05/2013)

### **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

### **AWARDS AND RECOGNITIONS**

- Florida State University College of Business Outstanding Senior Faculty Research Award, 2020
- Best Track Paper Award, Southern Management Association, 2018
- The SIOP 2018 William A. Owens Scholarly Achievement Award, 2018
- Florida State University College of Business Outstanding Junior Faculty Research Award, 2018
- Nominated for Florida State University Undergraduate Teaching Award, 2017

- Nominated for Florida State University 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, 2011

### **REFEREED JOURNAL PUBLICATIONS**

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

King, D. R., **Wang, G.**, Samimi, M., & Cortes, A. P. (in press). A meta-analytic integration of acquisition performance prediction. *Journal of Management Studies*.

McAllister, C. P., Steffensen, D. J., Perrewé, P. L., Brook, D., & **Wang, G.** (2020). How to cope with that “always-on” feeling. *Harvard Business Review*, <https://hbr.org/2020/05/how-to-cope-with-that-always-on-feeling>

†Palmer, J., Chuang, Y., Park, Y., & **Wang, G.** (in press). Affectivity and riskiness of retirement investment decisions. *Personnel Review*.

†Steffensen, D. J., Ellen III, P., **Wang, G.**, & Ferris, G. R. (2019). Putting the “management” back in human resource management: A review and agenda for future research. *Journal of Management*, 45(6), 2387-2418.

**Wang, G.**, †DeGhetto, K., †Ellen III, B. P., & Lamont, B. (2019). Board antecedents of CEO duality and the moderating role of country-level managerial discretion: A meta-analytic investigation. *Journal of Management Studies*, 56(1), 172-202.

**Wang, G.**, Van Iddekinge, C. H., †Zhang, L., & †Bishoff, J. (2019). Meta-analytic and primary investigations of the role of followers in ratings of leadership behavior in organizations. *Journal of Applied Psychology*, 104 (1), 70-106.

- †Mackey, J. D., †McAllister, C. P., †Maher, L. P., & Wang, G. (2019). Leaders and followers behaving badly: A meta-analytic examination of curvilinear relationships between destructive leadership and followers' workplace behaviors. *Personnel Psychology*, 72(1), 3-47.
- Wang, G., Holmes, M. R., †Devine, R., & †Bischoff, J. (2018). CEO gender differences in careers and the moderating role of country culture: A meta-analytic investigation. *Organizational Behavior and Human Decision Processes*, 148, 30-53.
- Lee, J. H., Wang, G., & Piccolo, R. (2018). Jekyll and Hyde leadership: A multi-level, multi-sample examination of charisma and abuse on follower and team outcomes. *Journal of Leadership & Organizational Studies*, 25(4), 399-415.
- Zhu, W. C., Zheng, X. M., He, H. W., Wang, G., & Zhang, X. (2019). Ethical leadership with "Moral Person" and "Moral Manager" aspects: Scale refinement and cross-cultural validation. *Journal of Business Ethics*, 158 (2), 547-565.
- †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](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.

Mackey, J. D., McAllister, C. P., Maher, L. P., & **Wang, G.** (2020). A guide for conducting curvilinear meta-analyses. In Crook, T. R., Le, J. & Smith, A. D. (Ed.). *Advancing Methodological Thought and Practice (Research Methodology in Strategy and Management, Vol.12, pp. 101-115)*, Emerald Publishing Limited.

### **REFEREED CONFERENCE PRESENTATIONS**

**Wang, G.**, Devine, R., & Molina-Sieiro, G. (2020). *A meta-analytic investigation of executive characteristics and corporate social performance and the differences between Chinese and western executives*. Accepted for presentation at the ninth Biennial International Association for Chinese Management Research (IACMAR) conference, Xi'an, China.

Oh, I-S., Lee, Y., Jiang, K. F., & **Wang, G.** (2020). *Toward a better understanding of less-structured interviews: A contrarian review*. Accepted for presentation at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.

