

January 28, 2022 update

ANNE SHUK-YING TSUI

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EDUCATION

Honorary Doctor of Economics, University of St. Gallen, May 9, 2015

Ph.D., University of California, Los Angeles, 1978-1981
Behavioral and Organizational Sciences

M.A., University of Minnesota, 1973-1975
Personnel/Industrial Relations

B.A., University of Minnesota, Duluth, 1970-1973
Psychology/Business Administration

PROFESSIONAL EXPERIENCE

Arizona State University, U.S.A.

Motorola Professor of International Management Emerita, 2011 – present

Motorola Professor of International Management, 2003 – 2011

University of Notre Dame

Adjunct Distinguished Professor, Mendoza College of Business, 9/2014 – present

Peking University, China

Distinguished Visiting Professor, Guanghua School of Management, 2000 – present

Research Director, Guanghua/CISCO Leadership Institute, 2010 – 2016

Fudan University, China

Distinguished Visiting Professor, Fudan School of Management, 2013 – present

Shanghai Jiaotong University, China

Distinguished Visiting Professor, 2011 - 2016

Nanjing University

Honorary professor, 2009 - 2012

Hong Kong University of Science and Technology, School of Business and Management:

Founding Head and Chair Professor of Management, 1994 - 2003

Founder and Director of Hang Lung Center for Organizational Research, 1998-2003

University of California, Irvine, Graduate School of Management,

Assistant Professor, 1988-1990; Associate Professor, 1990 -1995

Fuqua School of Business, Duke University

Assistant Professor 1981-1987; Associate Professor, 1987-1988
 University of California, Berkeley, Graduate School of Business
 Visiting Asst. Professor, Fall 1984
 Control Data Corporation
 Senior Personnel Administrator, 1977-1978 (full time), 1978-1981 (part time)
 University of Minnesota Extension, Instructor, 1976-1977
 University of Minnesota Hospitals, Personnel Research Specialist, 1973-1977

HONORS AND AWARDS

1. Elected Fellow of the American Association for the Advancement of Science, Jan 2022.
2. Women in the Academy of International Business 2021 WAIB Woman of the Year Award.
3. Leadership and Governance Stream Best Paper award at the 2016 Australian & New Zealand Academy of Management Annual Conference, Dec 2016, Brisbane, Australia.
4. International Association for Chinese Management Research, Lifetime Contribution Award, June 2016.
5. Academy of Management Lifetime Distinguished Service Award, 2015.
6. Outstanding Achievement Award, University of Minnesota (for alumni), 2014.
7. The *Journal of Management* Best Paper award, 2012.
8. The "Best Professor in Management" award by CMO Asia in 2010.
9. The Center for Creative Leadership Walter F. Ulmer, Jr. Applied Leadership Research award, 2008
10. 49th of 150 most-cited authors in the field of management in the years 1981 to 2004, in Podsakoff, MacKenzie, Podsakoff and Bachrach, "Scholarly influence in the field of management: A bibliometric analysis of the determinants of university and author impact in the management literature in the past quarter century." *Journal of Management*, 2008, 34(4): 641-720.
11. 21st of the top 100 most cited scholars in management (1981-2001). Prepared by © 2004 Jonathon N. Cummings, MIT
12. 87th (among 778) most cited scientists in business and economics (Jan 1993 to Jan 2003) on website: <http://www.in-cites.com/nobel/2003-eco-top100.html>
13. Finalist for the Franklin Teaching Award, SBM, HKUST, Fall 2002.
14. Finalist, Terry Book Award, Academy of Management, 2000.
15. Wei Lun Senior Fellow, Hong Kong University of Science and Technology, 1998 – 2000.
16. Outstanding service as Editor of the *Academy of Management Journal*, 1996-1999.
17. *Academy of Management Journal* Best Paper Award, awarded in August 1998.
18. *Administrative Science Quarterly* Scholarly Contribution Award, awarded in August 1998.

19. “Scholarly Achievement Award”, from the Human Resource Division of the Academy of Management, awarded in August 1998.
20. Fellow of the Academy of Management, elected August 1997.
21. One of the top MA Alumni Graduate from the Industrial Relations Center (IRC) since its inception, College of Business, University of Minnesota, 50th anniversary celebration of IRC, September 1995 (invited keynote speaker for a plenary session).
22. 1992 Outstanding Publication in Organizational Behavior Award, from the Organizational Behavior Division of the Academy of Management, awarded in August 1993.
23. Faculty Service Award, University of California, Irvine, 1992.
24. Ascending Scholar Award. Western Academy of Management, 1989.
25. Best Competitive Paper based on a Dissertation, from the Organization and Management Theory Division of the Academy of Management, 1982.
26. Alumni Award for Academic Distinction, University of California, Los Angeles, Graduate School of Management, 1981.
27. Hewlett-Packard Doctoral Fellowship Award, Graduate School of Management, University of California, Los Angeles, 1980-81.

COURSES TAUGHT

- * Undergraduate: Human Resource Management, International Management. Organizational Behavior
- * MBA: Doing Business in China, Cross-Cultural Management, Organizational Behavior, Human Resource Management, Managerial Problem Solving, Management Assessment and Development, Executive Leadership
- * Ph.D.: Philosophical Foundations of Responsible Research, Philosophy of Management Research, Research Design and Methods in Management, Advanced Multivariate Design and Analyses, Advanced Research Design Practicum, Individual Influences on the Organization

RESEARCH INTERESTS

- * Philosophy of science in management research
- * Cross-cultural and Chinese management research
- * Executive leadership and organizational culture
- * Employment relationships
- * Guanxi network in Chinese context
- * Managerial reputational effectiveness
- * Organizational demography
- * Strategic human resource management

RESEARCH GRANTS

1. "Explorative Innovation and Exploitative Innovation at the Individual Level: The constructs, antecedents and consequences" (with Lin Lu), National Natural Science of China competitive grant, awarded 560,000 RMB (about US\$87,500), 2013-2016, grant #: 71272113.
2. "Profit Sharing Plan Adoption in Chinese Private Firms: Antecedents and Influencing Processes" (with Lynda Song, etc.) National Natural Science of China competitive grant, awarded 210,000 RMB (about \$32,000), 2013-2015, grant #: 71202147.
3. "Executive personal characteristics, developmental pattern and relationship to firm performance" (with Hui Wang, etc.). National Natural Science of China, competitive grant, awarded 1,600,000 RMB (about \$250,000), 2011-2014, grant # 71032001.
4. "The relationships between job-level employment relationship and employees' job-related attitudes and performance: A longitudinal study of Chinese enterprises" (with Liangding Jia of Nanjing University). National Natural Science Foundation of China, competitive grant, awarded 230,000 RMB (about \$33,000), 2009-2011.
5. "The effect of group diversity on creativity in Chinese" (with Ann Yan Zhang of Peking University). National Natural Science Foundation of China, competitive grant, awarded 150,000 RMB (about \$20,000), 2009-2011.
6. "Chief executive officer values, human resource systems, and firm outcomes" (with PP Fu of Chinese University of Hong Kong). Research Grants Council of Hong Kong, Competitive Earmarked Grant, HK\$653,100, 2004-2006.
7. "Employment relationship, managerial responses and firm outcomes in Chinese organizations". Research Grants Council of Hong Kong, Competitive Earmarked Grant, HK\$560,000, 2001-2004.
8. Project leader of an Area of Excellent grant on China Business and Management. Hong Kong University of Science and Technology, HK\$6.8 million, 1998-2004.
9. "Corporate culture and leadership in Chinese firms" (with Katherine Xin). Research Grants Council of Hong Kong, Competitive Earmarked Grant, HK\$525,000, 2000-2003.
10. "Employment relationships in China" (with Kevin Wang). High Impact Area research, Hong Kong University of Science and Technology. HK\$150,000, 2000-2001.
11. "International joint venture leadership teams" (with JT Li). Global Research Consortia, US\$80,000. Research Grants Council of Hong Kong, Competitive Earmarked Grant, HK\$731,000, 1998-2000.
12. "Where guanxi matters: Guanxi and relational demography in the Chinese context" (with Larry Farh). Research Grants Council of Hong Kong, Competitive Earmarked Grant, HK\$474,000, 1996-1999.
13. "A longitudinal investigation of the development of supervisor-subordinate exchange relationship in the United States and Hong Kong" (with Katherine Xin). Direct Allocation Grant, School of Business and Management, Hong Kong University of Science and

Technology, HK\$50,000, 1995. Also, Research Grants Council of Hong Kong, Competitive Earmarked Grant, HK\$550,000, 1995-1999.

