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EDUCATION

Ph.D.	Rutgers University, New Brunswick, NJ, U.S.A. Major: Industrial Relations and Human Resources	2011-2019
M.S.	Rutgers University, New Brunswick, NJ, U.S.A. Major: Industrial Relations and Human Resources	2011-2013
B.A.	Renmin University of China, Beijing, China Major: Finance	2007-2011

EMPLOYMENT

2016-2021	Assistant Professor Business School, University of International Business & Economics
2021-	Associate Professor College of Economics and Management, China Agricultural University
2020- 2022	Visiting Professor a Seoul School of Integrated Sciences and Technologies

AWARDS AND GRANTS

- 2020 Youth Program of *National Natural Science Foundation of China*, \$240,000 granted.
- 2019 The Fundamental Research Funds for the Central Universities” in the University of International Business and Economics (UIBE) (project no. 19QN04). \$60,000 granted.
- 2019 The Humanity and Social Science Youth Foundation of *Ministry of Education of China* (project no. 20YJC630234). \$80,000 granted.
- 2016-2019 Start-up funds of University of International Business and Economics. \$100,000 granted.
- 2015-2016 TA-GA Awards from School of Management and Labor Relations, Rutgers University. \$25,969 awarded.
- 2011-2014 Project of Study Abroad *Chinese Scholarship Council*. \$81,600 awarded.

REFEREED JOURNAL PUBLICATIONS

Cui, G., **Wang, F.***, Sun, J.-M., & Cheng, Y. (2022). Time for life? The spillover effect of strain-based family-to-work conflict on early retirement intentions and the role of HR practice flexibility. *Personnel Review*, ahead-of-print(ahead-of-print). <https://doi.org/10.1108/PR-03-2021-0199>

Wang, F.; Ying Xu; Xinyi Zhou; Yanjun Guan; Zhuolin She; Zhimei Wang; Yanzhao Bi. (2021). Are adaptive employees more likely to stay? A boundaryless careers perspective on career adaptability and turnover. *Applied Psychology: An International Review*.(SSCI, JCR 2区, IF 3.712)

Mai, K. M., Welsh, D. T., **Wang, F.**, Bush, J., & Jiang, K. (2021). Supporting Creativity or Creative Unethicality? Empowering Leadership and the Role of Performance Pressure. *Journal of Business Ethics*.

Cui, G., **Wang, F.***, Cheng, Y., & Zhang, Y. (2020). Understanding the work goals–early retirement intention relationship: The mediating role of work passion and moderating role of HR practices’ flexibility. *Personnel Review*, ahead-of-print (ahead-of-print). (SSCI, JCR 2)

Wang, F., Gan, B., Cheng, Y., Peng, L., Feng, J., Yang, L., & Xi, Y. (2019). China’s Employment Contract Law: Does it deliver employment security? *The Economic and Labour Relations Review*. (SSCI, JCR 1)

Guo, Z., Xie, B., Chen, J., & **Wang, F.** (2019). The Relationship between Opportunities for Professional Development and Counterproductive Work Behaviors: The Mediating Role of Affective Well-Being and Moderating Role of Task-Contingent Conscientiousness. *International Journal of Mental Health Promotion*, 21(3). <https://doi.org/10.32604/IJMHP.2019.011040> (SSCI)

Xie, P., **Wang, F.***, & Cheng, Y. (2017). How did chinese migrant workers fare in labour dispute mediation? differentiated legal protection and the moderating role of the nature of dispute. *Journal of Industrial Relations*(1), 002218561771673. (SSCI)

Wang, F., Song, H., Cheng, Y., Luo, N., Gan, B., Feng, J., & Xie, P. (2016). Converging divergence: the effect of China’s Employment Contract Law on signing written employment contracts. *The International Journal of Human Resource Management*, 1-22. (SSCI)

