



Prof. Edward J. Snape
Chair Professor, Dean, School of Business
Department of Management, School of Business
WLB 801A, 34 Renfrew Road, Kowloon Tong, H.K.
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Research Interests

Employee Commitments, Leadership, Service Climate and Service Quality, Employee Relations

Academic Background

Ph.D. Durham University.

PGCertEd Manchester University.

M.Sc(Econ) University College, Cardiff.

B.A. (Hons) Durham University.

Qualification

Scholarly Academic

Professional Memberships

Member, Hong Kong Academy of Finance, 1993 - Present

Chartered Member, Chartered Institute of Personnel and Development, 1992 - Present

Work Experience

Work Experience

Academic

Global affiliate member, International Consortium for Research on Employment and Work (iCREW), Monash University (March, 2016 - Present), Melbourne, Australia.

Dean, School of Business, Hong Kong Baptist University (September, 2015 - Present), Kowloon Tong, China- Hong Kong.

Chair Professor, Department of Management, School of Business, Hong Kong Baptist University (September, 2015 - Present), Kowloon Tong, China- Hong Kong.

Visiting Professor, Business School, Durham University (August, 2015 - August, 2018), Durham, United Kingdom.

Professor, Durham Business School, Durham University (September, 2013 - August, 2015), Durham, United Kingdom.

Associate Vice President, Hong Kong Baptist University (2010 - 2013), Kowloon Tong, China- Hong Kong.

Professor, Department of Management, School of Business, Hong Kong Baptist University (2008 - 2015), Kowloon Tong, China- Hong Kong.

Head, Department of Management & Marketing, The Hong Kong Polytechnic University (September, 2003 - August, 2008), Kowloon, China- Hong Kong.

Honorary Visiting Professor, School of Management, University of Bradford (2000 - 2009), Bradford, United Kingdom.

Professor, Department of Management & Marketing, The Hong Kong Polytechnic University (February, 2000 - August, 2008), Kowloon, China- Hong Kong.

Professor, School of Management, University of Bradford (January, 1999 - December, 1999), Bradford, United Kingdom.

Lecturer, then Associate Professor, Department of Management, The Hong Kong Polytechnic University (January, 1994 - January, 1998), Hong Kong, China- Hong Kong.

Lecturer, then Senior Lecturer, then Reader, Department of HRM, University of Strathclyde (April, 1990 - December, 1998), Glasgow, United Kingdom.

Honorary Research Associate, Durham University (1986 - 1991), Durham, United Kingdom.

Lecturer, then Senior Lecturer in Economics, Teesside Polytechnic (April, 1986 - March, 1990), Middlesbrough, United Kingdom.

Research Assistant, Durham University Business School (April, 1984 - April, 1986), Durham, United Kingdom.

Research Assistant / Associate Lecturer, Sheffield City Polytechnic (April, 1983 - April, 1984), Sheffield, United Kingdom.

Teacher, Shirebrook School (August, 1981 - April, 1983), Mansfield, United Kingdom.

Non-Academic

Student Chartered Accountant (Articled Clerk), Spicer and Pegler (January, 1980 - September, 1980), Manchester, United Kingdom.

Teaching

Courses Taught

Courses from the Teaching Schedule: DBA Thesis, M/PgDHRM Degree Project, MScSHRM Degree Project, Professional Development Workshops

Teaching Activities

Student Assign-Supervised Research (GRAD)

2015 - *Expatriate Knowledge Sharing: A Three Dimensional Typology and the Importance of Perceived Deep-level Similarity*

2014 - *Expatriate Knowledge Sharing: A Three Dimensional Typology and the Importance of Perceived Deep-level Similarity*

2013 - *Expatriate Knowledge Sharing: A Three Dimensional Typology and the Importance of Perceived Deep-level Similarity*

2013 - *Authentic Leadership and Employee Outcomes: Examining Mediation Effects.*

2012 - *Authentic Leadership and Employee Outcomes: Examining Mediation Effects.*

Thesis / Dissertation Committee - Chair

2015 - *Can Stock Visibility or Neglected-Firm Effect Help Explain the Outperformance of HK-listed Mainland Companies?.*

Intellectual Contributions

Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
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Articles in Refereed Journals	31			31
Publications in Refereed Conference Proceedings	2			2
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1			1
Presentations of Refereed Papers	9			9

Refereed Articles

Basic or Discovery Scholarship

Zheng, Y., Graham, L., Epitropaki, O., & Snape, E. (2020). Service Leadership, Work Engagement, and Service Performance: The Moderating Role of Leader Skills. *Group and Organization Management*, 45 (1), 43-74, doi: 10.1177/1059601119851978. [Journal Quality: B]