14. "Employee Organization Relationship: An Inducement Contribution Approach" (with L. Porter and J. Pearce), National Science Foundation, US\$140,000, 1990-1992.
15. "Work Force Diversity," (with L. Porter), University of California, Cultural Diversity, US\$4,000, 1989-1990.
16. "Coping with Incompatible Expectations and Performance Discrepancies," University of California, Faculty Research Fellowship, US \$10,000, 1988-1989.
17. "The Self-Regulating Manager: A Process Model of Managerial Effectiveness," University of California, Career Development Award, US\$8,231, 1988-1989.
18. "Managerial Effectiveness in PRC Firms," University of California, Pacific Rim Research Grant, US\$3,300, 1988-1989.
19. "Assessing managerial effectiveness," Duke University Research Grants: US\$1,200, 1987-1988; \$2,100, 1986-1987; \$600, 1983-1984; \$2,500, 1982-1983; \$8,380, 1982-1983; \$3,500, 1981-82.
20. "Computer-based performance feedback," Control Data Corporation Grants: US\$4,675, 1986-1987; \$4125, 1984-1985; \$5000, 1983-1984; \$10,000, 1982-1983.
21. "Personal Department Effectiveness: A Tripartite Approach," Office of Naval Research Grant, US\$98,000, 1983-1985.
22. "A multiple-constituency approach to managerial effectiveness," Hewlett-Packard Fellowship, US\$7,000, 1980-1981; Control Data Corporation Research Grant, US\$3,000, 1980-81.

PUBLICATIONS

Books

1. Tsui, A.S., Li, X.H., Jia, L.D., Liang, J., Zhong, W.G., Jing, R.T., & Douglas, H. (Eds), 2018. *Responsible Research in Management: Philosophy and Practices*. Beijing, China: Peking University Press (in Chinese).
2. Tsui, A.S., Zhang, Y.Y., and Chen, X.P. 2017. *Leadership of Chinese private enterprises: Insights and interviews*. London: Palgrave-McMillan.
3. Tsui, A.S., Run, B., and Lv, L. (Eds.) 2016. Collection of papers on philosophy and methods of management theory building. 管理理论构建的哲学与方法论文集. Beijing, China: Peking University Press (in Chinese).
4. Zhou, Z., and Tsui, A.S. 2014. Chinese translation of Muff, K., Dyllick, T., Drewell, M., North, J., Shrivastava, P., and Haertle, J. 2013. *Management education for the world: A vision for business schools serving people and planet*. Cheltenham, UK: Edward Elgar Publishing. Translation published by Peking University Press, Beijing, China.

5. Chen, X.P., Tsui, A.S., and Farh, J.L. (Eds). 2012. 2nd edition, 2008, 1st edition. *Empirical methods in organization and management research* (组织与管理研究的实证方法). Beijing, China: Peking University Press (in Chinese).
6. Tsui, A.S. 2012. *In pursuit of truth and beauty: The research journey of Professor Anne Tsui* (求真之道, 求美之路: 徐淑英研究历程). Beijing, China: Peking University Press (in Chinese).
7. Tsui, A.S. and Cai, H.B. 2012 (volume 2). *Chinese translations of the AMJ award winning papers*. Beijing, China: Peking University Press.
8. Tsui, A.S. and Cai, H.B. 2012 (volume 2). *Chinese translations of the ASQ award winning papers*. Volume 2. Beijing, China: Peking University Press.
9. Tsui, A.S., Bian, Y. and Cheng, L. (Eds.) 2006. *China's domestic private firms: Multidisciplinary perspectives on management and performance*. New York: M.E. Sharpe. Translated into Chinese, published by Peking University Press, 2008.
10. Tsui, A.S. and Zhang, W.Y. 2006 (volume 1). *Chinese translations of selected AMJ award winning papers*. Beijing, China: Peking University Press.
11. Tsui, A.S. and Zhang, W.Y. 2006 (volume 1). *Chinese translations of the ASQ award winning papers*. Beijing, China: Peking University Press.
12. Tsui, A.S. and Lau, C.M. (Eds.) 2002. *The management of enterprises in the People's Republic of China*. Boston: Kluwer Academic Press. Translated into Chinese, published by Peking University Press, 2004.
13. Li, J.T., Tsui, A.S., and Weldon, E. (Eds.) 2000. *Management and organizations in the Chinese context: Current issues and future research directions*. London, UK: Macmillan Press.
14. Tsui, A.S. and Gutek, B.A. 1999. *Demographic differences in organizations: Current research and future directions*. Lanham, Maryland: Lexington Press. Finalist, Terry Book Award, Academy of Management, 2000.

Journal Special Issues

1. Barkema, H., Chen, X.P., George, G., Luo, Y.D., and Tsui, A.S. 2015. West Meets East: New Concepts and Theories, *Academy of Management Journal*, 58(2).
2. Tsui, A.S., Lau, C.M., Meyer, M.W., Milkovich, G.T., and Schoonhove, C.K. 2004. Corporate Transformations in the People's Republic of China: Implications for Management in State, Private, and Foreign Firms. *Organization Science*, 15(2).

3. Meyer, A.D., Tsui, A.S., and Hinings. C.R. 1993. Configurational Approaches to Organizational Analyses. *Academy of Management Journal*, 36(4).

Articles in Referred Journals

1. Tsui, A.S. (2022). From traditional research to responsible research: The necessity of scientific freedom and scientific responsibility for better societies. *Annual Review of Organizational Psychology and Organizational Behavior*, 9: 1-32.
2. Tsui, A.S. & McKiernan, P. (2022). Understanding scientific freedom and scientific responsibility in business and management research. *Journal of Management Studies*, accepted for publication.
3. Tsui, A.S. (2021a). Guidepost: Responsible research and responsible leadership studies. *Academy of Management Discoveries*, 7(2), 166-170.
4. Tsui, A. S. (2021b). Usefulness, Credibility and scientific norms: Reflections on our third responsibility. *Die Unternehmung (Swiss Journal of Business Research and Practice)*, 75(2): 381-386.
5. Jia, Y., Tsui, A., & Yu, X. (2021). Beyond bounded rationality: CEO reflective capacity and firm sustainability performance. *Management and Organization Review*, 17(4), 777-814. doi:10.1017/mor.2021.4.
6. Batjargal, B., Webb, J. W., Tsui, A., Arregle, J. L., Hitt, M. A., & Miller, T. (2020). The moderating influence of national culture on female and male entrepreneurs' social network size and new venture growth. *Cross Cultural & Strategic Management*, in press.
7. McKiernan, P., and Tsui, A.S. (2019). Responsible management research: A senior scholar legacy in doctoral education. *Academy of Management Learning & Education*, 18(2), 310-313.
8. Tsui, A.S., Enderle, G. and Jiang, K. (2019). On addressing the puzzle of extreme income inequality. *Academy of Management Review*, 44 (2), 460-464.
9. Tsui, A.S. (2018). Commentary on 'Opportunities and challenges of engaged indigenous scholarship' (Van de Ven, Meyer, & Jing, 2018). *Management and Organization Review*, 44 (3), 463-466.
10. Honig, B., Lampel, J., Baum, J., Glynn, M. A., Jing, R., Lounsbury, M., ... Tsui, A., Walsh, J. and van Witteloostuijn, A. (2018). Reflections on scientific misconduct in management: Unfortunate incidents or a normative crisis? *Academy of Management Perspectives*, 32 (4), 414-442.

