

XING WANG

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 College of Business
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ACADEMIC APPOINTMENTS

Assistant Professor of Management, Colorado State University	2026-Present
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EDUCATION

Ph.D.	University of Illinois Chicago (U.S.A.) Organizational Behavior and Human Resources	2026
M.S.	Soochow University (China) Industrial and Organizational Psychology	2019
B.S.	Guangzhou University of Chinese Medicine (China) Applied Psychology	2016

RESEARCH INTERESTS

Leadership, Morality

PEER-REVIEWED JOURNAL PUBLICATIONS (*equal contribution)

- Xu, H., **Wang, X.**, & van Knippenberg, D. (in press) Beyond good and bad: Understanding the contradictory effects of positive leadership behavior and negative leadership behavior. *Journal of Management*.
- Radigan, P., Gilbreath, B., **Wang, X.**, & Scroggins, W. (2025) Perceived leader concern and employee authentic self-expression, *Journal of Management & Organization*, 31(5), 2385-2403. <https://doi.org/10.1017/jmo.2025.10035>
- *Liden, R. C., ***Wang, X.**, & *Wang, Y. (2025). The evolution of leadership: Past insights, present trends, and future directions. *Journal of Business Research*, 186, 115036. <https://doi.org/10.1016/j.jbusres.2024.115036>
- Kim, T. Y., **Wang, X.**, Schuh, S. C., & Liu, Z. (2024). Effects of organizational innovative climate within organizations: The roles of managers' proactive goal regulation and external environments. *Research Policy*, 53(5), 104993. <https://doi.org/10.1016/j.respol.2024.104993>
- Schuh, S., Kim, T.-Y., **Wang, X.**, & Liu, Z. (2023). Effects of entrepreneurial orientation within organizations: The roles of passion for inventing and organizational identification, *Journal of Management*, 50(7), 2784-2817. <https://doi.org/10.1177/01492063231177232>
- Wang, X.**, Kim, T.-Y., & Li, H. (2022) Why and for whom cyber incivility affects task performance? Exploring the intrapersonal processes and a personal boundary condition. *Asia Pacific Journal of Management*, 41(2), 615-640. <https://doi.org/10.1007/s10490-022-09865-2>
- Wang, X.**, Li, H., & Yin, H. (2019). Antecedents and consequences of creativity in teams: When and how leader humility promotes performance via team creativity. *Journal of Creative*

MANUSCRIPTS UNDER REVIEW (Titles are hidden for review)

Wang, X., Kim, J., Vogel, R., Liden, R. C., & Wu, W. [Observed abusive supervision]. **Under 2nd round review at *Academy of Management Journal*.**

Kim, J., Holtz, B.C., Lee, Y., **Wang, X.** Wu, S. X., & Wu, W. [Workplace vigilantism]. **Under 1st round review at *Journal of Management*.**

WORKING PAPERS (Titles and authors are tentative)

Wang, X., Yuan, Z. & Liden, R. C. [Leader help-seeking from followers] (*Prepare for submitting to Journal of Applied Psychology*).

Wang, G., Steffensen, D. J., & **Wang, X.** [Range restriction in abusive supervision research] (*Prepare for submitting to Journal of Organizational Behavior*).

Wang, X. [The effect of leader help-seeking from followers on followers] (dissertation, target at *Academy of Management Journal*).

Wang, X., Puranik, H., & Ahn, R. [Leader gratitude expression] (*Study design stage, target at Journal of Applied Psychology*).

Puranik, H. Holtz, B.C., & **Wang, X.** [Temporal experience in the workplace] (*Data analyses stage*).

Xu, H., Hannah, S. T., Peng, A. C., Schaubroeck, J. M., Pan, J., & **Wang, X.** [Attribution of servant leadership] (*Prepare for submitting to Journal of Organization Behavior*).

CONFERENCE PRESENTATIONS

Bae, K., Lee Cunningham, J., & **Wang, X.** (2026, July) *When They Go Low, I Go High: How Committing Respect Buffers the Depleting Effect of Workplace Mistreatment via Moral Elevation*. Part of a joint symposium titled “New Directions in Exploring How Employees Craft Work to Promote Well-Being”. Paper will be presented at the 86th Annual Meeting of the Academy of Management, Philadelphia, PA, USA.