Xu, E., Huang, X., Jia, R., Xu, J., Liu, W., Graham, L., & Snape, E. (2020). The 'Evil Pleasure': Abusive Supervision and Third-Party Observers' Malicious Reactions Toward Victims. *Organization Science*, 31 (5), 1053-1312, doi: 10.1287/orsc.2019.1349. [Journal Quality: A]

Snape, E., & Chan, Andy W. (2018). Union commitment and participation in China: does enterprise type matter? *Journal of Chinese Human Resources Management*, 9 (1), 45-59, doi: 10.1108/JCHRM-05-2017-0009. [Journal Quality: ESCI,Other]

Chan, Andy W., Snape, E., Luo, Michelle S., & Zhai, Y. (2017). The Developing Role of Unions in China's Foreign-Invested Enterprises. *British Journal of Industrial Relations*, 55 (3), 602-625, doi: 10.1111/bjir.12218. [Journal Quality: B]

Tang, G., Wei, L., Snape, E., & Ng, Y. (2016). How effective human resource management promotes corporate entrepreneurship: evidence from China. *International Journal of Human Resource Management*, 26 (12), 1586 -1601, doi: 10.1080/09585192.2014.953973. [Journal Quality: B]

Redman, T., & Snape, E. (2016). The consequences of dual and unilateral commitment to the organisation and union. *Human Resource Management Journal*, 26 (1), 63-83, doi: 10.1111/1748-8583.12093. [Journal Quality: B]

Fong, K., & Snape, E. (2015). Empowering leadership, psychological empowerment and employee outcomes: Testing a multi-level mediating model. *British Journal of Management*, 26 (1), 126-138, doi: 10.1111/1467-8551.12048. [Journal Quality: B]

Wu, L., Ferris, D. Lance, Kwan, H., Chiang, F.T. Flora, Snape, E., L.H. Liang (2015). Breaking (or making) the silence: How goal interdependence and social skill predict being ostracized. *Organizational Behavior and Human Decision Processes*, 131, 51-66, doi: 10.1016/j.obhdp.2015.08.001. [Journal Quality: A-]

Gould-Williams, J. S., Bottomley, P., Redman, T., Snape, E., Bishop, D. J., Limpanitgul, T. & Mostafa, A.M (2014). Civic duty and employee outcomes: Do high commitment human resource practices and work overload matter? *Public Administration*, 92 (4), 937-953.

Snape, E., Redman, T., & Gould-Williams, J. (2014). How 'collective' is union citizenship behavior? Assessing individual and coworker antecedents. *Industrial and Labor Relations Review*, 67 (4), 1306-1325, doi: 10.1177/0019793914546306. [Journal Quality: B+]

Redman, T., & Snape, E. (2014). The Antecedents of Union Commitment and Participation: Evaluating Moderation Effects across Unions. *Industrial Relations Journal*, 45 (6), 486-506.

Chan, Simon C.H., Huang, X., Snape, E., & Lam, Catherine K. (2013). The Janus face of paternalistic leaders: Authoritarianism, benevolence, subordinates' organization-based self-esteem, and performance. *Journal of Organizational Behavior*, 34 (1), 108-128, doi: 10.1002/job.1797. [Journal Quality: B+]

Chan, Andy W., & Snape, E. (2013). Are cultural values associated with organizational and union commitment and citizenship behavior? A study of Chinese manufacturing workers. *Asia Pacific Journal of Management*, 30 (1), 169-190, doi: 10.1007/s10490-012-9323-7. [Journal Quality: B]

Snape, E., & Redman, T. (2012). Industrial Relations Climate and Union Commitment: An Evaluation of Workplace-level Effects. *Industrial Relations*, 51 (1), 11-28, doi: 10.1111/j.1468-232X.2011.00662.x. [Journal Quality: B]

Chan, Andy W., Snape, E., & Redman, T. (2011). Multiple Foci and Bases of Commitment in a Chinese Workforce. *International Journal of Human Resource Management*, 22 (16), 3290-3304. [Journal Quality: B]