11. Tsui, A.S., Enderle, G., and Jiang, K. (2018). Income inequality in the United States: Reflections on the role of corporations. *Academy of Management Review*, 43 (1), 156-168.
12. Meyer, M.W., Lu, L., Peng, J. & Tsui, A.S. (2017). Microdivisionalization: Using teams for competitive advantage. *Academy of Management Discoveries*, 3(1), 3-20.
13. Zhang, H. Y., Ou, A. Y., Tsui, A. S., & Wang, H. (2017). CEO humility, narcissism, and firm innovation: A paradox perspective on CEO traits. *Leadership Quarterly*, 28(5), 585-604.
14. Tsui, A.S. (2016). Reflections on the so-called value-free Ideal: A call for responsible science in the business schools. *Cross Cultural and Strategic Management Journal*, 23(1), 4-28.
15. Barkema, H.G., Chen, X.P., George, G., Luo, Y.D., & Tsui, A.S. (2015). West meets East: New concepts and theories, *Academy of Management Journal*, 58(2), 460-478.
16. Ma, L., & Tsui, A.S. (2015). Traditional Chinese philosophies and contemporary leadership. *Leadership Quarterly*, 26(1), 13-24.
17. Zhang, Y., Song, J.W., Tsui, A.S., and Fu, PP. (2014). Employee responses to employment relationship practices: The role of psychological empowerment and traditionality. *Journal of Organizational Behavior*, 35(6), 805-839.
18. Arregle, J.L., Batjargal, B., Hitt, M.A., Webb, J.W., Miller, T., & Tsui, A.S. (2015). Family ties in entrepreneurs' social networks and new venture success. *Entrepreneurship Theory and Practice*, 39(2), 313-344.
19. Jia, L.D., Shaw, J., Tsui, A.S., & Park, T.Y. (2014). A social-structural perspective on employee-organization relationships and team creativity". *Academy of Management Journal*, 57(3), 869-891.
20. Ou, A.Y., Tsui, A.S., Kinicki, A.J., Waldman, D.A., Xiao, Z. & Song, L.J. (2014). Humble Chief Executive Officers' connections to top management team integration and middle managers' responses. *Administrative Science Quarterly*, 59(1), 34-72.
21. Tsui, A. S. (2013a). On compassion in scholarship: Why should we care? *Academy of Management Review*, 38(2), 167-181.
22. Tsui, A.S., (2013b). Making research engaged: Implications for HRD research. *Human Resource Development Quarterly*, 24(2), 137-143.
23. Tsui, A. S. (2013c). Editorial: The spirit of science and socially responsible scholarship. *Management and Organization Review*, 9(3), 375-394.

24. Zhang, A.Y., & Tsui, A.S. (2013). Intragroup functional diversity and intergroup relations in American and Chinese workgroups. *Journal of Cross-Cultural Psychology*, 44(7), 1127-1147.
25. Batjargal, B., Hitt, M., Tsui, A.S., Arregle, J., Webb, J., & Miller, T. (2013). Institutional polycentrism, entrepreneurs' social networks, and new venture growth. *Academy of Management Journal*, 56(4), 1024-1049.
26. Tsui, A. S., & Jia, L.D. (2013). From the editors: Calling for humanistic scholarship in China. *Management and Organization Review*, 9(1), 1-15.
27. Nifadkar, S., Tsui, A.S., & Ashford, B. (2012). Positive and negative emotional involvement with supervisor in a newcomer adjustment context. *Academy of Management Journal*, 55(5), 1146-1168.
28. Ou, Amy Y., Varriale, L., & Tsui, A.S. (2012). International collaboration for academic publications: Implications for resource-based view and transaction cost theory. *Group & Organization Management*, 37(4), 407-451.
29. Zhang, A.Y., Tsui, A.S., & Wang, D.X. (2011). Leadership behavior and group creativity in Chinese organizations: The role of group process. *The Leadership Quarterly*, 22(5), 851-852.
30. Wang, H., Tsui, A.S., & Xin, K. (2011). CEO leadership behavior, organizational performance and employee attitudes. *The Leadership Quarterly*, 22(5), 92-105.
31. Fu, PP., Tsui, A.S., Liu, J. & Li, L. (2010). Pursuit of whose happiness: CEO personal values and transformational leadership. *Administrative Science Quarterly*, 55, 222-254.
32. Yang, J., Zhang, Z. & Tsui, A.S. (2010). Multiple pathways to employee performance: Bypass, accentuation, and cascading effects of middle managers' transformational leadership. *Journal of Management Studies*, 47(4), 654-678.
33. Wu, J.B., Tsui, A.S., & Kinicki, A. (2010). Consequences of differentiated leadership in groups. *Academy of Management Journal*, 53(1), 90-106.
34. Tsui, A.S. (2009). Autonomy of inquiry: Shaping the future of emerging scientific communities. *Management and Organization Review*, 5(1), 1-14.
35. Hom, P.W., Tsui, A.S., Wu, J.B., Lee, T.W., Zhang, A.Y., Fu, P.P., & Li, L. (2009). Why do Chinese managers stay? Explaining employment relationships with social exchange and job embeddedness. *Journal of Applied Psychology*, 94(2), 277-297.
36. Song, L.J., Tsui, A.S., & Law, K. (2009). Unpacking employee responses to organizational exchange mechanisms: The role of social and economic exchange perceptions. *Journal of Management*, 35(1), 56-93.

37. Tsui, A.S. & Hollenbeck, J.R. (2009). Successful authors and effective reviewers: Balancing supply and demand in the organizational sciences. *Organizational Research Methods*, 12(2), 259-275.
38. Zhang, A.Y., Tsui, A.S., Song, L.J.W., Li, C.P., & Jia, L.D. (2008). How do I trust thee? The employee-organization relationship, supervisory support and middle managers' trust in the organization. *Human Resource Management*, 47(1), 111-132.
39. Chen, G., Tsui, A.S. & Zhang, L.F. (2008). Reactions to psychological contract breach: Analysis from a dual perspective. *Journal of Organizational Behavior*, 29(5), 527-548.
40. Tsui, A.S. (2007a). From homogenization to pluralism: International management research in the Academy and beyond. *Academy of Management Journal*, 50(6), 1353-1364.
41. Tsui, A.S. (2007b). Taking stock and looking ahead: MOR and Chinese management research. *Management and Organization Review*, 3(3), 327-334.
42. Tsui, A.S., Nifadkar, S. & Ou, Y. (2007). Cross-national cross-cultural organizational behavior research: Advances, gaps, and recommendations. *Journal of Management*, 28(3), 277-305.

Winner of the 2012 *Journal of Management* Best Paper Award.

43. Xiao, Z.X. & Tsui, A. S. (2007). Where brokers may not work: The culture contingency of social capital. *Administrative Science Quarterly*, 52(1), 1-31.
44. Tsui, A.S. (2006). Contextualization in Chinese management research. *Management and Organization Review*, 2006, 2(1), 1-13.
45. Tsui, A.S., Wang, H., & Xin, K.R. (2006). Organizational culture in the PRC: An analysis of culture dimensions and culture types. *Management and Organization Review*, 2(3), 345-376.
46. Fu, P.P., Tsui, A.S. & Dess, G. (2006). The dynamics of *guanxi* in Chinese high-tech organizations: Implications for knowledge management and decision-making. *Management International Review*, 46(3), 1-29.
47. Tsui, A.S., Zhang, Z.X., Wang, H., Xin, K., & Wu, B. (2006). Unpacking the relationship between executive leadership behavior and organizational culture. *Leadership Quarterly*, 17(2), 113-137.
48. Tsui, A. S., & Wu, J. B. (2005). The "New Employment Relationship" versus the "Mutual Investment" approach: Implications for human resource management. *Human Resource Management*, 44(2), 115-121.