Li, Y., Guan, Y., **Wang, F.**, Zhou, X., Guo, K., Jiang, P., & Fang, Z. (2015) Big-five personality and BIS/BAS traits as predictors of career exploration: The mediation role of career adaptability. *Journal of Vocational Behavior*, 89, 39-45. (SSCI)

Guan Y, **Wang F.***, Liu H, Ji Y, Jia X, Fang Z, Li Y, Hua H, Li C. (2015) Career-specific parental behaviors, career exploration and career adaptability: A three-wave investigation among Chinese undergraduates. *Journal of Vocational Behavior*, 86, pp. 95-103. doi: [10.1016/j.jvb.2014.10.007](https://doi.org/10.1016/j.jvb.2014.10.007) (SSCI)

Wang, F. (2014) Book Review: *Insurgency Trap: Labor Politics in Postsocialist China*, by Eli Friedman. *Comparative Labor Law and Policy Journal*, 36 (2), pp. 343

Wang, F. & Xi, Y.(2020) Legal Protection for Labor of New Forms of Employment. *Journal of Renmin University of China* 34(203), 121–131 (Chinese) (CSSCI, A)

Wang, F., Cheng, Y. & Feng, J.(2018) The Effect of China's Employment Contract Law on the Flexibility of Enterprise Employment —— Based on the Study of Non-fixed Term Employment Contract. *Journal of Renmin University of China* V32(1), 95-105. (Chinese) (CSSCI, A)

Cheng, Y., Song, H., **Wang, F.**, Xie, P., Wang, C., & Yin, K. (2016) Research on the Disparity of Labor Rights Security among Different Worker Groups before and after the Labor Contract Law. *China Soft Science*, No.5, pp.12-20 (Chinese) (CSSCI, B)

Wang, F. & Song, H (2015) Labor Relations under the Impact of Equity Crowd-funding: Review and Reflection. *Human Resources Development of China* (Chinese) (CSSCI)

Wang, F. (2010) Collective Labor Disputes and the Changing Characteristics of Mass Incidents in China. *Journal of China Institute of labor Relations*, No.6. pp. 80-85. (Chinese)

BOOK CHAPTER

Wang, F., & Liu, M (2016). Collective Consultation in China: A Comparative study of a State-owned Enterprise and a Joint-Venture in Automobile Industry. *Work and Employment in China: a Labor Process Perspective*, *Mingwei Liu and Chris Smith (Eds.)*

OTHER PUBLICATIONS

Wang, F. (2014) Education meets the market. *China Daily (中国日报)*, 07/05/2014, pp5 (Newspaper)

WORKING PAPERS

Wenjing Cai, **Wang, F.*** , Evgenia Lysova, Jingzhou Pan, Ziyang Tang. Incongruence of Perceiving a Calling and Living a Calling and Employee Behavioral Outcomes: A Self-Regulation Perspective. **Submitted to *Journal of Occupational and Organizational Psychology*.**(SSCI)

Jiang, K, Hu, J, **Wang, F*** & Ma, K When More Is Too Much: Curvilinear Relationships between Service Climate and Service Employee Daily Behaviors. **Submitted to *Journal of Management* (SSCI)**

Fan, X., **Wang, F***, & Maria Kraimer. When Leaders Are Reluctant to Stay: The indirect Effects of Reluctant Staying on Laissez-faire Leadership and Delegation. **Revision Stage. Target Publication: *Journal of Applied Psychology* (SSCI)**

Wang, F*, Mingwei Liu, & Cheng, Y. A second child discrimination? Chinese family planning policy and female recruitment discrimination. **Revision Stage. Target Publication: *British Journal of Industrial Relations* (SSCI)**

CONFERENCE PRESENTATIONS

Wang, F. Cheng, Y. & Feng, J. (Aug, 2017). A second child discrimination? Chinese family planning policy and female recruitment discrimination . Manuscript presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA

Wang, F. & Liu, M. (Jun, 2017). Differentiated Treatments between Dispatch Employees and Regular Employees in China. Manuscript presented at the 69th LERA Annual Meeting , Anaheim, CA

