

Academic Vitae

NAME: Xuguang Hao

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PRESENT UNIVERSITY POSITION AND DEPARTMENT: Professor, Department of Human Resource and Organizational Behavior at University of International Business and Economics

EDUCATION

(Please refer from the most recent degree; please indicate research topics and dissertation topics for Doctoral or higher degrees)

PhD. in Business Management, Business School, Renmin University of China, Beijing, P.R. China, 09/2003-12/2009

Research Topic: Business Administration

Doctoral Dissertation Topic: Study on the Effectiveness of the Regulatory System for China's Securities Market.

Master of Economics, Department of Economics at Southwestern University of Finance and Economics, Chengdu, China. 09/1983-07/1986

Major: Industrial Economics

Bachelor of Science, Department of Material Science, Beijing University of Technology, Beijing, P.R. China. 10/1978-08/1982

Major: Metallic Materials

GENERAL WORK EXPERIENCE

(Please list here ONLY general information on your work experiences, explanations are required in later items; please follow the examples as you write.)

Lecturer at University of International Business and Economics, 07/1986--Present

Assistant Engineer at Agricultural Machinery Works at Muping, Shandong Province, 08/1982-08/1983

RESEARCH INTERESTS

1. Decision-making
2. Communications
3. Behavioral Finance and Capital Market Supervision
4. Leadership

TEACHING INTERESTS

1. Management
2. Organizational Behavior
3. Leadership
4. Organization Theory and Method

RESEARCH PROJECTS

(Please include academic research projects, teaching projects and entrepreneurial projects, etc.) Emphasis on the recent 5 years (2008.6-2013.6)

Example:

“Study on the Effectiveness of the Supervision and Management of China’s Securities Market -- From the Game Studies Perspective,” Research Topic Funded by State’s Social Science Research Funds in 2005, Project Number, 05BJL028.

GRANTS (Emphasis on the recent 5 years 2008.6-2013.6)

“Study on the Effectiveness of Supervision and Management of China’s Securities Market-From the Game Studies Perspective,” Research Topic Funded by State’s Social Science Research Funds in 2005, Project Number, 05BJL028.

HONORS AND AWARDS

Outstanding Young Mainstay Teachers at Beijing Universities, 1994

“Micro-Economics” lectured by Professor Hao Xuguang won the award of The Best College Classes in Beijing Municipality, 2003

Outstanding Teachers at University of International Business and Economics, 2009

Outstanding Famous Teachers at Beijing 2012
First Ethics Advanced Individual at UIBE, 2012
First Teaching Pacesetter at UIBE, September, 2013

FACULTY EXPERINCES

ACADEMIC VISITING EXPERIENCE

UNIVERSITY ADMINISTRATIVE EXPERIENCE

(Please explain the administrative positions as part of the faculty responsibilities within the university)

TEACHING EXPERIENCE

(Please indicate the complete teaching experiences)

UNDERGRADUATE LEVEL

Management

Marketing

Micro-economics

Securities and Investment

(06/1986-12/2004)

Management

Organizational Behavior

Leadership

(09/2005-07/2013)

GRADUATE AND DOCTOR LEVEL

Organizational Behavior

Leadership

Organizational Behavior Study

Organization Theory and Method

(09/2005-07/2013)

PUBLICATIONS

(Please list the publications from the most recent 5 years (2008.6-2013.6) AND the important publications before 2008; follow the categories and examples, write "None" if

there is no works for particular category; include those which belong to none of the categories in “Others.”)

1. PEER REVIEW JOURNAL ARTICLE

Hao Xuguang, “On Informal Organizations in Business,” Management World (Monthly), Issue 5, 1986.

Hao Xuguang, “Preliminary Studies on Product Cycle and Marketing Strategies for Its Various Life Stages,” Management World (Monthly), Issue 1, 1999

Hao Xuguang, “Problems in Diversified Business,” Management World (Monthly), Issue 2, 2000.

Hao Xuguang, “New Perspectives on Whole Product Concept,” Management World (Monthly), Issue 3, 2001.

Hao Xuguang, “Beyond Market Orientation, Strengthen the strategic concept,” Journal of International Trade, March, 2002.

Hao Xuguang, “Unresolved Issues Posed by Stock Options,” China Reform Daily, May, 27th, 2002.

Hao Xuguang, “What Light Could Bruner’s ‘Cognitive Structure’ Shed on Innovating Our Pedagogy,” International Commerce, Issue 4, 2002.

Hao Xuguang, “Countermeasures to Barriers Impeding the Implementation of China’s Regulations on Stock Options for Listed Companies,” Modernization of Management, Issue 1, 2003.

Hao Xuguang et al, “Exploratory Studies on Independent Board System in China’s Listed Companies,” Finance and Trade Economics, Issue 6, 2003.