- Redman, T., Dietz, G., Snape, E., & van der Borg, W. (2011). Multiple Constituencies of Trust: A Study of the Oman Military. *International Journal of Human Resource Management*, 22 (11), 3290-3304. [Journal Quality: B]
- Snape, E., & Redman, T. (2010). HRM practices, Organizational Citizenship Behaviour and Performance: A Multi-level Analysis. *Journal of Management Studies*, 47 (7), 1219-1247, doi: 10.1111/j.1467-6486.2009.00911.x. [Journal Quality: A-]
- Redman, T., Snape, E., & Ashurst, C. (2009). Location, Location, Location: Does Place of Work Really Matter? *British Journal of Management*, 20 (S1), S171-S181. [Journal Quality: B]
- Snape, E., Lo, C., & Redman, T. (2008). The Three-component Model of Occupational Commitment: A Comparative Study of Chinese and British Accountants. *Journal of Cross-Cultural Psychology*, 39 (6), 765-781. [Journal Quality: SSCI]
- Man, T., Lau, T., & Snape, E. (2008). Entrepreneurial Competencies and the Performance of Small and Medium Enterprises: An Investigation through a Framework of Competitiveness. *Journal of Small Business and Entrepreneurship*, 23 (3), 257-276.
- Lam, W., Huang, X., & Snape, E. (2007). Feedback-seeking Behavior and Leader-member Exchange: Do Supervisor-attributed Motives Matter? *Academy of Management Journal*, 50 (2), 348-363. [Journal Quality: A]
- Snape, E., & Redman, T. (2007). The Nature and Consequences of Organisation-employee and Union-member Exchange: An Empirical Analysis. *Journal of Labor Research*, 28 (2), 359-374.
- Redman, T., Snape, E., Wass, J., & Hamilton, P. (2007). Evaluating the Human Resource Shared Services Model: Evidence from the NHS. *International Journal of Human Resource Management*, 18 (8), 1486-1506. [Journal Quality: B]
- Snape, E., Chan, A., & Redman, T. (2006). Multiple commitments in the Chinese context: Testing compatibility, cultural and moderating hypotheses. *Journal of Vocational Behavior*, 69 (2), 302-314. [Journal Quality: B+]
- Lo, C., & Snape, E. (2006). Lawyers in the People's Republic of China: A study of commitment and professionalization. *American Journal of Comparative Law*, 53 (2), 433-455. [Journal Quality: B]
- Chan, A., Feng, T., Redman, T., & Snape, E. (2006). Union commitment and participation in the Chinese context. *Industrial Relations*, 45 (3), 485-490. [Journal Quality: B]
- Redman, T., & Snape, E. (2006). Industrial relations climate and staff attitudes in the fire services: A case of union renewal? *Employee Relations*, 28 (1), 26-45.
- Redman, T., & Snape, E. (2006). The consequences of perceived age discrimination amongst police officers: Is social support a buffer? *British Journal of Management*, 17 (2), 167-175. [Journal Quality: B]
- Chan, A., Feng, T., Redman, T., & Snape, E. (2006). Evaluating the multi-dimensional view of employee commitment: A comparative UK-Chinese study. *International Journal of Human Resource Management*, 17 (11), 1873-1888. [Journal Quality: B]
- Redman, T., & Snape, E. (2005). Exchange ideology and member-union relationships: An evaluation of moderation effects. *Journal of Applied Psychology*, 90 (4), 765-773. [Journal Quality: A]
- Redman, T., & Snape, E. (2005). Unpacking commitment: Multiple loyalties and employee behaviour. *Journal of Management Studies*, 42 (2), 299-326. [Journal Quality: A-]

Refereed Proceedings

Basic or Discovery Scholarship

- Xu, H., Huang, X., Jia, R., Graham, L., Snape, E., and Liu, W. (2016). The "evil pleasure": Abusive supervision and coworker observers' malicious reactions to victims. *Academy of Management (AOM) Annual Meeting*, 2016 (1).
- Redman, T., & Snape, E. (2010). Militancy and Moderation in Teachers' Unions: Union Image and Member Attitudes. *Labor and Employment Relations Association Annual Meeting*.

Chapters, Cases, Readings, Supplements

Chapters

- Leung, A. S.M., & Snape, E. (2012). Hostile Work Environment: Is It Just Me or Is It Chilly in Here?. *Work and Quality of Life: Ethical Practices in Organizations* (pp. 375-394). Heidelberg / New York: Springer.