Wang, F. (Nov, 2016). Institutionalizing Precariousness: Unpacking the “Black box” of Chinese Labor Dispatch Legalizing. Manuscript presented at the 9th ILERA Asian Regional Congress , Beijing, China

Cheng, Y. & Feng, J & **Wang, F** (Mar, 2016) The Factors that Impact Motivations of Bank of China Expatriates and its Relevant HR Policy: A Case Study of the Bank of China. Manuscript presented at The Global Transformation of Work: Market Integration, China’s Rise, and Labor Adaption Conference, New Brunswick, NJ

Wang, F and Liu, M (Dec, 2014) Collective Consultation in China: A Comparative study of Two Auto Factories. Manuscript presented at Cornell-Renmin workshop on collective bargaining in China, Ithaca, NY

Wang, F and Liu, M (June, 2014). Exploring New Practices for Employment Relations: A Comparison of Negotiation Strategies in Three Chinese Auto Firms. Manuscript presented at the 67th LERA Annual Meeting , Portland, OR

Wang, F and Voos, P (Jan., 2014) Shirking: Does the Same Logic Hold in the Chinese Context? Manuscript presented at 2014 International Association for the Economics of Participation (IAFEP) Conference

Wang, F and Liu, M (June, 2013). Does Democratic Management Matter? Evidence from a Petrochemical Cooperation State-Owned Enterprise in China. Manuscript

presented at the 66th LERA Annual Meeting, St Louis, MO **Best Poster Award**

Wang, F and Liu, M (March, 2013). Collective Bargaining Implementation: The Case of Three Different Auto Factories. Invited presentation at ‘Workshop on Collective Bargaining in China’, Cornell University, ILO School.

Cheng, Y & **Wang, F** (March, 2013) Labor Dispute Resolution in China. Manuscript presented at 2013 International Labour Process Conference (ILPC)

Wang, F (July, 2012) Collective Voice, Participation Intention, and the Formation of Employee Participation Behavior. Manuscript presented at 2012 International Association for the Economics of Participation (IAFEP) Conference & Beyster Symposium

TEACHING EXPERIENCE

University of International Business and Economics (Bachelor of Human Resource Management & Business Administration)

(Top 10% Teaching Rating Score for 2017&2018)

Spring 2017, Employment Relations and Employment Law in China, HRM314-1

Fall 2017-2020, Employment Relations and Employment Law in China, HRM314-1

Fall 2017-2019 Leadership: Authentic Leadership Development, IUP 515(English), *International Student*

Fall 2019-2020 Human Resource Management, HRM 303-5, *International Student*

University of International Business and Economics (Master/PhD of Business Administration)

Spring 2017-2020, Strategic Human Resource Management, 03085031, Master/PhD

Spring 2019, Seminar: Human Resource Management, PhD, *International Student*

Fall 2018-2020, Human Resource Management, MBA/MPACC

Fall 2019-2020, Introduction to Business Administration II, IFCM

Renmin University of China, Business School (MBA)

Fall 2017, Human Resource Management, (English), *International Student*

Rutgers University (Bachelor of Human Resource Management and Labor Relations)

Spring 2013, Economics of the Employment Relationship, 37:575:325:01

Fall 2013, Organizational Behavior & Work, 37:575:345:02

Fall 2013, Organizational Behavior & Work (online), 37:575:345:92

PROFESSIONAL MEMBERSHIP

Academy of Management

Labor and Employment Relations Association

Society for Human Resources Management

International Association for Chinese Management Research

PROFESSIONAL EXPERIENCE

Editorial Board Member

Labor History (SSCI, JCR 2)

Ad Hoc Reviewer:

