

Siting Wang

Department of Management
School of Business, Hong Kong Baptist University
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EDUCATION

Ph.D. in Management	University of Illinois at Chicago, IL, United States, 2019
B.A. in Psychology	University of Nebraska-Lincoln, NE, United States, 2013

ACADEMIC POSITION

Assistant Professor	Hong Kong Baptist University, 2019 – Present
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RESEARCH INTERESTS

- Leadership
- Workplace Relationship
- Newcomer Socialization

REFEREED JOURNAL PUBLICATIONS

Dust, S.B., Liu, H., **Wang, S.**, & Reina, C. (2021). The effect of mindfulness and job demands on motivation and performance trajectories across the workweek: An entrainment theory perspective. *Journal of Applied Psychology*, in-press

Liu, H., Chiang, J. T.-J., Fehr, R., Xu, M., & **Wang, S.** (2017). How do leaders react when treated unfairly? Leader narcissism and self-interested behavior in response to unfair treatment. *Journal of Applied Psychology*, 102(11), 1590-1599. <http://dx.doi.org/10.1037/apl0000237>

BOOK CHAPTERS

Wang, S., Sun, J., & Liden, R.C. (2016). Leader-Member Exchange (LMX). In *Oxford Bibliographies ScholarOne Books*. Oxford University Press.

Kluemper, D. H., Mitra, A., & **Wang, S.*** (2016). Social media and HRM. In M. Ronald Buckley, Halbesleben, Jonathon R. B. & Wheeler, Anthony R. (Eds.), *Research in Personnel and Human Resource Management (Volume 34)*. Emerald Group Publishing Ltd., p. 153-207.
Winner: Outstanding Author Contribution in the 2017 Emerald Literati Network Awards for Excellence.

* The second and third authors contributed equally.

SELECTED RESEARCH IN PROGRESS

Huang, L., Paterson, T., & **Wang, S.** (2nd round of R&R at *Journal of Management*). Self-image maintenance following leader abuse.

Liu, H., Li Y., **Wang, S.**, & Wang, M. (1st round of R&R at *Journal of Applied Psychology*). The asymmetrical effects of valance in affect transfer.

Liu, H., Liu Y., Chiang, J. T. J., **Wang, S.**, & Wang, H. (1st round of R&R at *Personnel Psychology*). Narcissistic leaders and newcomers.

Wang, S., Liden, R.C., Liu, H., & Wang, H. (In preparation for submission). LMX development among newcomers.

Wang, S., Kluemper, D. H., & Liden, R.C. (In preparation for submission). Leader work competence and followers' contempt feelings towards leader.

Wang, S., Huang, S., Wayne, S.J., Liden, R.C., & Kim, T.Y. (In preparation for submission). Examining the antecedents of LMX differentiation.

Sui, Y., **Wang, S.**, Liden, R.C., & Wang, H. (In preparation for submission). The impact of LMX concentration.

CONFERENCE PRESENTATIONS

Wang, S. (2021). Employees' Matching Process on Leader Work Competence: The Impact of Match and Mismatch Driven Contempt on Leader-Directed Behavior. Paper should be presented at *the 2021 IACMR Conference*, virtual conference.

Wang, S., & Liu, H. (2020). Supervisors' Early Perception of Newcomer Ingratiation and Relationship Development: A Dynamic View. Paper presented at *the Academy of Management 2020 Annual Meeting*, virtual conference.

Dust, S.B., Liu, H., **Wang, S.**, & Reina, C. (2020). Mindfulness and Motivation Trajectories across the Workweek: An Entrainment Theory Perspective. Paper presented at *the Academy of Management 2020 Annual Meeting*, virtual conference.

Liu, H., Chiang, J. T. J., & **Wang, S.** (2020). Adopting a Dual-Type View to Understand Leader Narcissism and its Impacts on Newcomers. In Y. Liu (Chairs), *Socialization from Socializing: Interpersonal Influences on Newcomer Socialization*. Symposium conducted at the Academy of Management 2020 Annual Meeting, virtual conference.

