

## Academic Vitae

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NAME: Xin WEI

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PRESENT UNIVERSITY POSITION AND DEPARTMENT : Assistant Professor,  
Department of Human Resource Management and Organizational Behavior

### EDUCATION

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#### **Doctor of Philosophy (Ph. D.), 09/2005-07.2011**

Guanghua School of Management, Peking University

Major: Organization Management

Dissertation topic: Scarcity of prohibitive voice and its mechanisms: Multi-level analysis of individual factors and organizational contexts.

#### **Bachelor of Art, 09/2001-07/2005**

School of Economics, Peking University

Major: Finance

### GENERAL WORK EXPERIENCE

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08/2011 to present, **Assistant Professor**, University of International Business and Economics, Beijing, China.

10/2009-07/2010, **Visiting Scientist**, University of Washington, US.

02/2009-03/2009, **Research Assistant**, City University of Hong Kong.

### RESEARCH INTERESTS

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1. Employee Voice
2. Conflict Management
3. Creativity

### TEACHING INTERESTS

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

## **RESEARCH PROJECTS**

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Normative Contexts and Employee Creativity: A Multi-level Study in Sense-making Perspective. 2013

Genuine Harmony and Organizational Effectiveness: A Systematic Study of Conflict Management in Organizations. 2013

Employees' Values, Perceptions of Conflict Contexts, and Organizational Factors that Impact on Conflict Resolution, 2009.1-2011.12.

## **GRANTS (Emphasis on the recent 5 years 2007-2011)**

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Young Scholarship Project, Natural Science Foundation of China (NO. 71202027). 2013-2015, RMB 220,000

Title: Normative Contexts and Employee Creativity: A Multi-level Study in Sense-making Perspective.

Young Scholarship Project in Humanity and Social Science, Ministry of Education of China (NO. 12YJC630225). 2013.1-2015.12.

Title: Genuine Harmony and Organizational Effectiveness: A Systematic Study of Conflict Management in Organizations.

## **HONORS AND AWARDS**

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Bilingual Teaching Excellence Award, School of Business, UIBE, 2014

Teaching Excellence Award, University of International Business & Economics, 2013.

Best Paper Award (Micro field), International Association of Chinese Management Research (IACMR) Biannual Conference, 2012

Academic Innovation Award, Peking University, 2010

Co-educating Ph.D. Scholarship, China Scholarship Council, 2009

Graduate Academic Scholarship, Peking University, 2009

Academic Excellence Award, Peking University, 2008

Kangzheng Scholarship, Peking University, 2008

Graduate Academic Scholarship, Peking University, 2007

Best Paper Award, IPHD poster session, GSM, Peking University, 2007

## **FACULTY EXPERINCES**

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### **ACADEMIC VISITING EXPERIENCE**

**Research Scholar**, University of Maryland, US., 02/2014-01/2015,

- Work with Prof. Kay Bartol on a research project about employee voice and creativity.

**Visiting Scientist**, University of Washington, US., 10/2009-07/2010,

- Work with Prof. Xiaoping Chen on a research project about employee voice.

### **UNIVERSITY ADMINISTRATIVE EXPERIENCE**

None

### **TEACHING EXPERIENCE**

#### **UNDERGRADUATE LEVEL**

**(08/2011-01/2014) Human Resource Management**, University of International Business and Economics

- Taught the course on Human Resource Management to students at International Experimental Class at Business School.
- Working language: English

**(08/2011-01/2014) Organizational Behavior**, University of International Business and Economics

- Taught the course on Organizational Behavior to undergraduate students in UIBE
- Working language: English

#### **POSTGRADUATE LEVEL**

**(05/2013-12/2013) Management Communication**, University of International Business and Economics

- Taught the course to full-time and part-time MBA students at School of Business, UIBE
- Working language: English

## **PUBLICATIONS**

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### **1. JOURNAL ARTICLE**

**Wei, X., & Zhang, Z. X. (2014).** When do supervisors endorse promotive voice or

prohibitive voice? The effects of supervisors' status and subordinates' expertise (in Chinese). *Management World*.

