

# Academic Vitae

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NAME: Mingpeng Huang  
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PRESENT UNIVERSITY POSITION AND DEPARTMENT: Assitant Professor, Dept. Human Resource Management and Organizational Behavior

## EDUCATION

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### **Doctor of Philosophy (Ph. D.), 09/2010-07.2015**

Guanghua School of Management, Peking University

Major: Organization Management

Dissertation topic: Firm leaders' strategic leadership and its effects on firm outcomes

### **Bachelor of Engineer, 09/2006-07/2010**

International School of Software, Wuhan University

Major: Software Engineering

### **Bachelor of Management, 09/2006-07/2010**

School of Economics and Managment, Wuhan University

Major: Business Adaministration

## GENERAL WORK EXPERIENCE

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2018.1 to present, **Associate Professor**, University of International Business and Economics, Beijing, China.

2015.7 to 2017.12, **Assitant Professor**, University of International Business and Economics, Beijing, China.

2013.8-2014.8, **Visiting Scholar**, University of Marland, College Park, Maryland, US.

## RESEARCH INTERESTS

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1. Strategic Leadership
2. Ethical Leadership
3. Justice

## TEACHING INTERESTS

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1. Human Resource Management
2. Organizational Behavior
3. Leadership

## RESEARCH PROJECTS

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1. Leader-follower moral identity congruence and ethical leadership, 2016.
  2. Why do leaders abuse their followers?: An within-person investigation, 2016
  3. Firm leaders' dynamic strategic leadership and its effect on firm outcomes, 2015.
  4. Firm leaders' dialectical leadership and its effects on firm outcomes, 2015.

#### **GRANTS (Emphasis on the recent 5 years 2011.2-2016.2)**

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NONE

#### **HONORS AND AWARDS**

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Co-educating Ph.D. Scholarship, China Scholarship Council, 2013

Graduate Academic Scholarship, Peking University, 2013

#### **FACULTY EXPERINCES**

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##### **ACADEMIC VISITING EXPERIENCE**

2013.8-2014.8, **Visiting Scholar**, University of Marland, College Park, Maryland, US.

##### **UNIVERSITY ADMINISTRATIVE EXPERIENCE**

NONE

##### **TEACHING EXPERIENCE**

###### **UNDERGRADUATE LEVEL**

(09/2015-01/2016) Human Resource Management, University of International Business and Economics

- Taught the course on Human Resource Managment to international student in two different classes.
- Working Language: Chinese

#### **PUBLICATIONS**

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##### **1. PEER REVIEW JOURNAL ARTICLE**

Qin. X, **Huang M. P.**, Johnson, R., Hu Q. J. The short-lived benefits of abusive supervisory behavior for actors: An investigation of recovery and work engagement. *Academy of Management Journal*, forthcoming.

Qin. X, **Huang M. P.**, Schminke, M., Hu Q. J. Ethical leadership, but toward whom? How moral identity congruence shapes the ethical treatment of employees. *Human Relations*, forthcoming.

Li R., Wang H., & **Huang M. P.** From Empowerment to Multilevel Creativity: The Role of Employee Self-Perceived Status and Feedback-Seeking Climate. *Journal of Leadership and Organizational Studies*, forthcoming.

**Huang M. P., Wang H.** 2017. Top managers dialectical strategic leadership: An exploratory research, *Economic Science*, 3, 115-128.

Z. X. Zhang, J. J. Yao, & **M. P. Huang.** 2013. Harmony and negotiation outcomes. *Acta Psychologica Sinica*, 9, 1026–1038.

J. Yin & **M. P. Huang.** 2013. Strategic leaders' risk propensity and need for achievement and firm internationalization. *Economic Science*, 3, 72-86.

J. Yin, H. Wang, & **M. P. Huang.** 2012. Empowering leadership behavior and Perceived insider status: The Moderating Role of Organization-based self-esteem, *Acta Psychologica Sinica*, 44(10), 1371-1382.

J. Yin & **M. P. Huang.** 2011. The impact of organization-employee Exchange relationship on employee performance. *China Market*, 37, 17-22.

## **2. RESEARCH MONOGRAPH**

**NONE**

## **3. BOOK**

**NONE**

## **4. CONFERENCE & MEETING PROCEEDING**

1. **Huang M.**, Zhang C., Wang H. 2013. Antecedents and consequences of leader-member exchange differentiation: A hierarchical linear modeling approach. Academy of Management (AOM) Annual Meeting, Orlando, Florida, USA, 2013.8.9-8.13

2. **Huang M.**, Zhang C., Wang H. 2013. Authoritarian leadership, justice climate, and employee work outcomes. International Association of Management and Business Conference, Lisbon, Portugal, 2013.4.17-4.19

3. Ju D., Jiao J., Zhang W., **Huang M\***. 2013. Effects of role clarity and person-job fit on job involvement: Goal orientations as moderators. Academy of Management (AOM) Annual Meeting, Orlando, Florida, USA, 2013.8.9-8.13

4. **Huang M.**, Li X., Ju D. 2012. The role of internal corporate social responsibility efforts in retaining employees: Evidence from Chinese migrant workers. Biennial Conference of International Association for Chinese Management Research (IACMR), Hong Kong, China. 2012.6.20-6.24

5. **Huang M.**, Wang H. 2011. The dialectical thinking style of Chinese strategic leaders and its effect on firm performance. Academy of Management (AOM) Annual Meeting, San Antonio, Texas, USA. 2011.8.12-8.16

6. **Huang M.**, Ju D., Zhang W., Yao J. 2011. The use of social network and perceived social support. Accepted by 2011 Asian Association of Social Psychology (AASP) Conference. Kunming, China, 2011.7.28-7.31

**5. CASES or a SET of CASES**

NONE

**PROFESSIONAL EXPERIENCE**

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NONE

**ENTREPRENEURIAL EXPERIENCES**

NONE

**CONSULTING EXPERIENCES**

(2015.2-2015.10) Part-time Associate, China Railway NO.4 Engineering Group CO.LTD

- Participated in interviewing the project management team members.
- Helped develop the competence model of project management team members

**PARTICIPATION IN BUSINESS PROFESSIONAL ASSOCIATIONS**

NONE

**CUMMUNITY SERVICES**

- Academy of Management (AOM) Member
- International Association of Chinese Management Research (IACMR) Member
- Reviewer for AOM annual meeting, 2012 to 2015
- Reviewer for (IACMR) biannual meeting, 2012 to 2015.

**PROFESSIONAL DEVELOPMENT**

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**SYMPOSIUMS**

NONE

**SEMINARS**

NONE

**WORKSHOPS**

NONE

2013.07 IACMR Research Methods Workshop, International Association for Chinese Management Research (IACMR), Tongji University, Shanghai

**MEETINGS**

NONE

2011.10 AMJ Special Research Forum Workshop-“West Meets East: New Concepts and Theories”, Guanghua School of Management, Peking University, Beijing

**CONFERENCES**

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**OTHER EXPERIENCE**

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