Liu, H., **Wang, S.**, & Chiang, J. T. J., (2018). Disentangling the two faces of leader narcissism on reactions to newcomers. In H. M. Trainer & Y. Liu (Co-Chairs), *Leveraging an interactionist perspective to understand newcomer socialization*. Symposium conducted at the Academy of Management 2018 Annual Meeting, Chicago, IL, United States.

- Wang, S.**, Kluemper, D. H., & Williams, M. (2017). Leader work competence impacts how they are treated by followers: The impact of competence driven contempt and empathy on leader-directed OCB and CWB. Paper presented at *the 2017 Annual Meeting of Southern Management Association*, St. Pete Beach, FL, United States.
- Liu, H., Chiang, J. T. J., **Wang, S.**, & Wang, H. (2017). The sorting game: A longitudinal study on newcomer competence and narcissistic leaders' evaluation. Paper presented at *the Academy of Management 2017 Annual Meeting*, Atlanta, GA, United States.
- Williams, M., Kluemper, D. H., & **Wang, S.** (2016). Being known: The positive direct and moderating effects of received leader perspective taking on follower performance and discretionary behavior. Paper presented at *the 2017 Positive Organizational Scholarship (POS) Research Conference*, University of Michigan, United States.
- Chiang J.T., Liu H., Zhang Y., Liu S., **Wang S.**, & Mao J. (2016). Leading against gender stereotypes: The positively deviant effect of leader epistemic motivation. Paper presented at *the Academy of Management 2016 Annual Meeting*, Anaheim, CA, United States.
- Sui Y., **Wang, S.**, & Wang, H. (2015). LMX concentration, procedural justice, and performance: A new perspective on LMX differentiation. Paper presented at *the Academy of Management 2015 Annual Meeting*, Vancouver, BC, Canada.
- Wang, S.** & Harms, P. (2013). A new predictor of volunteerism: Psychological capital. Poster presented at *the 2013 Undergraduate Research Conference at UNL*, Lincoln, NE, United States.
- Wang, S.** & Garbin, C.P. (2012). Generalized expectancy of success model among different career plans. Poster presented at *the 2012 Undergraduate Research Conference at UNL*, Lincoln, NE, United States.

ACADEMIC HONORS, AWARDS, AND GRANTS

College of Business Graduate Fellowship, University of Illinois at Chicago	2014 – 2019
Department of Managerial Studies Fellowship, University of Illinois at Chicago	2014 – 2019
2015 Annual Southern Management Association Doctoral Consortium (Early Stage Fund)	2015
Highest Distinction, University of Nebraska at Lincoln	2013
Donald D. Jensen Award Nominee (Recognition of valuable contribution to the Psychology Department), University of Nebraska at Lincoln	2013
Global Delegate Scholarship, University of Nebraska at Lincoln	2010 – 2013
Dean's List, University of Nebraska at Lincoln	Fall 2010 – Fall 2012
Alpha Lambda Delta National Academic Honor Society	May 2012 – Present
Honors Convocation, University of Nebraska at Lincoln	2011 and 2012
Outstanding Student Award, University of Nebraska at Lincoln	2012
JASSO Scholarship for Short-term Study in Japan	2012

TEACHING EXPERIENCE

Instructor, Hong Kong Baptist University, Department of Management

- BUSI2005 Organisational Behaviour

Instructor, University of Illinois at Chicago, College of Business Administration

- MGMT 453 Human Resource Management

DATA ANALYSIS SKILLS

- Structural equation modeling
- Polynomial regression analysis
- Multilevel analysis
- Longitudinal analysis
- Others

RESEARCH EXPERIENCE

Research Assistant, University of Illinois at Chicago August 2014 – 2019**Research Assistant**, Human Resource Research Center October 2013 – January 2014

Faculty Advisors: Dr. Mo Wang, University of Florida

Research Assistant, Department of Management August 2011 – May 2013

Faculty Supervisor: Dr. Peter Harms, University of Nebraska-Lincoln

Research Analyst, HUMANeX Ventures February 2013 – May 2013

Supervisors: Mary Hayes and Dennison Bhola, Lincoln, Nebraska

Research Assistant, Department of Psychology January 2011 – January 2012

Faculty Advisors: Dr. Sarah Gervais, University of Nebraska-Lincoln