49. Tsui, A.S., Schoonhoven, C.B., Meyer, M.W., Lau, C.M., & Milkovich, G.T. (2004). Examining organizations and management in periods of societal transformation: The People's Republic of China. *Organization Science*, 15(2), 133-144.
50. Tsui, A.S., Wang, H., Xin, K.R., Zhang, L.H., & Fu, P.P. (2004). Let a thousand flowers bloom: Variation of leadership styles in Chinese Firms. *Organization Dynamics*, 33(1), 5-20.
51. Tsui, A.S. (2004). Contributing to global management knowledge: A case for high quality indigenous research. *Asia Pacific Journal of Management*, 21(4), 491-513.
52. Wang, D.X., Tsui, A.S., Zhang, Y. & Ma, L. (2003). Employment relationship and firm performance: Evidence from an emerging economy. *Journal of Organizational Behavior*, 24(5), 511-535.
53. Fu, P.P., & Tsui, A.S. (2003). Blending traditional culture and modern leadership: The role of the printed news media in the People's Republic of China. *Asia Pacific Journal of Management*, 20, 423-446.
54. Tsui, A.S., Egan, T.D., & Porter, L.W. (2002). When both similarity and dissimilarity matter: Extending the concept of relational demography. *Human Relations*, 55(8): 899-929.
55. Chen, Z.X., Tsui, A.S., & Farh, J.L. (2002). Loyalty to supervisor versus organizational commitment: Relationship to employee performance in China. *Journal of Occupational and Organizational Psychology*, 75(3), 339-356. Also in *Academy of Management Best Paper Proceedings*, 1998, OB: J1-OB: J9.
56. Li, J.T. & Tsui, A.S. (2002). A citation analysis of management and organization research in the Chinese context: 1984 to 1999. *Asia Pacific Journal of Management*, 19(1), 87-107.
57. Hambrick, D.C., Li, J.T., Xin, K.R., & Tsui, A.S. (2001). Composition and processes of international joint venture management groups: A new perspective on alliance effectiveness. *Strategic Management Journal*, 22(11), 1033-1053.
58. Li, J.T., Xin, K.R., Tsui, A.S. & D. Hambrick. (1999). Building effective international joint venture leadership teams in China. *Journal of World Business*, 34(1), 52-68.
59. Farh, J. L., Tsui, A. S., Xin, K., & Cheng, B. S. (1998). The influence of relational demography and guanxi: The Chinese case. *Organization Science*, 9(4), 471-488.
60. Tsui, A. S., Pearce, J. L., Porter, L. W., & Tripoli, A. M. (1997). Alternative approaches to employee-organization relationships: Does investment in employees pay off? *Academy of Management Journal*, 40(5), 1089-1121.

Winner of the Best Paper Award in the 1997 volume of the Academy of Management Journal, 1998.

Winner of the Scholarly Achievement Award, Human Resource Division, Academy of Management, 1998.

61. Tsui, A. S. & Farh, L.J. (1997). Where guanxi matters: Relational demography and guanxi in the Chinese context. *Work and Occupations*, 24, 56-79.
62. Xin, K.R. & Tsui, A.S. (1996). Different strokes for different folks: Influence tactics by Asian-American and Caucasian-American managers. *Leadership Quarterly*, 7, 109-132.
63. Gutek, B. A., Cohen, A. & Tsui, A. S. (1996). Reactions to perceived sex discrimination. *Human Relations*, 49(6), 791-813.
64. Tsui, A. S., Ashford, S. J., St. Clair, L., & Xin, K. (1995). Dealing with discrepant expectations: Response strategies and managerial effectiveness. *Academy of Management Journal*, 38(6), 1515-1543.
65. Tsui, A. S. & Ashford, S. (1994). Adaptive self-regulation: A process view of managerial effectiveness. *Journal of Management*, 20(1), 93-121.
66. Tsui, A. S. (1994). Reputational effectiveness: Toward a mutual responsiveness framework. In Staw, B.M. and Cummings, L. (Eds). *Research in Organizational Behavior*, 16, 257-307.
67. Meyer, A. D., Tsui, A. S., & Hinings, C. R. (1993). Configurational approaches to organizational analysis. *Academy of Management Journal*, 36(6), 1175-1195.
68. Tsui, A. S., Egan, T., & O'Reilly, C. A., III. (1992). Being different: Relational demography and organizational attachment. *Administrative Science Quarterly*, 37(4), 549-579. Also in *Academy of Management Best Paper Proceedings*, 1991.

Winner of the ASQ Award for Scholarly Contribution, 1998.

Winner of the Outstanding Publication in Organizational Behavior" Award, Organizational Behavior Division of the Academy of Management, 1993.

69. Ashford, S. & Tsui, A. S. (1991). Self-regulation for managerial effectiveness: The role of active feedback seeking. *Academy of Management Journal*, 34(2), 251-280.
70. Tsui, A. S. (1990). Multiple-constituency model of effectiveness: An empirical examination at the human resource subunit level. *Administrative Science Quarterly*, 35(3), 458-483.

71. Tsui, A. S. & O'Reilly, C. A., III. (1989). Beyond simple demographic effects: The importance of relational demography in superior-subordinate dyads. *Academy of Management Journal*, 32(2), 402-423.
72. Tsui, A. S. & Ohlott, P. (1988). Multiple assessment of managerial effectiveness: Interrater agreement and consensus in effectiveness models. *Personnel Psychology*, 41, 779-803.
73. Tsui, A. S. (1987). Defining the activities and effectiveness of the Human Resource Department: A Multiple constituency approach. *Human Resource Management*, 26: 35-69. Reprinted in Schuler, R. and Youngblood, T.A. (Ed.), *Readings in Personnel and Human Resource Management*. St. Paul, MN: West Publishing Company, 1987, 465-483.
74. Tsui, A. S. & Milkovich, G. (1987). Personnel department activities: Constituency perspectives and preferences." *Personnel Psychology*, 40(3), 519-537. Reprinted in Miner, J. and Crane, A. (Eds). *Advances in the practice, theory, and research in human resource management*. N.Y: Harper Collins Publishers, 1994.
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Book Chapters

1. Tsui, A.S. 2022. "Reflections on the study of responsible leadership." In Pless, N., & Maak, T. (Eds). *Responsible Leadership*, 2nd edition. Chapter 3. Routledge.

2. McKiernan, P., & Tsui, A.S. 2020. "Responsible research in business and management: Transforming doctoral education." In Moosmayer, D.C., Laasch, O., Parkes, C., & Brown, K.G. (Eds). *The Sage Handbook of Responsible Management Learning and Education*. Chapter 20. Thousand Oaks, CA: Sage Publishers.
3. Tsui, A.S. 2012. "Contextualizing research in a modernizing China." In Huang, X. and Bond, M. (Eds). *Handbook of Chinese organizational behavior: Integrating research, theory, and practice*: 29-47. Cheltenham, UK: Edward Edgar Publishing Limited.
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18. Tsui, A. S. 1997. "The HR challenge in China: The importance of guanxi". In Ulrich, D., Losey, M., & Lake, G. (Eds.), *Tomorrow's HR management*: 337-344, New York: Wiley.
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Refereed Best Paper Proceedings, Book Reviews, and Other Publications

1. Tsui, A.S. 2022. Celebrating small wins and calling bold actions. *EFMD Global Focus*, 16(1), 34-43.
2. Tsui, A.S. 2020. Covid-19: A call for responsible leadership research. *RRBM Blog*, April 8, 2020.
3. Glick, W., Tsui, A.S., Davis, G.F. 2018. The moral dilemma of business research. *AACSB BizEd*, 17(3), 32-37.
4. Co-founder of RRBM (2017, revised 2020). *A vision of responsible research in business and management; Striving for useful and credible knowledge*. Retrieve from: www.rrbm.network.
5. Tsui, A.S. 2015. "Reconnecting with the business world: Socially responsible scholarship". *EFMD Global Focus*, 09(01): 36-39.
6. Scholar's Corner: Interview of Anne S. Tsui, 2013. *Cross Cultural Management: An International Journal*, 20(2): 1-13.
7. Ke, J. 2012. "A fisherwoman in the China Sea: An interview with Dr. Anne Tsui (Part II)" *Journal of Chinese Human Resource Management*, 3(2): 151-159.
8. Mitchell, W. & Tsui, A.S. 2012. "Research in emerging economy contexts". Joint Strategic Management Journal and Management and Organization Review online issue. http://onlinelibrary.wiley.com/subject/code/000028/homepage/virtual_issue_research_in_emerging_economy_contexts.htm.
9. Ke, J. 2011. "A fisherwoman in the China Sea: An interview with Dr. Anne Tsui (Part I – The scholarly journey)." *Journal of Chinese Human Resource Management*, 2(2).
10. Nifadkar, S. & Tsui, A.S. 2007. Book review: "Great minds in management" by Ken G. Smith and Michael Hitt, Oxford, UK: Oxford University Press, 2005. *Academy of Management Review*, 32(1): 298-303.
11. Tsui, A. S. 2001. Book review: "Guanxi and business" by Yadong Luo, World Scientific, 2000. *Asia Pacific Journal of Management*, 18: 407-411.