Presentations of Refereed Papers

International

- Xu, H., Huang, X., Jia, R., Graham, L., Snape, E., Wu LIU, The Hong Kong Polytechnic University (China- Hong Kong) (2016, August). *The "Evil Pleasure": Abusive Supervision and Coworker Observers' Malicious Reactions to Victims*. Academy of Management (AOM) Annual Meeting, Anaheim, United States of America.
- Yeung, C., Huang, G., Snape, E., & Zhu, L. (2015, August). *Authentic Leadership and Employee Outcomes: Examining Mediating Effects*. Academy of Management (AOM) Annual Meeting, Vancouver, Canada.
- Chan, A., Snape, E., Luo, M., & Zhang, Y. (2014, May). *Do Unions in China's Foreign-invested Enterprises Really Represent Their Members?* Annual Meeting of the Labor and Employment Relations Association, Portland, Oregon.
- Chan, S., Huang, X., Snape, E., & Lam, C. (2010, June). *The Janus Face of Paternalistic Leadership: Authoritarianism, Benevolence, Subordinates' Organization-based Self-esteem, and Performance*. International Association for Chinese Management Research (IACMR) Conference, Shanghai, China.
- Luo, M., Lo, C., & Snape, E. (2009). *Does CSR Build Employee Commitment? Evidence from Manufacturing in China*. Academy of Management (AOM) Annual Meeting, Chicago, United States of America.
- Chan, S., Huang, X., & Snape, E. (2007). *Why Doesn't Authoritarian Leadership Necessarily Decrease Subordinates' Performance in China?* Academy of Management (AOM) Annual Meeting, Philadelphia, United States of America.
- Redman, T. & Snape, E. (2007). *HRM Practices and Organizational Citizenship Behavior: A Multi-level Analysis*. Labor and Employment Relations Association Annual Meeting, Chicago, United States of America.
- Chan, S. X. & Snape, E. (2007, August). *Transformational Leadership and Subordinates' Performance: Examining Mediating Variables*. Academy of Management (AOM) Annual Meeting, Philadelphia, United States of America.
- Lam, W., Huang, X., Snape, E., Van Der Vegt, E., & Chen, Z. (2007, August). *Effects of Perceived Performance on Supervisor-attributed Motives for Subordinates' Feedback-seeking Behavior*. Academy of Management (AOM) Annual Meeting, Philadelphia, United States of America.

Grants

Research

- 2010: Chiu, R., Snape, E., & White, G., Employer Strategies and the Minimum Wage in Hong Kong [SDF], Principal Investigator, GOV-HKBU. Prof. Randy Chiu & Prof. Ed Snape both are PI.
- 2010: Snape, E. & Chan, A., Union Commitment and Participation in Foreign-invested Enterprises in China's Pearl River Delta Region [GRF], Principal Investigator, GOV-RGC. HK\$385,725, Dec., 2010 to May, 2013

Service

Service to the Institution

School Assignments

Department Head:

2011 – 2013: Department of Management, School of Business, Hong Kong Baptist University

School Assignments

Member:

2010-2011 – 2013-2014: Accreditation and Assessment Committee

Other Institutional Service Activities:

2015: Dean, School of Business, Hong Kong Baptist University

School Assignments

Program Director:

2010 – 2013: Doctor of Business Administration, School of Business, Hong Kong Baptist University

School Assignments

Chair:

- 2010-2011: Student-Staff Consultative Committee, DBA, School of Business, Hong Kong Baptist University
- 2010-2011: Programme Management Committee, DBA, School of Business, Hong Kong Baptist University
- 2010-2011: Departmental Executive Committee, School of Business, Hong Kong Baptist University
- 2009 – 2010: Programme Planning Team, Masters/PgD in Human Resource Management, School of Business, Hong Kong Baptist University
- 2009: Validation Panel for BBA(Hons) HRM Programme, School of Business, Hong Kong Baptist University

Member:

- 2010-2011: Programme Board, BCom HRM, School of Business, Hong Kong Baptist University
- 2010-2011: Examination Board, BCom HRM, School of Business, Hong Kong Baptist University
- 2010-2011: Programme Management Committee, BCom HRM, School of Business, Hong Kong Baptist University

- 2010-2011: Student-Staff Consultative Committee, Undergraduate, School of Business, Hong Kong Baptist University
- 2010-2011: Student-Staff Consultative Committee, RPg, School of Business, Hong Kong Baptist University
- 2010-2011: Student-Staff Consultative Committee, MScSHRM, School of Business, Hong Kong Baptist University

