

Jieying Chen

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EDUCATION

Hong Kong University of Science and Technology

Ph.D. in Management (2017)

Dissertation: Mindfulness in the workplace

Committee: Riki Takeuchi, Yaping Gong, Jason Shaw, Ellick Wong, Xiaojun Zhang

Peking University

B.S. in Psychology (2011)

B.A. in International Relations and Foreign Affairs (2011)

University of Melbourne (February 2010 to July 2010)

Exchange student in the School of Psychological Sciences and the Faculty of Business and Economics

CURRENT POSITION

University of Manitoba, Asper School of Business

Assistant Professor (2017 – 2023)

Associate Professor (2023 – present)

RESEARCH INTERESTS

- Cross-cultural interactions and international human resource management
- Mindfulness
- Strategic human resource management
- Judgment and decision making
- Open Science

PUBLICATIONS

1. Mu, Y., Liu, P., English, A. S., Li, R., & **Chen, J.** (2023). Editorial: Sociocultural changes and adaptation: From mechanism to intervention. *Frontiers in Psychology, 14*, 1308078. (Impact factor 3.8 | AJG 1)
2. Liang, L., Varty, C. T., Lian, H., Brown, D. J., Law, D., **Chen, J.**, & Evans, R. (2023). Subordinate organizational citizenship behavior trajectories and well-being: The mediating roles of perceived supervisor consideration and initiating structure. *Human Performance, 36*, 64-88. (Impact factor: 2.2 | AJG 3 | ABDC A)
3. **Chen, J.**, Kwan, L. C., Ma, L. Y., Choi, H. Y., Lo, Y. C., Au, S. Y., Tsang, C. H., Cheng, B. L., Feldman, G. (2021). Retrospective and prospective hindsight bias: Replications and extensions of Fischhoff (1975) and Slovic and Fischhoff (1977). *Journal of Experimental Social Psychology, 96*, 104154. (Impact factor: 3.5 | AJG 4 | ABDC A)

4. Takeuchi, R., Qian, C., **Chen, J.**, & Shay, J. P. (2021). Moderating effects of decision autonomy and culture novelty on the relationship between expatriate manager leadership styles and host country managers' job satisfaction: Evidence from the global hotel industry. *International Journal of Cross Cultural Management*, 21, 285-305. (Impact factor: 2.4 | ABDC B)
5. **Chen, J.**, Hui, L. S., Yu, T., Feldman, G.*, Zeng, S. V., Ching, T. L., ... & Cheng, B. L. (2021). Foregone opportunities and choosing not to act: Replications of inaction inertia effect. *Social Psychological and Personality Science*, 3, 333-345. (Impact factor 5.7 | AJG 3 | ABDC B)
 - See [here](#) for an introduction to this article at *Psychology Today*
6. Feldman, G., & **Chen, J.** (2019). Regret-action effect: Action-inaction asymmetries in inferences drawn from perceived regret. *Journal of Experimental Social Psychology*, 84, 103821. (Impact factor: 3.5 | AJG 4 | ABDC A)
7. Maertz, C. P., Jr., Takeuchi, R., & **Chen, J.** (2016). An episodic framework of outgroup interaction processing: Integration and redirection for the expatriate adjustment research. *Psychological Bulletin*, 142, 623-654. (Impact factor 22.4 | AJG 4 | ABDC A*)
8. Takeuchi, R., & **Chen, J.** (2013). The impact of international experiences for expatriates' cross-cultural adjustment: A theoretical review and a critique. *Organizational Psychology Review*, 3, 248-290. (Impact factor 6.1 | AJG 2 | ABDC A)

CONFERENCE PAPERS AND PROCEEDINGS

1. **Chen, J.**, Feldman, G., Mu., Y. & Tong, J. (2023, September). *Hindsight bias during COVID-19 and implications for entrepreneurship*. North Dakota Entrepreneurship Symposium, Fargo.
2. Takeuchi, R., **Chen, J.**, & Shao, R. (2018, August). "Cultures' consequences": Meta-analytic investigation of Hofstede's five cultural dimensions and cultural tightness-looseness as moderators of HPWS – firm performance relationships. Annual Meeting of the Academy of Management, Chicago.
3. Liang, L., Evans, R., Lian, H., Brown, D. J., **Chen, J.**, Law, D. (2018, August). *A longitudinal investigation of newcomer OCB and well-being during the first year*. Annual Meeting of the Academy of Management, Chicago.
4. Takeuchi, R., Chen, J-X., **Chen, J.**, & Zhang, B. (2016, August). *Human capital resources characteristics and firm performance: A configuration approach*. Paper presented at the 76th annual meeting of the Academy of Management, Anaheim, CA.
5. Huang, Z., & **Chen, J.** (2016, August). *A betrayal-based explanation of partnership continuity in the aftermath of partner opportunism*. Paper presented at the 76th annual meeting of the Academy of Management, Anaheim, CA.
 - Selected to appear in *Best Papers Proceedings of the 2016 Academy of Management Meeting*.