Human Relations

International Journal of Human Resources Management

Comparative Labor Law and Policy Journal

个人简历



王甫希 女 1989年出生 党员(2008年12月入党)
邮箱: wangfuxi@cau.edu.cn

教育背景

- 2011.09- 2019.05 Ph.D., School of Management and Labor Relations,
Rutgers University, New Brunswick, NJ, U.S.A (2020: QS:41;CWUR:41; Us-news 世界:105)
Major: Industrial Relations and Human Resources
美国新泽西州立罗格斯大学管理和劳动关系学院, 哲学博士
- 2011.09- 2013.10 美国新泽西州立罗格斯大学管理和劳动关系学院, 人力资源和劳动关系硕士
- 2010.07-08 Georgetown University, U.S.
美国乔治敦大学, 访问学习
- 2007.09- 2011.07 中国人民大学财政金融学院, 经济学学士(金融学)

工作经历

- 2021.07- 副教授, 中国农业大学经济管理学院
- 2021.10- 党支部支委, 中国农业大学经济管理学院工商管理系
- 2022.01- 副系主任, 中国农业大学经济管理学院工商管理系
- 2016.08- 2021.06 讲师, 对外经贸大学国际商学院
- 2018.11- 2021.06 党支部支委, 对外经济贸易大学国际商学院人力系
- 2020.09- 2022.8 特聘教授, 韩国首尔科学综合大学院大学商学院

期刊论文

1. Cui, G., **Wang, F.***, Sun, J.-M., & Cheng, Y. (2022). Time for life? The spillover effect of strain-based family-to-work conflict on early retirement intentions and the role of HR practice flexibility. *Personnel Review*, ahead-of-print(ahead-of-print). <https://doi.org/10.1108/PR-03-2021-0199> (SSCI, JCR 2区, IF 2.074)
2. **Wang, F.**; Ying Xu; Xinyi Zhou; Yanjun Guan; Zhuolin She; Zhimei Wang; Yanzhao Bi. (2021). Are adaptive employees more likely to stay? A boundaryless careers perspective on career adaptability and turnover. *Applied Psychology: An International Review*.(SSCI, JCR 2区, IF 3.712)
3. Mai, K. M., Welsh, D. T., **Wang, F.**, Bush, J., & Jiang, K. (2021). Supporting Creativity or Creative Unethicality? Empowering Leadership and the Role of Performance Pressure. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-021-04784-6> (SSCI, JCR 1区, IF 6.43)
4. Li, Z., **Wang, F*.**, & Yang, L. (2021). Looking in and looking out: Effects of (in)congruent corporate social responsibility on organizational cynicism. *Social Behavior and Personality*, 49(12). <https://doi.org/10.2224/sbp.10945>
5. Cui, G., **Wang, F.***, Cheng, Y., & Zhang, Y. (2020). Understanding the work goals–early retirement intention relationship: The mediating role of work passion and moderating role of HR practices’