Wang, X., Yuan, Z. & Liden, R. C. (2025, July) *When leaders’ help-seeking from followers backfires: Investigating followers’ attributions as a critical contingency*. Paper will be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark (***Selected into Best Paper Proceeding***).

Wang, X., Kim, J., & Vogel, R. (2025, July) *Vicarious moral cleansing and moral engagement mechanisms of peer abusive supervision*. Paper will be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Wang, X., Puranik, H., & Ahn, R. (2025, July) “(In)congruence between leader-expressed and follower-expected gratitude.” Part of a joint symposium titled “Toward a Better Understanding of Emotions in the Workplace”. Paper will be presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Wang, X., Kim, T.-Y., & Li, H. (2022, August). *Why and for whom cyber incivility affects task performance? Exploring the intrapersonal processes and a personal boundary condition*. Paper presented at the 82nd Annual Meeting of the Academy of Management (virtual).

Schuh, S., Kim, T.-Y., **Wang, X.**, & Liu, Z. (2022, August). *Exploring the flow of entrepreneurial orientation within firms: A cross-level, cascading effects perspective*. Paper presented at the 82nd Annual Meeting of the Academy of Management (virtual).

Kim, T.-Y., **Wang, X.**, Schuh, S., & Liu, Z. (2021, August). *Organizational innovative climate and employee innovative behavior: The roles of managers and competitive intensity*. Paper presented at the 81st Annual Meeting of the Academy of Management (virtual).

TEACHING EXPERIENCE AT UNIVERSITY OF ILLINOIS CHICAGO

- MGMT 590: Strategic Management (*Teaching Assistant*) 2022-2023
- MGMT 495 Competitive Strategy (*Teaching Assistant*) 2023
- MGMT 340: Introduction to Organization (*Instructor*) 2023-2025

Semester	Class Size	Instructor Rating
Spring 2023	34	4.71/5.00
Spring 2024	27	4.36/5.00
Fall 2024	68	4.88/5.00
Spring 2025	52	4.79/5.00
Fall 2025	120	4.46/5.00

ACADEMIC AWARDS AND HONORS

- Graen Grant for Student Research on Leaders and Teams (\$3,000), SIOP Foundation. 2026
- OB Division Best Paper Proceedings, Academy of Management. 2025
- OB Division Travel Grant (\$400), Academy of Management. 2025
- UIC Business Doctoral Fellowship, University of Illinois Chicago. 2021-Present
- Early-Stage Doctoral Student Consortium Grant (\$500), Southern Management Association. 2021
- Graduate Student Research Award (\$1388), Soochow University. 2019
- Outstanding Graduation Thesis Award, Soochow University. 2019
- Graduate Student Fellowship, Soochow University. 2016-2019
- Undergraduate Student Fellowship, Guangzhou University of Chinese Medicine. 2012-2016

PROFESSIONAL SERVICES

Editorial Board Member

- Asia Pacific Journal of Management

Ad-hoc Reviewer for Journals

- Academy of Management Review (Bridge Reviewer)
- Human Relations
- Research Policy
- British Journal of Psychology
- The International Journal of Human Resource Management

- Current Psychology
- Personal Review
- Humanities & Social Sciences Communications

Reviewer for Conference

- Academy of Management Annual Meetings (since 2022, OB and HR divisions)

Professional Affiliations

- Academy of Management (AOM)
- Southern Management Association (SMA)
- Society for Industrial and Organizational Psychology (SIOP)
- International Association for Chinese Management Research (IACMR)

Professional Activity

- Coordinator for the 14th International Conference on Emotions and Work-Life (Chicago, 2024)

PRE-DOCTORAL RESEARCH EXPERIENCE

China Europe International Business School (CEIBS), Shanghai, China.

Full-Time Research Assistant for Prof. Tae-Yeol Kim

Sep. 2019 – July. 2021

REFERENCES

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