- 2010-2011: Examination Board, MScSHRM, School of Business, Hong Kong Baptist University
- 2010-2011: Programme Management Committee, MSCHRM, School of Business, Hong Kong Baptist University
- 2010-2011: Student-Staff Consultative Committee, MHRM, School of Business, Hong Kong Baptist University
- 2010-2011: Examination Board, MHRM, School of Business, Hong Kong Baptist University
- 2010-2011: Programme Management Committee, MHRM, School of Business, Hong Kong Baptist University
- 2010-2011: Student-Staff Consultative Committee, MBA, School of Business, Hong Kong Baptist University
- 2010-2011: Programme Management Committee, MBA, School of Business, Hong Kong Baptist University
- 2010-2011: Examination Board, BBA (Hons), School of Business, Hong Kong Baptist University
- 2010-2011: Programme Management Committee, BBA (Hons), School of Business, Hong Kong Baptist University

- 2010-2011: Programme Management Committee, MBA, School of Business, Hong Kong Baptist University
- 2010-2011: Undergraduate Studies Committee, School of Business, Hong Kong Baptist University
- 2010-2011: Research and Graduate Studies Committee, School of Business, Hong Kong Baptist University
- 2010-2011: Business Advisory Committee, School of Business, Hong Kong Baptist University
- 2010-2011: School Executive Committee, School of Business, Hong Kong Baptist University
- 2009 – 2010: Programme Planning Team, Bachelor of Commerce(BCom) in Human Resource Management, School of Business, Hong Kong Baptist University

University Assignments**Committee Chair:**

- 2013 – 2015: MBA Examination Board, Business School, Durham University

University Assignments**Committee Chair:**

- 2015-2016: Quality Assurance Sub-committee on Self-financed Sub-degree Programmes
- 2010 – 2013: Sub-Committee on Self-financed Sub-degree Programmes, Hong Kong Baptist University

University Assignments**Committee Member:**

2010-2011: '3+3+4' Study Mode and OBLE Working Group, Hong Kong Baptist University

University Assignments

Committee Member:

2015-2016: Council, Court and Honorary University Fellowship Committee

University Assignments

Committee Member:

2008 – 2011: School of Business Accreditation Task Force, Hong Kong Baptist University

University Assignments

Committee Member:

2016: Search Committee for the post of Vice-President (Teaching and Learning), and Provost

University Assignments

Committee Member:

2008 – 2011: University Quality Assurance Committee, Hong Kong Baptist University

2010-2011: Senate, Hong Kong Baptist University

University Assignments

Fellow:

2015-2016: Institute of Creativity

Other Institutional Service Activities:

2012 – 2013: Associate Vice President

Service to the Profession

Advisor: Advisor

2012 – 2015: The Hong Kong Polytechnic University. Honoray Advisor, Business Division, College of Continuing and Professional Education (HKCC and SPEED)

2010 – 2013: Tung Wah College. Honorary Advisor, Business Administration Programmes, Tung Wah College

Editor: Academic PRJ

2007 – 2011: International Journal of Management Reviews. Associate Editor

Editorial Review Board Member: Academic PRJ

2017 – 2020: Journal of Chinese Human Resource Management.

2016 – 2020: Journal of Management Studies.

2012 – 2020: Asia Pacific Journal of Human Resources.

2011 – 2020: International Journal of Management Reviews.

2009 – 2020: Human Resources Management Journal.

2000 – 2020: Employee Relations.

1996 – 2020: Personnel Review.

2012 – 2017: Human Relations.

External Reviewer

2013 – 2019: Lingnan University, Hong Kong, China- Hong Kong. MSc in Human Resource Management.

2015 – 2017: The Hong Kong Polytechnic University, Hong Kong, China- Hong Kong. The Cluster of Business, College of Professional and Continuing Education, Feb 2015 to Feb 2018.

