

PINGSHU (PING) LIEmail: pingshu.li@utrgv.edu**EDUCATION**

University of Kansas – School of Business

Ph.D, Human Resource Management & Organizational Behavior (2016)

Dissertation: *The loss of human capital, social capital and stars: Collective turnover and unit-level performance*

- *2015 SHRM Foundation Dissertation Grant*
- *2016 AOM HR Division Best Student Convention Paper*
- *2016 AOM Best Paper Proceedings*

Marquette University – School of Business Administration

Master's in human resource management (2011)

- **Honored Beta Gamma Sigma Membership**

ACADEMIC POSITION

University of Texas Rio Grande Valley – College of Business & Entrepreneurship

Associate Professor (tenured)

Sep. 2022---Present

Assistant Professor

Sep. 2016—Aug. 2022

Management PhD Program Coordinator

Sep. 2022---Present

Journal of Business Research

Associate Editor

Jan. 2024—Present

RESEARCH INTERESTS

Strategic HRM and Human Capital, Prosocial Motivation, Research Methods

REFEREED PUBLICATIONS

Li, P., Qu, Y., Li, M., Downes, P., & Wang, G. (forthcoming). The Effects of Relational Human Resource Management: A Moderated Mediation Model of Positive Affective Climate and Collective Occupational Calling. *Human Resource Management*.

Li, Y., Cabano, F., & Li, P. (2023). How to attract low prosocial funders in crowdfunding? Matching among funders, project descriptions, and platform types. *Information & Management*, 60(7), 103840.

Martínez-del-Río, J., Li, P., & Guthrie, J. P. (2022). Antecedents of high performance work practices in SMEs: an attention-based view. *The International Journal of Human Resource Management*, 33(16), 3275-3297.

Abebe, M. A., Li, P., Acharya, K., & Dasgupta, J. J. (2020). The founder chief executive officer: A review of current insights and directions for future research. *Corporate Governance: An International Review*, 28(6), 406-436.

Flinchbaugh, C., Zare, M., Chadwick, C., Li, P., & Essman, S. (2020). The influence of independent contractors on organizational effectiveness: A review. *Human Resource Management Review*, 30(2), 100681.

Chadwick, C., & Li, P. (2018). HR systems, HR departments, and perceived establishment labor productivity. *Human Resource Management*, 57(6), 1415-1428.

Flinchbaugh, C., Valenzuela, M. A., & Li, P. (2018). Developing employee socio-technical flexibility in a multigenerational workforce. *Journal of Management & Organization*, 24(4), 517-532.

Super, J., Li, P., Ishqaidaf, G., & Guthrie, J. (2016). Group rewards, group composition and information sharing: A motivated Information processing perspective. *Organizational Behavior and Human Decision Processes*, 134, 31-44.

- Reprint: "If I Share What I Know, Will You Listen? The Role of Personality and Rewards in Information Sharing and Group Decision Making". *Rutgers Business Review*.

Flinchbaugh, C., Li, P., Luth, M., & Chadwick, C. (2016). Team-Level high involvement work practices: Investigating the role of knowledge sharing and perspective taking. *Human Resource Management Journal*, 26, 134-150.

Huang, M., Li, P., & Meschke, F., Guthrie, J. P. (2015). Family firms, employee satisfaction and corporate performance. *Journal of Corporate Finance*, 34, 108-127.

- Media coverage: "Amazon's work/life balance lags other tech companies, study says," *The Wall Street Journal*

Flinchbaugh, C., Luth, M., & Li, P. (2015). A challenge or a hindrance? Understanding the effects of stressors and thriving on life satisfaction. *International Journal of Stress Management*, 22(2)

****Refereed Proceedings**

Li, P., Chadwick, C., & Zhang, Z. (2017). The consequences of not seeing eye to eye: Examining the variability between managers' and employees' perceptions of HR practices. *Academy of Management Best Paper Proceedings*.

Li, P., & Guthrie, J. P. (2016). Collective turnover: The loss of human capital and stars. *Academy of Management Best Paper Proceedings*.

PAPERS UNDER REVIEW [Titles redacted to protect the blind review process]

Li, M., Martínez-del-Río, J., Li, P., & Guthrie, J. [The adoption of green HR practices]

- 2nd R & R at *Journal of Business Research*

Li, P., Li, M., Chung, H., Chadwick, [M&A, Downsizing and HRM]

- 1st R & R at *Journal of Management*

BOOK CHAPTERS

Jiang, K., & Li, P. (2019). Models of Strategic Human Resource Management. *The Sage Handbook of Human Resource Management*, Chapter 2.

Li, P., & Guthrie, J. (2014). Survivor syndrome. *Organizational Behavior of the Wiley Encyclopedia of Management*, Volume 11, 3rd edition.

BEST PAPER AWARDS

Li, P., Chadwick, C., & Zhang, Z.. The consequences of not seeing eye to eye: Examining the variability between managers' and employees' perceptions of HR practices.