12. Tsui, A. S. & Ashford, S. A. 1991. "Reactions to demographic diversity: Similarity-attraction or self-regulation." *Academy of Management Best Paper Proceedings*: 240-244.
13. Tsui, A. S. & Karwan, K. 1986. "Leadership effects on organizational outcomes: A simulation study." *Decision Sciences Institute Proceedings*: 1006-1008.
14. Tsui, A. S. 1985. "The measurement of managerial effectiveness: Progress and problems." *American Institute for Decision Sciences Proceedings*: 676-678.
15. Tsui, A. S. 1983. "Managerial effectiveness as an outcome of social structure." *Academy of Management Proceedings*: 261-265.
16. Tsui, A. S. & McGregor, J. 1982. "The multitrait-multirater approach to measuring managerial effectiveness: Further empirical evidence." *American Institute for Decision Sciences Proceedings*: 508-510.
17. Tsui, A. S. & McKelvy, B. 1982. "Increasing measurement efficiency: An approach and an application." *American Institute for Decision Sciences Proceedings*: 389-391.
18. Tsui, A. S. & Schriesheim, C. 1980. "Development and application of measures of attitudes toward company and union." *American Institute for Decision Sciences Proceedings*.
19. Tsui, A. S. & Schriesheim, C. 1980. "Information as a power source in organizations: A conceptual viewpoint." *American Society for Information Science Proceedings*.
20. Tsui, A. S. & Schriesheim, C. 1980. Book review: "Exploring individual and organizational boundaries." *Academy of Management Review*, 5: 308-310.
21. Tsui, A. S. 1977. "Diagnosis of turnover can convert causes to assets." *Hospitals, J.A.H.A.*, July 16, 51: 157-162.
22. Pinto, P, Gutteridge, T, Gillman, R, & Tsui, A. S. 1975. "Career development: Perspectives of the individual and the organization." *JSAS Catalog of Selected Documents in Psychology*, 5, 351, manuscript no. 1147.

China Media Reports, Interviews and Articles

1. Tsui, A.S. 2016. Values and ethics in business schools: A call for responsible science. *Chinese Management Quarterly* (guanli ji kan). Vol. 1/2: 1-23.
2. Tsui, A.S., Lv, L. 2015. Management research in China: Current challenges and future directions. *Management Journal* (管理学报), 12(3): 313-321.
3. *Chinese Philanthropist* (中国慈善家). November 2013. Corporate philanthropy brings business transformation.

4. *Wen Hui Bao* (文汇报). August 1, 2013. Chinese management research is lagging 20 years.
5. *International Finance* (国际金融报). July 31, 2013. Guanxi management is an informal system.
6. *Business Review* (商业评论). November 2012. On compassion: Why should we care?
7. *Management Journal* (管理学家). November 2011. The critical moment in Chinese management research.
8. *The Economic Observer* (经济观察报). August 8, 2011. Chinese management research needs its own character.
9. *Guangming Daily* (光明日报). July 29, 2011. Chinese management research: Current status and future prospect.

INVITED PRESENTATIONS AND CONFERENCE PRESENTATIONS

Keynote addresses

1. 2016 to 2021. Made over 30 invited or submitted presentations, most are plenary or keynote addresses, on RRBM related topics at conferences and universities, either in person or via zoom.
2. “The purpose of business schools to society in today's different political and social contexts: Perspective of a faculty.” The EFMD Deans and Directors Conference, Budapest, Hungary, January 25, 2016.
3. “Grand challenges and socially responsible research.” Dies Academicus. University of St. Gallen, May 9, 2015.
4. “Socially responsible scholarship.” The 50+20 Conference, Hong Kong Polytechnic University, July 17, 2014.
5. “Socially responsible scholarship and HRM research”. The AOM HR Division international conference, Beijing, June 15, 2014.
6. “Leveraging social networks and relationships for new venture growth.” International Social Network Association (INSNA) 2013 conference, Xian, China, July 14, 2013.
7. “On compassion: Why should we care?” Presidential address, Academy of Management meeting, August 5, 2012, Boston.

8. “Chinese management research: Past, present and future” International Association for Chinese Management Research conference, June 21, 2012, Hong Kong.
9. “The spirit of science” China Academy of Management annual conference, November 5, 2010, Dalian, China.
10. “The future of Chinese management research: Why context matters?” China Renmin University Case Conference, November 15, 2009, Beijing, China.
11. “Contextualization and international management research”. Australia-New Zealand Academy of Management meeting, December 5, 2008, Auckland New Zealand.
12. “The control and motivation of Chinese middle managers”. Australia-New Zealand Academy of Management meeting, December 9, 2005, Canberra, AZ.
13. “Employment relationship: A competitive management tool”. 2nd International Conference of HR Strategy and Entrepreneurship, Zhejiang University, Hangzhou, China, April 26, 2004.
14. “Leadership and organizational culture: Strong effects in weak situations or weak effects in strong situations” 25th International Congress of Applied Psychology. Singapore, July 8, 2002.
15. “The influence of relational demography and guanxi in Chinese organizations”. 24th International Congress of Applied Psychology. San Francisco, August 12, 1998.

University presentations

1. From 2016 to present, most of the presentations are on RRBM related topics. Universities include Arizona State University, Michigan, University of Notre Dame, University of California, Los Angeles, Tilburg University, University of Utah, and many universities in China and Hong Kong.
2. “Values, ethics, and science in business schools.” University Nottingham, Ningpo, China, October 23, 2015; Nanjing University, November 12, 2015; Nanyang University of Technology, Singapore, November 16; National University of Singapore, November 19, 2016.
3. “Socially responsible scholarship.” University of Notre Dame, October 17, 2014; University of Minnesota, Minneapolis, Oct 22, 2014; University of Minnesota, Duluth, Oct 24, 2014.
4. “Spirit of science and socially responsible scholarship.” Shanghai Jiao Tong University, September 18, 2013; Chinese University of Hong Kong, September 23, 2013; Lingnan University, September 23, 2013; Peking University, October 10, 2013; Zhejiang University, October 16, 2013.

5. "Humble Chief Executive Officers: Connections to top management integration and middle manager responses." Peking University, April 16, 2013; Fudan University, July 22, 2013; Shanghai Jiao Tong University, September 16, 2013.
6. "On compassionate scholarship: Why should we care?" Peking University, September 19, 2012; Shanghai Jiao Tong University, October 10, 2012; Fudan University, October 23, 2012; East China University of Science and Technology, October 25, 2012; Nanjing, October 29, 2012; Renmin University, November 10, 2012.
7. "A social structural analysis of employment relationships and team creativity." Zhejiang University, November 8, 2011.
8. "Chinese management research: Current status and future directions." Shanghai Jiao Tong University, June 7, 2011; Zhejiang University, November 7, 2011.
9. "In pursuit of whose happiness: CEO leadership and personal values." China Renmin University, June 23, 2009; Peking University, July 7, 2009; Hong Kong University of Science and Technology, July 22, 2009; Hong Kong Polytechnic University, July 24, 2009; Center for Creative Leadership, Sept 1, 2009; McGill University, Dec 3, 2009.
10. "Why do Chinese managers stay? Explaining employment relationships with social exchange and job embeddedness". University of Maryland, Feb 1, 2008, Baltimore, MD; Fudan University, China, May 30, 2008
11. "National culture as social context in organizational behavior research". Comparative Organizations Conference, Sundance, Utah, September 28-29, 2007.
12. "Issues in cross-cultural research in management". Cross-cultural Conference, Hong Kong University of Science and Technology, December 12-14, 2006.
13. "High commitment organizations as a context for job and career outcomes." Center for the Study of Economy and Society, Cornell University, May 5, 2006, Ithaca, NY
14. "The motivation and control of Chinese middle managers: Why and how employment relationships matter." Georgia State University, February 24, 2006, Atlanta, GA
15. "Retaining Chinese middle managers: The motivational potential of employee-organization relationship". CEIBS Leadership Forum, December 15, 2005, Shanghai, China
16. "Social capital in Chinese organizations". University of Texas, Dallas in March 3. 2005
17. "Managerial networks and career performance". University of Kansas, April 1, 2005.