Hao Xuguang et al, “On the Application of Game Theory in Research on the Credibility and Accountability of Listed Companies in China,” Finance and Economics, Issue 5, 2003.

Hao Xuguang et al, “The Application of Game Theory and Principal-agent Theory in Research on Regulating Funds Management Firms,” Modernization of Management, Issue 5, 2004.

Hao Xuguang, “Exploratory Studies on Managers of Investment Funds and Trust & Investment Obligations,” Journal of Shanxi University of Finance and Economics, Issue, 3, 2004.

Hao Xuguang et al, “On Establishing an Evaluative System on the Credibility and Accountability of Listed Companies,” Finance and Economics, Issue, 6, 2004.

Hao Xuguang, “On Information Completeness/Thoroughness in University Classroom,” International Commerce, Issue 2, 2004.

Hao Xuguang et al, "A Comparative Study on China's and Foreign Regulatory Structures on Securities Companies," Fujian Forum (Humanities and Social Science Edition), Issue 8, 2005.

Hao Xuguang et al, "Empirical Studies on How China's Policies on Stock Market Influence Stock Price Index," Research on Economics and Management, Issue 12, 2005.

Hao Xuguang, "Issues on Control of Policy Implementation," Modernization of Management, Issue 1, 2006.

Hao Xuguang, "Some Thoughts on the Management Logics for Business Survival," Commercial Times, Issue 5, 2006.

Hao Xuguang, "Correcting the Definition of Investment Multiplier and Its Expression," China-USA Business Review, Issue 1, 2006.

Hao Xuguang et al, "Several Issues Concerning Incentives System for Stock Holders of Listed Companies," Finance and Economics, Issue 5, 2006.

Hao Xuguang et al, "Regulation of Listed Companies and Stock Holders' Conflict Management," Fujian Forum, Issue 1, 2007.

Hao Xuguang et al, "Building Building the Incentive Compatibility Supervisory System for Securities Market," Research on Economics and Management, Issue 3, 2007.

Hao Xuguang, "Self-organizing Control on Policy-making and Game Theory," Modernization of Management, Issue 2, 2008.

Hao Xuguang et al, "Adjustment of Stamp Duty and Its Impact on Stock Price Index," Research on Economics and Management, Issue 10, 2009.

Hao Xuguang, "An Assessment on the Effectiveness of China's Supervision and Management of Its Securities Market," Finance and Economics, Issue 7, 2010.

Hao Xuguang, "The Regulatory Policy Differences and Responce of Share Index Fluctuation in China's Stock Market," Reform, Issue 1, 2011.

Hao Xuguang, "On the Principles of Justice, Fairness, Openness in the Supervision and Management of the Securities Market," Modernization of Management, Issue, 2, 2011.

Hao Xuguang, "On the Objectives of the Supervision of the Securities Market ," Commercial Times, Issue 3, 2011.

Hao Xuguang, "Study on the Effectiveness of Supervision and Management of China's Securities Market," China Industrial Economics(Monthly), Issue, 6, 2011.

Hao Xuguang, "On the appropriate supervision and proactive protection of the Securities Market ," Commercial Times, Issue 6, 2011.

Hao Xuguang, as Second author, "Analysis on the Multiple Choices Questions in Survey Questionnaires based on the Associative Principles," Library and Information Service, Issue 5, 2011.

Hao Xuguang, "Theory of the Securities Market Supervision--the Comparison and Evaluation between the Public Interest Theory and the Industry Benefit Theory," International Commerce, Issue 4, 2011.

Hao Xuguang, "Empirical Studies on the Effect of China's Securities Market Supervision ," Journal of Shanghai University of Finance and Economics(Philosophy and Social Science Edition), Issue 6, 2011.

Hao Xuguang, "Enhancing the Effectiveness-a New Perspective of the Securities Market Supervision," Modernization of Management, Issue 1, 2012.

Hao Xuguang et al, "A Study on How to Protecting the Benefit of Middle and Small Investors," Journal of Central University of Finance and Economics, Issue 1, 2012.

Hao Xuguang et al, "Game Theoretic Analysis on China's Securities Market Supervision," Finance and Economics, Issue 3, 2012.

Hao Xuguang et al, "A Relational Study on the Chinese Security Regulators' Irrational Behavior," Journal of Beijing Technology and Business University, Issue 3, 2012.

Hao Xuguang et al, "Empirical Studies on the Investment Behavior of College Students ," International Commerce, Issue 3, 2012.

Hao Xuguang et al, "A Study on Effectiveness of China's Securities Regulation Policy-Based on the Analysis of Questionnaires," Management World Management World (Monthly), Issue 7, 2012.