- flexibility. *Personnel Review*, 50(4), 1148–1167. <https://doi.org/10.1108/PR-01-2020-0009> (SSCI, JCR 2区, IF 2.074)
6. **Wang, F.**, Gan, B., Cheng, Y., Peng, L., Feng, J., Yang, L., & Xi, Y. (2019). China's Employment Contract Law: Does it deliver employment security? *The Economic and Labour Relations Review*. (SSCI, JCR 1区, IF 2.259)
 7. Guo, Z., Xie, B., Chen, J., & **Wang, F.** (2019). The Relationship between Opportunities for Professional Development and Counterproductive Work Behaviors: The Mediating Role of Affective Well-Being and Moderating Role of Task-Contingent Conscientiousness. *International Journal of Mental Health Promotion*, 21(3). <https://doi.org/10.32604/IJMHP.2019.011040> (SSCI)
 8. Xie, P., **Wang, F.***, & Cheng, Y. (2017). How did Chinese migrant workers fare in labour dispute mediation? differentiated legal protection and the moderating role of the nature of dispute. *Journal of Industrial Relations*(1), 002218561771673. (SSCI, JCR 3区, IF 1.719)
 9. **Wang, F.**, Song, H., Cheng, Y., Luo, N., Gan, B., Feng, J., & Xie, P. (2016). Converging divergence: The effect of China's Employment Contract Law on signing written employment contracts. *International Journal of Human Resource Management*, 27(18), 2075–2096. (SSCI, JCR 2区, IF 6.1097)
 10. Li, Y., Guan, Y., **Wang, F.**, Zhou, X., Guo, K., Jiang, P., & Fang, Z. (2015) Big-five personality and BIS/BAS traits as predictors of career exploration: The mediation role of career adaptability. *Journal of Vocational Behavior*, 89, 39-45. (SSCI, JCR 1区, IF 4.075)
 11. Guan Y, **Wang F***, Liu H, Ji Y, Jia X, Fang Z, Li Y, Hua H, Li C. (2015) Career-specific parental behaviors, career exploration and career adaptability: A three-wave investigation among Chinese undergraduates. *Journal of Vocational Behavior*, 86, pp. 95-103. doi: 10.1016/j.jvb.2014.10.007. (SSCI, JCR 1区, IF 4.075).
 12. **Wang, F.** (2014) Book Review: *Insurgency Trap: Labor Politics in Postsocialist China*, by Eli Friedman; *Comparative Labor Law and Policy Journal*, 36 (2), pp. 343
 13. **Wang, F.** (2014) Education meets the market. *China Daily (中国日报)*, 07/05/2014, pp5 (Newspaper)
 14. 崔国东, 李柱, & 王甫希. (2021). 科研人员主动职业转换的心理机制:基于扎根理论的研究发现. 《中国人力资源开发》, 38(04), 94–110.(CSSCI)
 15. 王甫希, & 习怡衡. (2020). 新就业形态劳动者的法律保障.《中国人民大学学报》, 34(203), 121–131. (CSSCI, A)
 16. 王甫希, 程延园, & 冯娇娇. (2018). 《劳动合同法》对企业用工灵活性的影响——基于无固定期限劳动合同条款的研究. 《中国人民大学学报》, 32(1), 95-105. (CSSCI, A)
 17. 王甫希.(2018). 劳动合同法实施的区域性差异. 《中国社会科学内部文稿》

18. 王甫希, 谢鹏鑫, 程延园, & 王继新. (2017). 农民工劳动争议调解情况如何:差异性法律保护与争议性质的调节作用. 《中国人力资源开发》, (10), 141-150. (CSSCI)
19. 冯娇娇, 程延园, & 王甫希. (2017). 员工的外派动机及国际人力资源管理政策匹配性——以中国银行为例. 《中国人力资源开发》, (4), 101-110. (CSSCI)
20. 冯娇娇, & 王甫希. (2017). 无固定期限劳动合同前置因素及影响的实证分析——基于雇主-雇员匹配数据. 《中国人力资源开发》, (3), 166-171. (CSSCI)
21. 程延园, 宋皓杰, 王甫希, 谢鹏鑫, 王畅 & 尹奎. (2016). 劳动合同法实施后不同职工群体劳动权益保障差异变迁研究, 《中国软科学》, 第5期 (CSSCI, B)
22. 程延园, 谢鹏鑫, 冯娇娇, 王甫希, 徐晓世 (2016). 劳动争议调解会损害劳动者权益吗?——劳动者的让步程度及其影响因素研究. 《中国人力资源开发》, (9), 93-101. (CSSCI)
23. 程延园, 谢鹏鑫, 周静, 冯娇娇, 王甫希, & 王媛媛. (2016). 地方政府介入集体劳动争议的策略及其影响因素——基于北京市的典型案列. 《中国劳动关系学院学报》, (3), 7-13.
24. 程延园, 谢鹏鑫 & 王甫希. (2015). 我国集体争议处理制度:特点、问题与机制创新. 《中国人民大学学报》 (CSSCI, A)
25. 王甫希 & 宋皓杰. (2015). 股权众筹下的劳动关系问题思考: 域外经验回顾与借鉴, 《中国人力资源开发》, 第14期 (CSSCI)
26. 程延园 & 王甫希 (2012). 变革中的劳动关系研究: 中国劳动争议的特点与趋势, 《经济理论与经济管理》, 第8期, 5-19.(CSSCI)
27. 王甫希. (2010). 工资集体协商的中国路线图, 《领导之友》, 第6期
28. 王甫希. (2010). 集体劳动争议的发展特点, 《中国劳动关系学院学报》, 第6期
29. 王甫希. (2010). 推动工会转型是完善劳资冲突协调机制的重要途径, 《工会研究》, 第8期