Member/Chairmanship - accreditation or validation

- 2019 – 2021: AACSB. Member of Initial Accreditation Committee (IAC), 1 July 2019 - 30 June 2022.
- 2013 – 2021: Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ). Specialist, 26 March 2013 to present.
- 2020: EQUIS re-accreditation at Lingnan College, Sun Yat-Sen University, Guangzhou, China-PRC. Member of Peer Review Visit Team, 15 to 18 September 2020
- 2020: AACSB re-accreditation at University of Malaya, Kuala Lumpur, Malaysia. Member of Peer Review Team, 8 to 10 November 2020
- 2020: HKCAAVQ programme re-accreditation for four HKU SPACE/University of London undergraduate programmes in business and economics, Hong Kong, China- Hong Kong. External panel member, 9 to 10 December 2020
- 2019: AACSB re-accreditation at Chulalongkorn University, Bangkok, Thailand. Member of Peer Review Team, 10-12 November.
- 2019: EQUIS re-accreditation at Antai College of Economics & Management, Shanghai Jiao Tong University, Shanghai, China-PRC. Member of Peer Review Visit Team, 9-11 July.
- 2019: HKCAAVQ programme re-accreditation for the Executive MBA programme, Booth School of Business, University of Chicago, Hong Kong, China- Hong Kong. External panel member, 30-31 January.
- 2018: EQUIS re-accreditation at School of Business, Renmin University of China, Beijing, China-PRC. Member of Peer Review Visit Team, 11-13 December.
- 2018: AACSB accreditation at Hankuk Business School, Hankuk University of Foreign Studies, Seoul, Republic of Korea. Member of Peer Review Team, 9-12 September.
- 2017: Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ). Member of the Review Committee on the Application for the Review of HKCAAVQ's Decision, March-June 2017.
- 2017: AACSB accreditation at School of Economics and Business Administration, Chongqing University, Chongqing, China-PRC. Member of Peer Review Team, 21-24 May.
- 2015: HKCAAVQ programme validation for the BBA (Hons) – Entrepreneurship and Management, Tung Wah College, China- Hong Kong. External panel member, 9-12 December 2015.
- 2013: HKCAAVQ programme validation for the Programme Validation exercise of the BA (Hons) in Chinese Culinary Arts and Management, THEi, Hong Kong, China- Hong Kong. External panel member, 28-30 January.
- 2013: HKCAAVQ institutional review of HKCT Institute of Higher Education, Hong Kong, China- Hong Kong. External panel member, 26-28 June.
- 2012: HKCAAVQ programme validation for the BBA (Hons) - Marketing and Event Management, Hotel Management and Tourism Management, Caritas Institute of Higher Education, Hong Kong, China- Hong Kong. External panel member, 4-6 January.
- 2011: HKCAAVQ institutional review of Shue Yan University, Hong Kong, China- Hong Kong. External panel member, 20 May.
- 2010: HKCAAVQ programme validation for Higher Diplomas in Accounting and Business, Hong Kong College of Technology. External Panel Member, 22-23 March.
- 2010: HKCAAVQ programme validation for Higher Diplomas in Accounting and Tourism Management (Airline & Cruise Services), Hong Kong College of Technology, Hong Kong, China- Hong Kong. Panel chair, 7 September.

Position in Professional Associations

- 2015: Review Committee, Assessment of Research in Business and Economics, Quality Assurance Netherlands Universities(QANU).
- 2007 – 2012: Fu Hong Society. Member, HR Committee.
- 2001 – 2012: Advisory Peer Group, Marketing, Management and Decision Science Strand for Open University of Hong Kong.
- 2008 – 2010: New Territories General Chamber of Commerce, Hong Kong. Advisor.
- 2009: Programme Review for Bachelor of Business Administration(Hons), Lingnan University. External Panel Member
- 2008 – 2009: External Review Committee for the Assessment of Research in Business and Economics, Quality

Assurance Netherlands Universities.

2008: Review Committee, Assessment of Research in Business and Economics, Quality Assurance Netherlands Universities(QANU).

2006 – 2008: University Appeals and Grievance Committee, Hong Kong Polytechnic University.

Service to the Community

Guest Member

2016: Australian Consortium for Research in Employment and Work (ACREW) - part of the Centre for Global Business, Monash Business School, Monash University, Australia

Member

2007 – 2013: HR Committee, Fu Hong Society, Hong Kong

Other Community Service Activities

2008 – 2010: Advisor, New Territories General Chamber of Commerce, Hong Kong

Honors/Awards

Award

2014: Dean's Award for Teaching Excellence, Business School, Durham University.

2010: Finalist for Best Paper Award, International Association for Chinese Management Research 2010 Conference. Chan, S., X. Huang, E. Snape, & C. Lam The Janus face of paternalistic leadership: Authoritarianism, benevolence, subordinates' organization-based self esteem, and performance..

2007: Outstanding Paper Award, Employee Relations. Redman, T., & E. Snape Industrial relations climate and staff attitudes in the fire service: A case of union renewal? Employee Relations, 28(1), 2006, pp26-45..

2006: Dan F. Henderson Prize in Comparative Law, American Society of Comparative Law. Lo, C., & E. Snape lawyers in the People's Republic of China: A study of commitment and professionalizations, American Journal of Comparative Law, 53(2), Spring 2006, pp443-455..

2004: Emerald Citation of Excellence, Emerald. Redman, T., & E. Snape Kindling activism? Union Commitment and participation in the UK fire service. Human Relations, 57(7), July 2004, pp 845 & 869..