18. "Employment relationship: A program of research". Shanghai Jiao Tung University, July 3, 2004, and Xian Jiao Tung University, China, December 28, 2004.
16. "Social capital: The role of particularistic ties in Chinese managerial networks". University of California, Los Angeles, April 18, 2002; University of California, Irvine, April 19, 2002; New York University, August 16, 2001; Duke University, August 15, 2001; Chinese Academy of Science, July 9, 2001; Peking University, June, 2001.
17. "The new Chinese organization man: Employment relationships in the People's Republic of China". University of California, Irvine, California, January 22, 2001; Tilburg University, Netherlands, January 31, 2001; INSEAD, France, February 6, 2001, and Tsinghua University, China, April 12, 2001.
18. "Employment relationships in China". Guanghua School of Management, Peking University, February 25, 2000; China Center for Economic Research, April 21, 2000; Chinese Society for Industrial and Organizational Psychology, Hangzhou, May 29, 2000.
19. "The influence of relational demography and guanxi in Chinese organizations". University of Illinois, Urbana-Champaign, August 13, 1999.
20. Tsui, A.S. "Studying relational demography in the Chinese context: The importance of guanxi". School of Business, University of Michigan, December 9, 1996.
21. "Relational demography and performance implications in vertical dyads". Stanford University, November 30, 1995; Wharton School, December 12, 1995.
22. "Relational demography: The missing link in vertical dyad linkage." Conference "Productivity and Interpersonal Relations in Work Teams Characterized by Diversity," sponsored by the Center for Creative Leadership, American Psychological Association and New York University, October 1994.
23. "Diversity in organizations: Lessons from demography research." 1994 CGS/CMC Conference on "Diversity in Organizations", Claremont, CA.
24. "Employee-organization relationship: An inducement-contribution approach." School of Management, University of California, Riverside, CA, May 8, 1993; Industrial Relations Center, University of Minnesota, Minneapolis, MN, May 28, 1993; School of Business and Management, Hong Kong University of Science and Technology, October 8, 1993.
25. "Assessing the effectiveness of an organizational subunit: A reputational approach." Graduate School of Management, University of California, Los Angeles, January 26, 1987.
26. "A tri-partite approach to evaluating personnel department effectiveness." New York State School of Industrial and Labor Relations, Cornell University, September 18, 1983.

27. "Managerial effectiveness as an outcome of social structure." School of Business, University of North Carolina, Chapel Hill, April 15, 1983.

Refereed conference presentations

(No Academy of Management presentations from 2009 to 2013 due to leadership role in the AoM).

1. From 2016 onwards, most, although not all, of the conference presentations are on RRBM-related topics. Conferences include the Academy of International Business, Academy of Management, and International Association for Chinese Management Research.
2. Zhang, H. Y., Ou, A. Y., Tsui, A. S., & Wang, H. "CEO humility, narcissism, and firm innovation: A paradox perspective on CEO traits." Presented at Australian & New Zealand Academy of Management Annual Conference 2016, Brisbane, Australia. Recipient of the Leadership and Governance Stream Best Paper award.
3. Jiang, Y. & Tsui, A.S. "Network brokerage and individual creativity: The contingency of tie strength and time." Presented at the Academy of Management meeting, Vancouver, August 11, 2015.
4. Jiang, Y.J., Tsui, A.S. & Li, J. "Servant leadership, changes in personal values, and job meaningfulness: A longitudinal study of organizational newcomers." Presented at the Academy of Management meeting, Vancouver, August 11, 2015.
5. Ou, Y., Tsui, A.S., & Wu, J.B. "Winning followers' hearts: A study on gender differences in effective leadership". Presented at the Academy of Management meeting, Anaheim, California, August 2008.
6. Zhang, Y., & Tsui, A.S. "Leadership behavior and team creativity: The mediating role of knowledge sharing among team members in Chinese organizations". Presented at the Academy of Management meeting, Anaheim, California, August 2008.
7. Yang, J., Zhang, Z. & Tsui, A.S." Multiple pathways to employee performance: Bypass, accentuation, and cascading effects of middle managers' Transformational leadership" Presented at the Academy of Management meeting, Anaheim, California, August 2008
8. Hom, P.W., Tsui, A.S., Wu, J.B. & Lee, T.W. "Employee-organizational relationships among Chinese managers: A multilevel inquiry into social exchange and job embeddedness as mediating mechanisms". Presented at the Academy of Management, Philadelphia, PA, August 6, 2007.
9. Fu, P.P., Tsui, A.S., & Liu, J. "Relating CEO values to follower affective commitment: The role of value-behavior congruence". Presented at the Academy of Management, Philadelphia, PA, August 7, 2007.

10. Tsui, A.S., Zhang, Y., Charles, A., Song, J., Li, C., & Jia, L. "Retaining Chinese middle managers: The motivational potential of Employee organization relationship." Academy of Management meeting, Atlanta, GA, August 14, 2006.
11. Nifadkar, S., Hom, P., Wu, S. & Tsui, A.S. "Peeping into the "Black-Box": Mediating effects of social and economic exchange Perceptions on the relationship between organizational rewards and organizational attachment." Academy of Management meeting, Atlanta, GA, August 14 2006.
12. Ellis, A. & Tsui, A.S. "Survival of the fittest or the least Fit? When psychology meets ecology in organizational demography". Academy of Management meeting, Honolulu, Hawaii, August 9, 2005.
13. Nifadkar, S. & Tsui, A.S. "Managerial endorsement of corporate social responsibility and organizational corruption: Personal values or situational strength?" Academy of Management meeting, Honolulu, Hawaii, August 8, 2005.
14. Xiao, Z.X. & Tsui, A. S. "Where brokers do not work: Social capital in high-commitment organizations". Academy of Management meeting, Honolulu, Hawaii, August 8, 2005.
15. Chen, G., Tsui, A.S. & Zhang, L.F. "Reactions to Psychological Contract Breach: Analysis From a Dual Perspective". Asia Academy of Management meeting, Shanghai, China, December 16, 2004.
16. Tetrick, L., Shore, L., Tsui, A.S., Wang, D., Glenn, D., Chen, N., Liu, H., Wang, X., & Yan, H. "Development of a measure of generalized, balanced, and negative reciprocity in employment relationships". Inaugural Conference of the International Association for Chinese Management Research, Beijing, June 18, 2004.
17. Wang, H., Tsui, A.S., & Xin, K. "CEO attributes and organizational effectiveness: The mediating role of employee attitudes". Inaugural Conference of the International Association for Chinese Management Research, Beijing, June 19, 2004.
18. Zhang, Z.X., Tsui, A.S., Wang, H. & Xin, K. "An exploratory study of tight and loose coupling between executive leadership and organizational culture". Inaugural Conference of the International Association for Chinese Management Research, Beijing, June 19, 2004.
19. Tsui, A.S., Wang, H., Xin, K.R., Zhang, L.H., & Fu, P.P. "Let a thousand flowers bloom: Variation of leadership styles in Chinese Firms". Academy of Management meeting, Seattle, August 4, 2003.
20. Tsui, A.S., Song, L.J., & Yang, J.Y. "Organizational culture in Hong Kong schools: A multi-level and multi-perspective analysis". Asia Academy of Management, Bangkok, Thailand, December, 2002.

21. Tsui, A.S., Farh, J.L., & Xin, K. "Social capital: The role of particularistic ties in Chinese managerial networks". Academy of Management, Denver, August 13, 2002.
22. Tsui, A.S. "Organizational culture and employment relationship: Exploring new linkages for competitive advantage". Academy of Management meeting, Denver, August 13, 2002.
23. Tsui, A.S. "Contributing to global management knowledge: Making a case for indigenous Chinese management research". Society for Industrial and Organization Psychology meeting, April 12, 2002.
24. Tsui, A.S., Wang, D., & Zhang, Y. "The new Chinese organization man: Employment relationships in the People's Republic of China". Academy of Management meeting, D.C., August 2001.
25. Xin, K., Tsui, A.S., Wang, H., Zhang, Z., & Chen, W. "Corporate culture in Chinese state-owned enterprises: An inductive analysis of dimensions and influences". Academy of Management meeting, D.C. August 2001.
26. Fu, P.P., Tsui, A.S., & Ye Jun. "Blending traditional culture and modern leadership: The role of the printed news media in the People's Republic of China". Academy of Management meeting, D.C. August 2001.
27. Tsui, A.S., Wang, D., & Zhang, Y. "Employment relationship in the People's Republic of China: An inducement contribution approach". Asia Academy of Management meeting and International Conference on Comparative Management, December 2000.
28. Xin, K.R., Tsui, A.S., & Hui, C. "Beyond simple communication: The role of self-disclosure in supervisor-subordinate dyads". Asian Academy of Management meeting, Singapore, December 2000.
29. Martinez, P.G., Pearce, J. L., Porter, L.W. & Tsui, A.S. "Organization-level measures and their consequences: Strategic investment in human resources management." Academy of Management meeting, Toronto, August 2000.
30. Li, J.T. & Tsui, A.S. "Building Effective Joint Venture Leadership Teams in China". Presented as part of the symposium "Multinational Firms in the People's Republic of China" at the 1999 Academy of Management meeting, Chicago.
31. Xin, K.R., Tsui, A.S., & Hui, C. "Impact of self-disclosure and perceived similarity on leader-member exchange: A longitudinal study". Inaugural Asian Academy of Management Conference, Hong Kong, December 28, 1998.
32. Hambrick, D.C., Li, J.T., Xin, K.R., & Tsui, A.S. "Composition and processes of international joint venture management groups: A new perspective on alliance effectiveness". Academy of Management national meeting, San Diego, August 1998.