Chen, Z. J., Zhao, D. T., & **Wei, X.** (2012). Relationship conflict and knowledge sharing in teams: A study of the mechanism (in Chinese). *Science & Technology Progress and Policy*, 29(7), 122-126.

Zhang, Z. X., & **Wei, X.** (2011). Conflict avoidance in organizations: Mechanisms and possible solution (in Chinese). *Journal of Nanjing University*, 6, 121-129.

**Wei, X.**, & Zhang, Z. X. (2011). Why don't employees speak up? (In Chinese). *China Europe International Business School Business Review*, 2, 38-42.

**Wei, X.**, & Zhang, Z. X. (2010). The mechanism of employees' reluctance to express prohibitive voices in organizations (in Chinese). *Management World*, 10, 99-109.

## **2. RESEARCH MONOGRAPH**

None

## **3. BOOK**

**Wei, X.**, Chen, Y. Y., Wang, S. S., Zhang, H., Zhou, J. J., 2010. Chinese version of Zhou, J., & Shalley, C. E. (eds.), *Handbook of Organizational Creativity*. Beijing: Peking University Press.

## **4. CHAPTERS IN BOOK**

**Wei, X.**, 2010. Interpersonal communications and conflict resolutions (in Chinese). In Z. X. Zhang, & J. Zhang (Eds.) *Understanding Chinese Firms from Multiple Perspectives*. Beijing: Peking University Press.

**Wei, X.**, 2009. Open cost innovation: Promising future for Chinese enterprises (in Chinese). In *Proceedings of Japan Research Center at Peking University*. Hong Kong: China Social Science Documentation Press.

## **5. CONFERENCE & MEETING PROCEEDING**

**Wei, X.**, & Zhang, Z. X., & Chen, X. P. (2012). Why are people afraid of speaking up? A multi-level study of prohibitive voice in organizations. Presented at *Academy of Management Annual Conference*, Aug. 3-7, Boston, U.S.

**Wei, X.**, & Zhang, Z. X., & Chen, X. P. (2012). Why are people afraid of speaking up?

A multi-level study of prohibitive voice in China. Presented at *International Association of Chinese Management Research Biannual Conference*, June 21-24, Hong Kong (**Micro Best Paper**).

Zhang, Z. X., & Wei, X. (2011). Buying insurance for interpersonal harmony: A relational risk perspective on conflict avoidance. To be presented at *International Association of Conflict Management Annual Conference*, July 3-6, Istanbul, Turkey

Wei, X., & Zhang, Z. X., 2010, Why are they silent? Lack of prohibitive voice in Chinese organizations. Proceeding of the 3th Biannual Conference of International Association for Chinese Management Research, [CD-ROM]

Wei, X., Wang, H., & Chen, C. C., 2008, Supervisory identification: The linking-pin of empowering leadership behavior and employees' working outcomes. Proceeding of the 2nd Biannual Conference of International Association for Chinese Management Research, [CD-ROM]

#### **6. PAPER & PRESENTATION**

**Wei, X., & Zhang, Z. X., & Chen, X. P.** (2012). Why are people afraid of speaking up? A multi-level study of prohibitive voice in organizations. Presented at *Academy of Management Annual Conference*, Aug. 3-7, Boston, U.S.

**Wei, X., & Zhang, Z. X., & Chen, X. P.** (2012). Why are people afraid of speaking up? A multi-level study of prohibitive voice in China. Presented at *International Association of Chinese Management Research Biannual Conference*, June 21-24, Hong Kong (**Micro Best Paper**).

Zhang, Z. X., & **Wei, X.** (2011). Buying insurance for interpersonal harmony: A relational risk perspective on conflict avoidance. To be presented at *International Association of Conflict Management Annual Conference*, July 3-6, Istanbul, Turkey

Zhang, Z. X., & **Wei, X.**, 2011, Buying insurance for interpersonal harmony: A relational risk perspective on conflict avoidance. To be presented at *International Association of Conflict Management Annual Conference*, July 3<sup>rd</sup>-6, Istanbul, Turkey.