6. **Chen, J.** (2014, August). *Uncertainty as the driver and regulator of individual creativity and team innovation*. Paper presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA.
7. Takeuchi, R., **Chen, J.**, & Froese, F. (2012, December). *Communication, cross-cultural adjustment, and turnover of expatriates*. Paper presented at the 8th Asia Academy of Management Conference, Seoul, Korea.
8. **Chen, J.**, & Lu, C. Q. (2012, August). *A dual process model of the impact of psychological contract breach on performance: The moderating role of traditionality*. Paper presented at the 72nd annual meeting of the Academy of Management, Boston, MA.
9. **Chen, J.**, & Lu, C. Q. (2010, July). *Job insecurity and employees' outcomes: The role of supervisor support*. Paper presented at the 27th International Conference of Applied Psychology, Melbourne, Australia.

INVITED GUEST LECTURES AND TALKS

1. “Intercultural leadership and collaboration”, International Centre, University of Manitoba (February 2023, October 2023)
2. “MGMT4019/8019 Moderation, Mediation, and Moderated Mediation”, College of Business & Economics, Australian National University (May 2020, May 2021, May 2022, April 2023 on Zoom)
3. “Mindfulness for leaders”, Asper Virtual Leadership Series, University of Manitoba (May 2020 on Zoom)
4. “The role of team members’ mindfulness in team functioning”, School of Business and Management, Tsinghua University (October 2018)
5. “Avoidance orientation catalyzes approach behavior during organizational entry: Diary studies of newcomers’ information seeking behavior”, School of Business, Renmin University (October 2018)
6. “Avoidance orientation catalyzes approach behavior during organizational entry: Diary studies of newcomers’ information seeking behavior”, Department of Psychology, Peking University (October 2018)
7. “The Role of Mindfulness and Self-Control in the Workplace”, Department of Psychology, Tsinghua University (September 2018)

GRANTS AND AWARDS

- Faculty Research Award, Asper School of Business, University of Manitoba (2021) C\$4,144
- Start-Up Research Grant, Asper School of Business, University of Manitoba (2017) C\$75,000
- HKUST Dean’s Ph.D. Fellowship for Research Excellence 2016-17 HK\$15,000
- Finalist for the 2014 International HR Scholarly Research Award of the Academy of Management

MEMBERSHIPS IN PROFESSIONAL SOCIETIES

- Member of the Chartered Professionals in Human Resources (2021 to present)
- Society for Industrial and Organizational Psychology (2018 to 2020)
- Beta Gamma Sigma (2017 to present)
- International Association for Chinese Management Research (2014-2016)
- Academy of Management (2012 to present)

TEACHING EXPERIENCE

HRIR 2440 Human Resource Management	2017-2023	Instructor
HRIR 4420 Compensation	2017-2022	Instructor
GMGT 7530 Advanced Research Methodology in Management	2020	Co-Instructor
MGMT 1110 Introduction to Management	2013-2014	Instructor
MGMT 3120 Managerial Leadership	2013-2014	Teaching Assistant
MGMT 4210 Corporate Strategy	2012-2013	Teaching Assistant

RESEARCH ADVISING AND SUPERVISION

I have contributed to the supervision of the following master's and doctoral students in the University of Manitoba:

- Master's thesis committee member for Farzana Atker, Department of Community Health Sciences, Max Rady College of Medicine (since 2023)
- Doctoral thesis committee member for Nazanin Khaksari, Department of Marketing (ongoing, since 2020)
- Master's thesis committee member for Tatiana Palacio, Faculty of Kinesiology and Recreation Management (2023)
- Master's thesis committee member for Beili Huang, Department of Community Health Sciences, Max Rady College of Medicine (2022)
- Doctoral thesis committee member for Trang Thanh Mai-McManus, Department of Marketing (2022)
- Master's thesis committee member for Xiaolin Sun, Department of Supply Chain Management (2021)
- Doctoral thesis committee member for Wendy Yan, Department of Marketing (2020)

I have also provided research training to the following undergraduate and graduate students:

- Norma Alejandra Galicia Beltrán, BBA, Instituto Tecnológico de Estudios Superiores de Monterrey, Mitacs research intern under my supervision (2022)

- Shruti Ramesh, BTech in Big Data Analytics, SRM Institute of Science and Technology, Mitacs research intern under my supervision (2022)
- Minzi Zhao, BBA(Hons) in Management, Hong Kong Polytechnic University, Mitacs research intern under my supervision (2022)
- Tingting Wang, MSc in Finance, Department of Accounting and Finance (2019)
- Xiao Han, MSc in Actual Science, Warren Centre for Actuarial Studies and Research (2019)
- Yashan Zhang, MSc in Finance, Asper School of Business (2019)
- Anika Marium, MBA, Asper School of Business (2018)

PROFESSIONAL SERVICES

- Served on the Review Committee of the New Investigator Operating Grant, Research Manitoba (2020)
- Reviewed articles for the following peer-review journals:
 - *Academy of Management Journal*
 - *Applied Psychology: An International Review*
 - *British Journal of Psychology*
 - *Group and Organizational Management*
 - *Human Relations*
 - *Journal of Experimental Social Psychology*
 - *Journal of International Business Studies*
 - *Journal of Vocational Behavior*
 - *Management and Organizational Review*
 - *Organizational Psychology Review*
 - *Social Psychological and Personality Science*
- Reviewed for the Annual Meeting of the Academy of Management and received the *Best Reviewer Award* for the Asia Academy of Management Conference