Hao Xuguang et al, "Game Theoretic Analysis on Government and Small Investors in Securities Market," Finance Theory and Practice, Issue 5(9), 2012.

Hao Xuguang, "An Evaluation on the Regulation Effectiveness in Chinese Securities Market-Empirical Analysis Based on the Questionnaire Survey Data," Journal of Yantai University, Issue 1, 2013.

Hao Xuguang et al, "The Way to Develop Japanese Market of Haier Washing Machine Business,

Awarded the National Excellent 100 Management Case, in the third “National Excellent 100 Management Case” Contest Held by the National Steering Committee for Education ,2012,7.

Hao Xuguang et al, “Game Theoretic Analysis on Securities Regulators and Listed Companies ,” Journal of Central University of Finance and Economics, Issue 8, 2013.

Hao Xuguang et al, “Research on Behavior Bias and the Correlation among Bias of Chinese Security Regulators,” China Industrial Economics(Monthly), Issue 10, 2013.

2. RESEARCH MONOGRAPH

Hao Xuguang: New Introduction to Marketing (as amended). Chengdu: The Publishing House of Southwest University of Finance and Economics, April 2000. Its Book Review is published on *Financial Times* on November 22, 2000.

Study on Development Strategies for MSE. Intellectual Property Rights Publishing House, December 2004.

3. BOOK

Diligence is the Path to the Mountain of Study, and Love is the Boat to the Endless Sea of Teaching-Undergraduate Education 4321-Undergraduate Teaching 4321, Published in the Proceedings of Reform and Exploration-the Teaching Proceedings on Undergraduate Education of UIBE, The Publishing House of UIBE, June, 2011.

Perception is the Path to the Mountain of Exploration, and Means is the Boat to the Endless Sea of Research-On the Relationship between the Teaching and Research of Graduate Education, Published in the Proceedings of Reform and Exploration-the Teaching Proceedings on Graduate Education of UIBE, The Publishing House of UIBE, June, 2011.

Hao Xuguang: Organizational Behavior, The Publishing House of University of International Business and Economics, June, 2011.

Hao Xuguang: et al, Organizational Behavior, The Publishing House of University of International Business and Economics, December 2012.

4. CONFERENCE & MEETING PROCEEDING (PUBLISHED or NOT, Pls list out if have ever been invited to be the speaker or emcee)

5. CASES or a SET of CASES

PROFESSIONAL EXPERIENCE

(Please indicate all working experiences in addition to Academic Visiting/University Administrative/Teaching experiences; especially professional experiences within the most recent 5 years. “Entrepreneurial Experiences” includes both full-time and part-time positions, e.g. permanent positions, trainer, etc. “Consulting Experiences” refers to the paid knowledge and information consultancy to achieve business goals. “Significant participation in business professional associations” includes service in commercial or uncommercial associations, participation in related issues and direct contact with business and other organizational leaders. “Community Services” indicates the faculty responsibilities in addition to teaching and researching activities, such as curriculum development, dissertation defense, faculty interview, academic committee membership, etc.)

ENTREPRENEURIAL EXPERIENCES

Assistant Engineer at Agricultural Machinery Works at Muping, Shandong Province, 08/1982-08/1983.

Instructor with Training Programs for Businesses and Enterprises. Classes taught: Organizational Behaviors, Management and Communications, Decision Making, Leadership, Management, Marketing.

Specialized Lectures: Management, Organizational Behaviors, Decision Making, Management and Communications, Leadership Studies, Groups and Teams, Persuasion.

CONSULTING EXPERIENCES

A major participant in the research project, “PR Crisis in Toshiba Notebook Recalls.” 2000.

Visiting Professor at State Grid Corporation of China’s Training Center. January, 2008.

PARTICIPATION IN BUSINESS PROFESSIONAL ASSOCIATIONS

COMMUNITY SERVICES

(Please indicate faculty responsibilities except teaching and research responsibilities: e.g. curriculum development, dissertation defense, faculty interview, academic committee membership, etc.)

A Member on the Graduate Teaching Supervisory Committee at UIBE, September, 2007.

Invited to Give a Special Lecture on “the Science and Art of the Communication” for the Directors and Supervisors in the Training Course, Held by the Human Resource Department of UIBE, December, 2011.

Invited to Give a Special Lecture on “the Harmonious Relationship between Family and Work” for the Female Teachers of the Business School on Women’s Day, March 8,2012.

Invited to Give a Special Lecture on “the Science and Art of the Effective Communication-Enhancing the Service Consciousness and Ability” for the Staffs of UIBE’s Logistics Group, September 12, 2013.

PROFESSIONAL DEVELOPMENT

(Please indicate the professional activities, especially those within the most recent 5 years (2007-2011); write “None” if no activity is referred.)