33. Chen, X.X., Farh, J.L., & Tsui, A.S. "Loyalty to supervisor, organizational commitment, and employee performance: The Chinese case". 1998 Academy of Management national meeting, San Diego.
34. Pearce, J.L., Tripoli, A., Tsui, A.S., & Porter, L.W. "Can human resource directors be trusted as study informants?" Eastern Academy of Management, international meeting, Dublin, Ireland, June 1997.
35. Tsui, A.S. & Xin, K.R. "Adaptive self-regulation for managerial effectiveness: Does it work for Asian-Americans?" The 1996 Academy of Management national meeting, Cincinnati.
36. Egan, T.D., Porter, L.W., & Tsui, A.S. "Justice and the bottom line: An empirical exploration of the relationship between multiple dimensions of organizational justice perceptions and employee performance." The 1996 Academy of Management national meeting, Cincinnati.
37. Farh, J.L., Tsui, A. S., & Cheng, B. S. "The influence of relational demography and guanxi: The Chinese case." The 1995 Academy of Management national meeting, Vancouver, Canada.
38. Pearce, J. L. & Tsui, A. S. "The configuration of human resource strategy and structure: Comparing typologies in use." The 1994 Academy of Management national meeting, Dallas, TX.
39. Tsui, A. S. & Egan, T. D. "Performance implications of relational demography in vertical dyads." The 1994 Academy of Management national meeting, Dallas, TX.
40. Tsui, A. S. "Diversity in organizational work groups: Implications for perceptions, attitudes, and behaviors." The 1993 American Psychological Society national meeting, Chicago, IL.
41. Egan, T. D. & Tsui, A. S. "Gender and race differences in perceived organizational justice." The 1993 Academy of Management national meeting, Atlanta, GA.
42. Egan, T. D. & Tsui, A. S. "The impact of work group diversity on individual perceptions of communication and conflict." The 1992 Academy of Management national meeting, Las Vegas, NV.
43. Tsui, A. S., Ashford, S. J. & St. Clair, L. "Coping with role conflict: How response strategies affect reputational effectiveness." The 1992 Academy of Management national meeting, Las Vegas, NV.
44. Tsui, A. S., Egan, T. D. & O'Reilly, C.A.,III. "Being different: Relational demography and organizational attachment." The 1991 Academy of Management national meeting, Miami, FL.

45. Tsui, A. S., Porter, I. W., Pearce, J. L. & Tripoli, A. "Employee-organization relationships: An inducement-contribution conceptualization". The 1991 Academy of Management national meeting, Miami, FL.
46. Tsui, A. S. & Ashford, S. A. "Reactions to demographic diversity: Similarity-attraction or self-regulation." The 1991 Academy of Management national meeting, Miami, FL.
47. Tsui, A. S. "Multiple constituency model of effectiveness: An empirical examination at the subunit level." The 1989 Academy of Management national meeting, Washington, D. C.
48. Tsui, A. S. & Ashford, S. J. "Self-regulation for managerial effectiveness: The role of active feedback seeking." The 1989 Academy of Management national meeting, Washington, D. C.
49. Tsui, A. S. & Ashford, S. J. "The self-regulating manager: A process model of managerial reputational effectiveness." Presented as part of a symposium on "Self-regulation behavior in formal organizations" at the Third Annual Meeting of the Society of Industrial-Organizational Psychology, April 1988.
50. Tsui, A. S., Cox, T., Ohlott, P. & Dadzie, E. "Affect and reputation as factors in promotion decisions." Presented as part of a symposium on "Affect in human resource management: Implications for appraisals, promotions, and sanctions," at the Second Meeting of the Society of Industrial-Organizational Psychology, April 1987, Atlanta, GA.
51. Tsui, A. S. "A strategic constituency approach to assessing the effectiveness of organizational subunits: The case of the Human Resource Department." The 1986 Academy of Management national meeting, Chicago, IL.
52. Tsui, A. S. & Ohlott, P. "Multiple assessment of managerial effectiveness: Consensus in effectiveness models." The 1986 National Convention of the American Psychological Association.
53. Tsui, A. S. & Gutek, B. "Minorities in middle management: Public records versus private thoughts." The 1985 Academy of Management national meeting, Boston, MA.
54. Tsui, A. S. & Milkovich, G. "Dimensions of personnel department activities: An empirical study." The 1985 Academy of Management national meeting, Boston, MA.
55. Tsui, A. S., Sheppard, B. & Jartwick, J. "Performance satisfaction revisited: Are happy workers better workers?". The 1985 National Convention of the American Psychological Association, Washington, D. C.
56. Tsui, A. S. "Managerial effectiveness as an outcome of social structure." The 1983 Academy of Management national meeting, Dallas, TX.

57. Tsui, A. S. & Karwan, K. "Managerial effectiveness and organizational performance: A test of competing hypotheses on casual relationships." The 1983 Academy of Management national meeting, Dallas, TX.
58. Tsui, A. S. "Psychometric quality of rating data by multiple raters." The 1983 National Meeting of the American Psychological Association.
59. Tsui, A. S. "Multiple-constituency framework of managerial reputational effectiveness." International Symposium on Managerial Behavior and Leadership, Oxford, England, 1982.
60. Tsui, A. S. "A role set analysis of managerial reputation." The 1982 Academy of Management national meeting, New York.
61. Tsui, A. S. & Burton, E. "Some hypotheses on human resource management in large organizations." ORSA/TIMS National Meeting, 1982, San Diego, CA.
62. Tsui, A. S. & Gutek, B. "A field investigation of performance between male and female managers." The 1982 National Meeting of the American Psychological Association, Washington, D. C.
63. Tsui, A. S. & McGregor, J. "The multitrait-multirater approach to measuring managerial effectiveness: Further empirical evidence." The 1982 National Conference, American Institute for Decision Sciences, San Francisco, CA.
64. Tsui, A. S. & McKelvey, B. "Increasing measurement efficiency: An approach and an application." The 1982 National Conference, American Institute for Decision Sciences, San Francisco, CA.
65. Tsui, A. S. "Managerial effectiveness: A multiple-constituency approach." The 1981 Academy of Management, Western Division Meeting, Monterey, CA. Designated as an outstanding paper by the Program Committee.
66. Tsui, A. S. & Anderson, J. "Organizational structure, alienation and satisfaction: An empirical appraisal." The 1981 Academy of Management national meeting, San Diego, CA.
67. Schriesheim, C. & Tsui, A. S. "An investigation of stability in survey feedback data". The 1981 Academy of Management, Southwestern Division Meeting, Los Vegas, Nevada.
68. Tsui, A. S. & Anderson, J. "An empirical validation of the dimensionality of work-related alienation." The 1980 Academy of Management national meeting, Detroit, MI
69. Schriesheim, C. & Tsui, A. S. "Dual commitment: Fact or fiction?" The 1980 Academy of Management national meeting, Detroit, MI.