- Choi, D., **Wang, G.**, Colbert, A., & Brigham, J. (2019). How to transformational leaders shape followers' psychological contract perceptions? Relative leader-member exchange matters. In Jeremy D. Meuser and Terri A. Scandura (co-chairs): *LMX incubator: Social causes and consequences of LMX in groups*. Symposium at the annual meeting of the Academy of Management, Boston, MA.
- Wang, G.**, DeGhetto, K., Ellen, B. P., & Lamont, B. (2019). *Does absolute power corrupt absolutely? Meta-analytic insights from relations of CEO duality with firm-, board-, and individual-CEO outcomes*. Presented at 4th Interdisciplinary Perspectives on Leadership Symposium, Corfu, Greece.
- Leduc, L. M., Parks, T., & **Wang, G.** (2018). *The variable length values scale*. Presented at the annual meeting of the Southern Management Association, Lexington, KY.
- Wang, G.**, Maher, L. P., Mead, B. A., O'Boyle, E., & Oh, I. S (2018). *Unit agreement and reliability generalization in management and organizational research*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Palmer, J., Chuang, Y., Park, Y., & **Wang, G.** (2018). *Affect and risky retirement investments: The mediating role of financial knowledge networks*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Wang, G.**, Steffentsen, D. J., & Perrewé, P. (2017). *Leader sexual orientation and leadership effectiveness: A two-study model testing investigation*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Wang, G.**, Bishoff, J., & Zhang, L. (2016). *Followers' characteristics and their leadership perceptions: A meta-analysis*. Paper accepted by the annual meeting of the Southern Management Association, Charlotte, NC.
- Wang, G.**, Holmes, M. R., 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 annual meeting of the Southern Management Association, St. Peter Beach, FL.
- Wang, G.**, Bishoff, J. D., & Holmes, R. M. (2015). *CEO gender differences: A meta-analytic review*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Lee, J., & **Wang, G.** (2015). *Interactive effects of charismatic leadership and abusive supervision*. Poster presented at the annual meeting 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 annual meeting of the Southern Management Association, 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 annual meeting of the Academy of Management, Orlando, FL.
- He, H. W., Zhu, W. C., Wang, W. Y., & **Wang, G.** (2013). *Psychological empowerment and employee performance and organizational citizenship behavior: The roles of organization-based self-esteem and emotional instability*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Wang, G.** (2013). *Leaders' emotional displays and followers' OCB and team performance*. Poster presented at the annual meeting 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 annual meeting of the Academy of Management, Boston, MA.
- Zhu, W. C., **Wang, G.**, & Zheng, X. M. (2012). *Examination of identification with the leader in leadership effectiveness*. Poster presented at the annual meeting 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 annual meeting 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 annual meeting of the Academy of Management, 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 annual meeting of the Academy of Management, Chicago, Illinois.
- Seibert, S. E., **Wang, G.**, & Courtright, S. (2009) *Antecedents and consequences of psychological empowerment: A meta-analytic review*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

**Wang, G.**, Colbert, A. E., Bingham, J., & Choi, D. (2009). *Transformational leadership and psychological contract fulfillment*. Poster presented at the annual meeting 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 annual meeting of the Academy of Management, Anaheim, CA

**Wang, G.** (2008). *Offshore training effectiveness: A theoretical frame work for future Research*. Interactive Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, 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; Fall 2018; Spring 2019; Fall, 2019; Spring 2020

#### **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 2019 – Present).  
Advised: Joshua Palmer
- Doctoral Dissertation Committee Member. (June 2019– May 2020).  
Advised: John Arnold
- Doctoral Dissertation Committee Co-chair. (August 2016 – May 2019).  
Advised: D. J. Steffensen

- Doctoral Dissertation Committee Member. (October 2017– June 2019).  
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 2020 - Present).  
Advised: Michael Paik; Yufan Deng
- Supervision of Non-Thesis Student Research: Faculty-Driven Research. (August 2019 – May 2020).  
Advised: Yingge Li
- 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

- *Journal of Applied Psychology: 2020-2021*
- *Personnel Psychology: 2018- 2022*
- *Group & Organization Management: 2020-2023*

#### *Ad hoc* Reviewer

- *Academy of Management Journal*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Management*
- *Journal of Management Studies*
- *Journal of Organizational Behavior*
- *Group & Organization Management*



- *Human Relations*
- *Human Performance*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Leadership and Organizational Studies*
- *Journal of Managerial Psychology*
- *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 Annual Meeting
- the Society for Industrial and Organizational Psychology Annual 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)

Service to the Society for Industrial and Organizational Psychology (SIOP)

- Volunteered to serve as a member of SIOP AWD Hogan Award Committee (2019)
- Volunteered to serve as a member of SIOP William A Owens Award Committee (2019)

Service to the Profession

- Alvah H. Chapman Jr. Outstanding Dissertation Award Committee (2020)

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