学术著作

30. 程延园 & 王甫希 (2021) 《劳动关系(第5版)》, 中国人民大学出版社。(教育部面向21世纪人力资源管理系列教材; “十二五”普通高等教育本科国家级规划教材; 面向21世纪课程教材)
31. 程延园 & 王甫希 (2021) 《员工关系管理》, 中国人民大学出版社。(中国人民大学劳动人事学院第四代系列教材)
32. 程延园 & 王甫希 (2020). 《劳动法与劳动争议处理》, 中国人民大学出版社。(教育部经济管理类主干课程教材)
33. 程延园 & 王甫希 (2018). 《员工关系管理》, 高等教育出版社。

34. **Wang, F., & Liu, M. (2016)** Collective Consultation in China: A Comparative study of two Auto Companies. *Book Chapter: China at work: A Labour Process Perspective on the Transformation of Work and Employment in China, Mingwei Liu and Chris Smith (Eds.)*, Palgrave, UK.

工作底稿

35. Wenjing Cai, **Wang, F.***, Evgenia Lysova, Jingzhou Pan, Ziyang Tang. Incongruence of Perceiving a Calling and Living a Calling and Employee Behavioral Outcomes: A Self-Regulation Perspective. **Submitted to *Journal of Occupational and Organizational Psychology***.(SSCI)
36. Fan, X., **Wang, F***, & Maria Kraimer. When Leaders Are Reluctant to Stay: The indirect Effects of Reluctant Staying on Laissez-faire Leadership and Delegation. **Submitted to *Journal of Applied Psychology*** (SSCI, A)
37. **Wang, F**, Jiang, K, Hu, J & Ma, K When More Is Too Much: Curvilinear Relationships between Service Climate and Service Employee Daily Behaviors.**Target Publication: *Journal of Management*** (SSCI, A)
38. **Wang, F**, Mingwei Liu, & Cheng*, Y. A second child discrimination? Chinese family planning policy and female recruitment discrimination. **Revision Stage. Target Publication: *British Journal of Industrial Relations*** (SSCI, A)
39. **Wang, F**, Han, Joo, Chen, Chao. When Injustice Does Not Hurt Performance? A Multilevel Investigation of Impact of Differentiated Treatments of Agency Workers on Individual Outcomes. **Revision Stage. Target Publication: *Journal of Management*** (SSCI, A)

主要会议论文

1. **Wang, F**, Cheng, Y. & Feng, J. (Aug, 2017). A second child discrimination? Chinese family planning policy and female recruitment discrimination . Manuscript presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA
2. **Wang, F.** & Liu, M. (Jun, 2017). Differentiated Treatments between Dispatch Employees and Regular Employees in China. Manuscript presented at the 69th LERA Annual Meeting , Anaheim, CA
3. **Wang, F.** (Nov, 2016). Institutionalizing Precariousness: Unpacking the “Black box” of Chinese Labor Dispatch Legalizing. Manuscript presented at the 9th ILERA Asian Regional Congress , Beijing, China
4. Cheng, Y., Feng, J & **Wang, F** (Mar, 2016) The Factors that Impact Motivations of Bank of China Expatriates and its Relevant HR Policy: A Case Study of the Bank of China. Manuscript presented at The Global Transformation of Work: Market Integration, China’s Rise, and Labor Adaption Conference, New Brunswick, NJ
5. **Wang, F** and Liu, M (Dec, 2014) Collective Consultation in China: A Comparative study of Two Auto