**Wei, X., & Zhang, Z. X.**, 2010, Why don't they speak up? Reluctance to express prohibitive voice and its mechanisms. Presented at *Academy of Management Annual Conference*, Aug. 6-10, Montreal, Canada.

Ma, L., **Wei, X.**, Showail, S. S., Jiao, J. & Wang, X. 2010. Promise kept, or not? Firm decisions and Employee reactions under financial crisis. Presented at the *Academy of Management Annual Conference*, Aug. 6-10, Montreal, Canada.

Zhang, Z. X., & Wei, X. 2010. Understanding Chinese people's conflict avoiding. Presented at the 20th Congress of the *International Association for Cross Cultural Psychology (IACCP)*. July 7-10, Melbourne, Australia.

Wei, X., & Zhang, Z. X., 2010, Why are they silent? Lack of prohibitive voice in Chinese organizations. Presented at *International Association for Chinese Management Research Biannual Conference*, June 16-20, Shanghai, China.

Zhang, Z. X., & Wei, X., 2009, Conflict avoiding: Its malfunctioning, mechanism, and solution. Presented at the *Academy of Management Annual Conference*, Aug. 7-11, Chicago, US.

Wei, X., Wang, H., Chen, C. C., & Zhang, Y., 2008, Mediating and moderating factors of empowering leadership: Evidence from Chinese organizations. Presented at *Academy of International Business Annual Conference*, June 30-July 3, Milan, Italy.

Wei, X., Wang, H., & Chen, C. C., 2008, Supervisory identification: The linking-pin of empowering leadership behavior and employees' working outcomes. Presented at *International Association for Chinese Management Research Biannual Conference*, June 19-22, Guangzhou, China.

Wei, X., 2007, Empowering leadership and employees' working outcomes: An examination of an integrated Model. **Best Paper Award**, the third Annual IPHD Paper Competitive Session of GSM, Peking University, June 22-23, Beijing, China

## **7. BOOK REVIEW**

None

**8. OTHERS** (peer reviewed cases with instructional materials, instructional software, publicly available material describing the design and implementation of new curricula or courses, technical reports related to funded projects, publicly available research working papers, etc. please specify)

None

## **PROFESSIONAL EXPERIENCE**

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### **ENTREPRENEURIAL EXPERIENCES**

**Assistant Analyst**, Strategy Group, Samsung Economy Research Institute (12/2008-02/2009)

- Responsible for theories and information review, analyzed data, assisted in identifying framework
- Drafted and wrote reports on consumer behaviors in financial crisis, and household appliances retail industry, providing support for management decisions

**Business Assistant** for Leo Melamed, Chicago Mercantile Exchange (08/2004-09/2004)

- Orally translated for *Leo Melamed, the President Emeritus of Chicago Mercantile Exchange* during the MWCA conference held by *China Council for the Promotion of International Trade*, and three meetings on Chinese financial futures market with the leaders of *The People's Bank of China, China Securities Regulatory Commission, and China Foreign Exchange Trade System*; and drafted meeting memos.

## **CONSULTING EXPERIENCES**

**Part-time Associate**, Bain & Company (09/2010-10/2010)

- Participated in investigating the operation and development of reputable Chinese restaurants in recent 3 yrs, providing suggestions on market positioning, and expansion plan for a new brand based on analysis.
- Consolidated, clarified and validated data by telephone interviews and second research on 217 Chinese restaurants in Beijing for due diligence studies.

## **CUMMUNITY SERVICES**

Member of the Academy of Management

Member of the Academy of International Business

Member of the International Association of Chinese Management Research

Ad hoc reviewer for:

Leadership Quarterly

Acta Psychologica Sinica,

Academy of Management, 2009, 2010

International Association of Chinese Management Research, 2008, 2010

Academy of International Business, 2008

## **PROFESSIONAL DEVELOPMENT**

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### **SYMPOSIUMS**

None

### **SEMINARS**

None

### **WORKSHOPS**

None

**MEETINGS**

None

**CONFERENCES**

None

**OTHER EXPERIENCE**

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