- *HR Division Best Convention Paper at the 2017 Academy of Management Conference in Atlanta.*

Li, P., & Guthrie, J. P. Collective Turnover: The loss of Human Capital and Stars.

- *HR Division Best Student Convention Paper at the 2016 Academy of Management Conference in Anaheim.*

Huang, M., Li, P., & Meschke, F., Guthrie, J. P. Family firms, employee satisfaction and corporate performance.

- *Semifinalist of Best Paper Award at the 2014 Financial Management Association Conference in Nashville, TN.*

CONFERENCE PRESENTATIONS

Li, P., Li, M., Chung, H., Chadwick, C. It's Different: Examining the Effect of Firm HR Competency on Employee Downsizing Following Mergers & Acquisitions. Presented at the Southern Management Association Conference, St. Pete Beach, November, 2023.

Li, P., Morgeson, F, & Gonzalez, J. Being at Working Amid the Pandemic: Understanding the Role of Disruption, Work Demand and Past Event Experience on Turnover Intentions. Presented at the Academy of Management National Conference, Boston August, 2023.

Li, P., McFarland, L, & Welbourne, J. Moral Outrage and Public Shaming on Social Media: The Role of Organizational Affiliation and Identification. Presented at the Academy of Management National Conference, Seattle August, 2022.

Li, P., Qu, Y., Li, M., Downes, P., & Wang, G. Saved by Society: The Compensatory Effects of Occupational Calling and Relational Human Resource Management for Nursing Work During the COVID-19 Pandemic. Presented at the Academy of Management National Conference, Seattle August, 2022.

Li, P., Qu, Y., Li, M., & Wang, G. Does Human Resource Management Affect Nurses' Outcomes amid the COVID-19 Pandemic? The Role of Unit-Level Career Calling. Presented at

the 11th Relational Coordination Collaborative Conference, 2021[Virtual Conference].

Li, P., Gonzalez, J., Miranda, G., Chen, P., & Zhang, S. Stressed by The Pandemic?: The Role of Job-related Stressors and Perceived Organizational Support. Presented at the Southern Management Association Conference, New Orleans, November, 2021.

Li, P., & Mao, J. Human Capital Comparison and Turnover Contagion: Evidence from the U.S. Accounting Auditors. To be Presented at the Strategic Management Society Conference, Toronto, September, 2021 [Virtual Conference].

Li, Y., Li, P., & Cabano, F. How to Attract Low Prosocial Funders in Crowdfunding? Matching Among Funders, Project Descriptions, and green Platform Types. Presented at the Academy of Management National Conference, Philadelphia August, 2021 [Virtual Conference].

Li, M., Martínez-del-Río, J., Li, P., & Guthrie, J. Why Go Green? Exploring Antecedents of Implementing Green HRM. Presented at the Academy of Management National Conference, Philadelphia August, 2021 [Virtual Conference].

Li, P., Zhao, J. & Messersmith, J.G. Finding common ground: The effect of HR Manager and Line Manager alignment on organizational climate and innovation performance. Presented at the Academy of Management National Conference, Vancouver, August, 2020 [Virtual Conference].

Li, P., Acharya, K, Millet, E., & Guthrie, J. Team-Based Rewards: A Meta-Analysis of Directed, Moderated and Mediated Performance Effects. Presented at the 7th European Reward Management Conference, Brussels, Belgium, December, 2019.

Li, P., Miranda, G. & Welbourne, J. Public shaming in the social media: Underlying mechanisms and future research agenda. Presented at the Academy of Management National Conference, Boston, August, 2019.

Li, P., & Huang, M. Thumbs-up or thumbs-down: Investigating CEO risk-taking incentives and employees' attitudes. Presented to SMS Annual Conference, Las Vegas, March, 2019.

Li, P., Acharya, K, Millet, E., & Guthrie, J. Team rewards and team performance: A meta-analytic investigation. Presented at the Academy of Management National Conference, Chicago, August, 2018.

Li, P., & Campion, M. C. Psychological Resources: Can They Be a Source of Firm Competitive Advantage? Presented to SMS Annual Conference, Huston, October, 2017.

Li, P., Chadwick, C., & Zhang, Z.. The consequences of not seeing eye to eye: Examining the variability between managers' and employees' perceptions of HR practices. Presented at the Academy of Management National Conference, Atlanta, August, 2017.

Li, P., & Guthrie, J. Star power: The effects of hiring different types of stars on unit-level performance. Presented at the Academy of Management National Conference, Atlanta, August, 2017.

Li, P., Jiang, K., Chadwick, C., Zhang, Z., & Chen, S. Alignment effect between management reported and employee experienced HPWS on team performance: Investigating R&D teams. Presented at SMS Special Conference, Milan Italy, March, 2017.

Li, P., Huang, M., Guthrie, J., & Meschke, F., Thumbs-up and thumbs-down? CEO risk-taking and employees' CEO approval. Presented at the 9th Annual People and Organizations Conference, The Wharton Business School, 2016.

Li, P., & Guthrie, J. P. Collective Turnover: The loss of Human Capital and Stars. Presented at the Academy of Management National Conference, Anaheim, August, 2016.