- Factories. Cornell-Renmin Workshop on Collective Bargaining in China, Renmin Univeristy, Beijing, China
6. **Wang, F** and Liu, M (June, 2014). Exploring New Practices for Employment Relations: A Comparison of Negotiation Strategies in Three Chinese Auto Firms. Manuscript presented at the 67th LERA Annual Meeting , Portland, OR
 7. **Wang, F** and Voos, P (Jan., 2014) Shirking: Does the Same Logic Hold in the Chinese Context? 2014 International Association for the Economics of Participation (IAFEP) Conference
 8. **Wang, F** and Liu, M (June, 2013). Does Democratic Management Matter? Evidence from a Petrochemical Cooperation State-Owned Enterprise in China. Manuscript presented at the 66th LERA Annual Meeting, St Louis, MO
 9. **Wang, F** and Liu, M (March, 2013). Collective Bargaining Implementation: The Case of Three Different Auto Factories. Invited presentation at ‘Workshop on Collective Bargaining in China’, Cornell University, ILO School.
 10. Cheng, Y & **Wang, F** (March, 2013) Labor Dispute Resolution in China. 2013 International Labour Process Conference (ILPC)
 11. **Wang, F** (July, 2012) Collective Voice, Participation Intention, and the Formation of Employee Participation Behavior. Manuscript presented at 2012 International Association for the Economics of Participation (IAFEP) Conference & Beyster Symposium

主要课题（项目）状况

1. 主持 国家自然科学基金青年项目，编号 72002035，组织差序管理如何促进绩效——多样化用工模式对工作行为与绩效影响机制研究，资助经费 24 万元，项目在研，2021 年 1 月-2023 年 12 月。
2. 主持 对外经济贸易大学中央高校基本科研基金项目，编号 19QN04，编制制度对高校教师编外人员薪酬福利水平的影响机制研究，资助经费 6 万元，项目结项，2020 年 1 月-2022 年 12 月。
3. 主持 2021 年“双百行动计划”青年教师社会调研项目，北京人工智能领域人才技能提升培训情况调研，资助经费 3000 元，项目结项，2021 年 9 月-2021 年 12 月。
4. 主研 国家自然科学基金面上项目，编号 72072032，守住底线与攀登高线：规避型和促进型道德领导行为的内涵及对员工行为的差异化影响，资助经费 57.4 万元，目前在研，期限为 2021/01-2024/12
5. 主研 国家自然科学基金面上项目，编号 71772041，青年外派人员的发展网络、职业生涯不安全感及其对早期职业成功的影响，资助经费 46 万元，目前在研，期限为 2018/01-2021/12。
5. 主研 国家自然科学基金青年项目，编号 71704024，医患关系的微观大数据分析：患方医暴与药价改革如何影响医生行为及患者福利，资助经费 20 万元，目前在研，期限为 2018/01-2020/12。
6. 主研 教育部社科基金青年项目，编号 20YJC630234，协同治理视域下粤港澳大湾区劳动用工融合和争议处理机制的创新研究，资助经费 8 万元，目前在研，期限为 2020/01-2022/12。

7. 主研 全国教育科学规划(教育部)重点项目, 编号 CEAA2020047, 大学生实践活动对其领导力涌现的影响研究, 资助经费 10 万元, 目前在研, 期限为 2020/09-2023/9。
8. 主研 北京市社会科学基金研究基地项目一般项目, 编号 19JDGLB018, 北京市高科技企业中的跨专业团队创新过程与产出, 资助经费 8 万元, 目前在研, 期限为 2019/11-2022/7。
9. 主研 广东省哲学社会科学规划一般项目, 编号 GD19CGL11, 跨法域背景下的粤港澳大湾区劳动关系协调机制研究, 资助经费 5 万元, 目前在研, 期限为 2019/12-2022/12。
10. 主要参与 国家社会科学基金重大项目, 编号 19ZDA136, 中国参与制定国际劳工标准新规则研究, 资助额度 80 万元, 目前在研, 资助期限为 2019 年 11 月--2023 年 12 月。