70. Tsui, A. S. & O'Reilly, C. "The moderating effects of work effect on job enrichment-performance and goal-setting-performance relationships." The 1980 Academy of Management, Western Division Meeting, Phoenix, AZ.
71. Schriesheim, C. & Tsui, A. S. "Development and validation of a short satisfaction instrument for use in survey feedback interventions." The 1980 Academy of Management, Western Division Meeting, Phoenix, AZ.
72. Tsui, A. S. & Schriesheim, C. "Information as a power source in organizations: A conceptual viewpoint." The 1980 National Conference, American Society for Information Science, Anaheim, CA

PROFESSIONAL SERVICES

Academy of Management

Past President, 2012-2013
 67th President, 2011-2012
 Vice President, 2010-2011
 Program Chair, 2009-2010
 Professional Development Workshops Chair, 2008-2009
 Executive Award Committee, 2007, 2008
AMJ Best paper selection committee, 2006 – 2010
 Ethics Education Committee, 2006 – 2007
 OB Division, Lifetime Achievement Award Committee, 2006, 2007
 Faculty member, Publishing Workshop, 2006
 Faculty member, IM Division Junior Faculty Consortium, 2005, 2007
 Faculty member, OB Division Junior Faculty Workshop, 2004
 Faculty member, IM Division, Doctoral Consortium, 2004
 Member, External Relations Task Force, 2002
 Chair, Membership Committee, Academy Fellow, 2002-2003
 Membership Committee, Academy Fellows, 2001-2002
 Faculty member, International Management Division Doctoral Consortium, 2001, 2002
 Faculty member, Human Resources Division, Doctoral Consortium, 2001
 Member, Career Awards Committee, 2000
 Member, Board of Governors, 1997-1999
 Representative at Large, Board of Governors, 1993-1995
 Representative at Large, Organizational Behavior Division, 1991-1993
 Representative at Large, Organization and Management Theory Division, 1985-1987
 Member – Membership Committee, Organization and Management Theory Division, 1985-1987
 Member – Status of Women Committee, 1989-1991
 Member – Status of Minority Committee, 1989-1991

Founding President, International Association for Chinese Management Research (www.iacmr.org),
 Founded August 2002.

Chair, International Review Committee, Erasmus Research Institute of Management, Fall 2010

Editor and Editorial Advisor

Founding Editor and Editor in Chief, *Management and Organization Review*, 2003 – 2013

14th Editor, *Academy of Management Journal*, 1996-1999

Editorial Advisor, *Cross-Cultural Management: An International Journal*, 2007-present

International Advisor, *Asia Pacific Journal of Management*, 2001-2010

Editorial Advisor, *Academy of Management Journal*, 2004-2009

Consulting Editor, *Journal of International Business Studies*, 2003-2007

Consulting Editor, *Academy of Management Journal*, 1993-1996

Review Boards

Administrative Science Quarterly, 1992-1997, 2001-2008

Advances in International Management, 2001-2006

Hong Kong Research Grants Council, review panel member, 1998-2003

Work and Occupations, 1996-2004

Asia Pacific Business Review, 2001-2004

Journal of Business and Management, 1994-2000

Research and Practice in Human Resource Management, 1993-2001

Organizational Science, 1991-1996

Journal of Organizational Behavior, 1993-1993

Human Resource Management, 1992-1993

Academy of Management Journal, 1990-1993

Asia Pacific HRM, 1990-1993

Journal of Management, 1989-1993

Human Resource Planning Journal, 1986-1989

SCHOOL SERVICE

Arizona State University

Chair, Department of Management Personnel Committee, 2008-2009

Chair, Department of Management, Undergraduate Curriculum Review Committee, 2007-2009

Ph.D. Coordinator, Department of Management, W. P. Carey School of Business, ASU, 2003-2007

Member of Undergraduate Committee, W.P. Carey School of Business, 2008-2009

Member of Ph.D. Committee, W. P. Carey School of Business, 2003-2007

Recruiting Committee, Department of Management, W. P. Carey School of Business, 2003-2005

Hong Kong University of Science and Technology

Search Committee for the Head of the Department of Management and Organizations, 2002-2003

Search Committee for the Dean of the School of Business and Management, spring 2002

School Administration Committee, SBM, 1994-2000

Chair, School Appointment and Substantiation Committee, SBM, 1997-1999

Member, School Appointment and Substantiation Committee, SBM, 1994-97

University of California, Irvine

Associate Dean of the Ph.D. Program, Graduate School of Management, 1993-95
Graduate School of Management Executive Committee, 1993-95
Faculty Advisor for OB/HRM Association, GSM, 1988-94
Director of Ph.D. Program, GSM, 1991-93
GSM Ph.D. Committee, 1988-91
GSM Personnel Committee, 1990-91
GSM Affirmative Action Committee, 1989-91
GSM Executive Education Committee, 1989-91
GSM Recruiting Committee, 1989-90

Duke University

Ph.D. Committee, Fuqua School of Business, 1986-88
Faculty Advisor for Student Chapter of the American Society for Personnel Administration, Fuqua School of Business, 1983-88
Recruiting committee for Professorship in International Management, 1985-87
Organizer of an Executive Conference on Human Resource Management Productivity, FSB, 1986
OB Recruiting Committee, FSB, 1983-84
Curriculum Committee, FSB, 1983-84
Chair of task force for revising the teaching evaluation form, FSB, 1982–83
Initiator and organizer of an Executive Symposium on Human Resource Management.
Panelists: Rex Adam, Paul LaBlanc, and Bob Price, FSB, 1981-82

UNIVERSITY SERVICE

Academic Council, ASU, 2009-2011
Graduate Council, ASU, 2005-2009
Faculty mentor, Faculty Development Program, ASU, 2004-2005
University Senate, HKUST, 1994-2000, 2002-2003
University Council, HKUST, 1995-1998
Executive Vice Chancellor Screening Committee, University of California, Irvine, 1994
Senate Committee on Research, University of California, Irvine, 1991-93
Senate Representative Assembly, University of California, Irvine, 1990-92
Search Committee for University Librarian, University of California, Irvine, 1992
Education Abroad Program Committee, University of California, Irvine, 1989-92
Non-medical Human Subjects Review Committee, Duke University, 1983-86

COMMUNITY/PUBLIC SERVICE

Board member, Arete College, Shanghai, China, 2021-present
Board member, US China Catholic Association, 2019-present
Member, School Advisory Board, Saint Theresa School, 2004-2006
Member, Sir Robert Black Scholarship Fund, Hong Kong, 2001-2003
Member, Human Resource Committee, Housing Authority of Hong Kong, 1997-2001

Member, Human Resource Committee, Civil Service Training and Development Institute, Hong Kong, 1997-2000

Ph. D. COMMITTEES

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Thesis title: The role of stereotype threat on the active feedback seeking behaviors of racioethnic minorities in cross-race supervisor dyads.

Current employment: Assistant Professor, Florida State University

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Thesis title: Emotional involvement in newcomer adjustment

Current employment: Assistant Professor, Georgia State University

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Thesis title: Workgroup demography and inter-group relations in organizations: The role of social identification

Current employment: Associate Professor, Psychology Department, Peking University

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Thesis title: Efficacy perceptions in teams: Implications for leadership and performance

Current employment: Senior consultant, Pharmaceutical company, China

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Thesis title: Organizational control mechanisms and employee responses: Processes and configuration

Current employment: Professor and Department Head, Leeds University, UK

Wang Hui (2002), Hong Kong University of Science and Technology

Thesis title: Strategic leadership and organizational performance: The role of situational uncertainty and organizational culture

Current employment: Professor, Peking University, China

Kevin Duanxu Wang (2001), Hong Kong University of Science and Technology

Thesis title: Employment relationship and firm performance: Evidence from the People's Republic of China

Current employment: Professor, Zhejiang University, China

George Chen (1998), Hong Kong University of Science and Technology

Thesis title: Loyalty to supervisor, organizational commitment, and employee performance: The Chinese case

Current employment: Professor, National Australian University, Australia

Edward Hernandez (1997), University of California, Irvine

Thesis title: The association between employment externalization and organizational performance: the moderating roles of strategy and firm-specific knowledge

Current employment: Professor, California State University, Stanislov

Alan Morris (1997), University of California, Irvine

Thesis title: Perceptions of social structure, others and self: The role of social intelligence in managerial effectiveness

Current employment: Self-employed

Katherine Xin (1995), University of California, Irvine

Thesis title: A process model of the supervisor-subordinate relationship: Influence of relational demography, interpersonal behavior, and performance

Current employment: Professor, CEIBS, China

Dissertation Committees:

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1988-95 Brenda Callahan, Terri Egan, Marcia Frideger, Cristina Gibson, Jennifer Hite, Yoshi Itabashu, Sheryl Jarman, Kristi Lewis, Dan McAllister, Robert Page, Greg Stephens, Angela Tripoli

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