SYMPOSIUMS

Recruited as a Distinguished Expert, Attended the Discipline Construct Symposium at Beijing City University, December 24, 2011.

Recruited as a Distinguished Expert, and Attended the Discipline Construct Symposium at Beijing City University, January 16,2013.

SEMINARS

Invited to Make twice Academic Presentations Entitled with “The New Business Development of Enterprises in the Strategy-oriented Perspective” and “On Zhantai Jiang’s Leadership Who Works in Kunyu Mountain National Nature Reserve of Yantai”, for the Sub-frontier Forum of the First Chinese Enterprise Management Innovation and Case Studies , December 3, 2011.

Invited to Give a Special Lecture on UIBE’s Virtual Research Platform of Across-schools Capital Markets, the Topic is “a Discriminating Standard Study on the Effectiveness of China’s Supervision and Management of Its Securities Market”, December 15, 2011.

Invited to Give a Special Lecture in the Seminar which was on the Construct of UIBE’s best OB Graduate Classes, the Topic is the Construct of OB Graduate Classes-the Curriculum’s Logic, the Core Content and the Discussion of Teaching Methods. November 7, 2011.

Selected as a Representative of Middle-aged Excellent Teachers to Introduce the Experience of

the Research and Teaching at UIBE's New Staff Induction Training Seminars of the year 2012, Entitled with Confusion and Suggestion-Responsibility, Enthusiasm, Perseverance and the Combination of the three, September 3, 2012.

Invited to Give a Special Lecture on Behavioral Finance and Decision for the Financial Professional Teachers and the Senior Students at BUU, November 14, 2011.

Invited to Attend the RUC Financial Forum on the Subject of "Officials Publicity Property and Financial Regulation" and Delivered a Keynote Speech, March 1, 2013.

WORKSHOPS

MEETINGS

Selected as a Representative of the Outstanding Teachers to Give a Speech at UIBE's 18th Teaching Meeting(the 2010 year), Entitled with the Discussion on Enhancing Undergraduate Teaching Quality, January 12,2011.

Selected as the Only Tutor Representative to Give a Speech when Attending the Graduate Graduation Ceremony for the Class of 2012, Entitled with "Encourage each other, and my Alma Mater and I Have the Same Honor", June 27, 2012.

Selected as a Teacher Representative to Give a Speech at UIBE's Third Talent's Working Meeting, Entitled with "Enthusiasm, Concentration, Perseverance and Methods-Personal Insight on Developing the School by Talents and Scientific Research", July 9,2012.

Selected as the Only Teacher Representative to Give a Speech at UIBE's 2012 Opening Ceremony for the Undergraduate and Graduate, Entitled with Some Advice for New Students-a Healthy Body and Mind, a Deep Sense of Responsibility, Broad Mind with Compatibility and Unremitting Exploration, September 6, 2012.

Selected as a Teacher Representative to Give a Speech at UIBE's Teacher's Day Celebration, and the Commendation of the General Assembly in 2012, Entitled with "the Attitude, Responsibility, Perseverance and Love of the Medium Talent-the Insight of Teacher's Day", September 10, 2012.

Invited to Attend the Peking University Round-table Forum, Entitled with "Public Power and Construction of Fair Markets", and Delivered a Keynote Speech, June 5, 2013.

Invited to Attend the Seminar of "the Selection of Top Ten Academic Focuses, 2013", jointly Held by the Academic Monthly Magazine, the Guangming Daily: the Theoretical Division and the Books and Information Center of RUC, and Deliver a Keynote Speech at RUC, February 14, 2013.

Invited to Give a Special Lecture for the Business School of RUC on “Research and Academic Paper Writing during the Doctorate Study Period”.

CONFERENCES

OTHER EXPERIENCE

(Please indicate any experience which is not included in “Faculty Experience,” “Professional Experience,” or “Professional Development.”)

Recruited as an interviewer by the Examination, Evaluation and Interview Committee for the Open Selection and Promotion of Levels 10-15 Officials/Cadres in Beijing Municipality, I worked as an interviewer for the selection and promotion Levels 10-15 officials/cadres for Beijing Municipality November 22nd, 2008.

Recruited as One of Experts on the Judges of the 8th Teaching Basic Skills Contest of Young Teachers in the Universities and Colleges of Beijing, May 28-30,2013.

Attended the Commendation Ceremony of the 8th Teaching Skills Contest of Young Teachers in the Universities and Colleges of Beijing and the Summit Forum on “Illustrating carefully of the Teacher Roles and Building the Chinese Dream together” jointly Held by Beijing Municipal Education Committee, Beijing Municipal Commission of Education, Beijing Municipal Education Labour Union, and the Internet Training Center for Nation-wide College Teachers, and Host the Summit Forum Invited by Beijing Municipal Education Labour Union, September 16,2013.