主要奖励

2021	对外经济贸易大学中法国际工商管理学院荣誉教师奖
2020	国际商学院优秀党员/入围“北京市优秀青年人才”终选名单
2019	中国职业发展论坛暨劳动经济学会职业开发与管理分会年会论文二等奖
2016-2017	学年第二学期本科课堂教学质量评价列位于前 10%
2018-2019	学年第一学期本科课堂教学质量评价列位于前 10%
2011-2014	国家留学基金委留学奖学金资助
2009-2010	国家奖学金

教学经历(独立授课)

对外经济贸易大学商学院本科生教学:

- 2017年春季学期 员工关系管理与人事法规, 课程编号: HRM314-1
- 2017-20年秋季学期 员工关系管理与人事法规, 课程编号: HRM314-1
- 2017-19年秋季学期 Leadership: Authentic Leadership Development, 课程编号: IUP 515 (英文教学)
- 2020-21年春季学期 Leadership: Authentic Leadership Development, 课程编号: IUP 515 (英文教学)
- 2019-20年春季学期 人力资源管理概论, 课程编号: HRM303-5
- 2020-21年夏季学期 Organizational Behavior (online, 英文教学)
- 2020年秋季学期 Organizational Behavior (英文教学)
- 2021年夏季学期 Organizational Behavior (英文教学)

对经济贸易大学商学院硕士生/博士生教学:

- 2017年春季学期 战略人力资源管理, 课程编号: 03085031
- 2018-20年春季学期 战略人力资源管理, 课程编号: 03085022
- 2019年春季学期 Seminar in Human Resource Management (博士课程英文教学)

对经济贸易大学商学院MBA/MPACC教学:

- 2018-20年秋季学期 人力资源管理

中国人民大学商学院IMBA教学:

- 2017年秋季学期 Human Resource Management (英文教学)

韩国首尔科学综合大学院大学研究生/博士生教学:

2020年秋季学期 Seminar in Human Resource Management (博士课程)
2021年春季学期 Seminar in Human Resource Management (博士课程)
2021年秋季学期 Digital Organizational Behavior (MBA)
2021年秋季学期 Seminar in Organizational Behavior (博士课程)

美国罗格斯大学管理和劳动关系学院本科生教学:

2013年春季学期 劳动经济学(Economics of the Employment Relationship), 课程编号: 37:575:325:01
2013年秋季学期 组织行为学与工作(Organizational Behavior & Work), 课程编号: 37:575:345:02
2014年秋季学期 组织行为学与工作-网络课程(Organizational Behavior & Work (online)), 课程编号: 37:575:345:92

学生论文指导

2017-	丁言乔	对外经贸大学商学院博士论文 副导师
2018- 2020	金媛 爱仁	对外经贸大学商学院MBA硕士论文 导师
2019- 2021	刘诚	对外经贸大学商学院MBA硕士论文 导师
2020-	沈千贺	对外经贸大学商学院企业管理学术硕士论文 导师
2021-	沈星, 李泽鹏	韩国首尔科学综合大学院大学商学院博士论文 导师

专业相关经历

国际期刊编委 (Editorial Board Member)

Labor History (SSCI, JCR2)

国际期刊匿名评审:

Human Relations
International Journal of Human Resources Management
Labor History
Asia-Pacific Journal of Financial Studies (SSCI)
Comparative Labor Law and Policy Journal
Frontiers of Business Research in China

国内期刊匿名评审:

《管理世界》
《南开管理学评论》
《中国软科学》
《社会发展研究》(CSSCI)
《中国人力资源开发》(CSSCI)

所属国际职业协会:

管理学协会(Academy of Management, AOM)
劳动与雇佣关系协会(Labor and Employment Relations Association, LERA)
人力资源协会(Society for Human Resources Management, SHRM)