Li, P., & Chen, S. Linking perspective taking and employee creative self-efficacy: The role of an involved leader. To be presented at the Academy of Management National Conference, Anaheim, August, 2016.

Guthrie, J. P., Li, P., & Meschke, F. Layoffs, collective employee satisfaction, and firm Performance: A multilevel examination of boundary conditions. Presented at Southern Management Association, St. Pete Beach, FL, October, 2015.

Li, P., & Campion, M. C. Powering out with psychological resources: How psychological resources contribute to sustainable competitive advantage. Presented at the Academy of Management National Conference, Vancouver, August, 2015.

Li, P., & Chadwick, C. The interactive effects of HPWS, HR department, firm size on labor productivity: The role of HR department. Presented at the Academy of Management National Conference, Vancouver, August, 2015.

Li, P., Wan, D., Chuang, H., Guthrie, J. P. Pay level and pay satisfaction: Effects on customers and firms. presented to the Society for Industrial and Organizational Psychology, Philadelphia, April, 2015.

Martínez-del-Río, J., Li, P., Guthrie, J. P., & Céspedes-Lorente, J. The adoption of high involvement work practices: Effects of competitive vs. institutional motivation. Presented to IX International workshop on Human Resource Management, Seville, Spain, October, 2014.

Flinchbaugh, C., Li, P., & Luth, M. High involvement work practices at the team-level: Investigating the value of knowledge sharing. Presented to Southern Management Association, Savannah, GA, November, 2014.

Huang, M., Li, P., & Meschke, F. Guthrie, J. P. Family firms, employee satisfaction and corporate performance. Presented to the Financial Management Association Conference, Nashville, TN, October, 2014.

Guthrie, J. P., Li, P., & Meschke, F. Layoffs, affective human capital, and firm Performance. Presented to the Academy of Management National Conference, Philadelphia, August 2014.

Li, P., Guthrie, J., & Schloemer, H. Affective capital and firm performance: Top-down or bottom-up?

Presented to the Society for Industrial and Organizational Psychology, Honolulu, HI, May, 2014.

Flinchbaugh, C., & Li, P. Millennials in social service: What type of involvement in management practices matters? Presented to the Western Academy of Management Conference, Napa, Valley, CA, March, 2014.

Guthrie, J., Ishqaidef, G. Li, P., & Super, J. Group incentives and task performance: An information asymmetries perspective Presented to the National Academy of Management Conference, Orlando, FL, August, 2013.

Flinchbaugh, C., Luth, M., & Li, P. The value of student thriving through semester-long stressors Presented to the National Academy of Management Conference, Orlando, FL, August, 2013.

CHAired PRESENTATION & SYMPOSIUM

Organizer, 2023. “*Advancing Turnover Research: Bridging Disciplinary and Research-Practitioner Gaps*” at the 2023 Academy of Management Conference, Boston, MA. *Selected as Showcase Symposium.*

Organizer, 2019. “*2018 SHRM Foundation Award Winner Presentations*” at the 2019 Academy of Management Conference, Boston, MA.

Session Chair, 2019. “*HR and Employee Ownership*” at the 2019 Academy of Management Conference, Boston, MA.

Session Chair, 2015. “*Cognitive Models of Employee Turnover*” at the 2015 Academy of Management Conference, Vancouver, BC.

Co-organizer, 2015. “*Formal Human Resource Management Functions and Firm Effectiveness*” at the 2015 Academy of Management Conference, Vancouver, BC. *Selected as Showcase Symposium from HR Division.*

TEACHING EXPERIENCE

University of Texas Rio Grande Valley:

PhD seminar—Research Methods II (Fall 2023), N/A

Human Resource Management in Healthcare (Fall, 2023), average student rating: 4.8/5.0

Recruitment and Selection (Spring 2023), average student rating: 4.7/5.0

Human Resource Management in Healthcare (Fall, 2022), average student rating: 4.5/5.0

Human Resource Management (Fall, 2022)-two sessions, average student rating: 4.6/5.0

Recruitment and Selection (Spring 2022), average student rating: 4.7/5.0

Human Resource Management (Fall, 2021)-two sessions, average student rating: 4.5/5.0

Recruitment and Selection (Spring 2021), average student rating: 4.8/5.0

Human Resource Management (Fall, 2020)-two sessions, average student rating: 4.9/5.0

PhD seminar—Research Methods II (Spring 2020), N/A

Recruitment and Selection (Spring 2020), average student rating: 4.9/5.0

Human Resource Management (Spring 2019)-two sessions, average student rating: 4.8/5.0

Recruitment and Selection (Fall 2018)-two sessions, average student rating: 4.6/5.0

Human Resource Management (Spring 2018)-two sessions, average student rating: 4.6/5.0

Human Resource Management (Fall 2017)-two sessions, average student rating: 4.8/5.0

Recruitment and Selection (Spring 2017), average student rating: 4.9/5.00
 Human Resource Management (Fall 2016)-two sessions, average student rating: 4.6/5.0

University of Kansas:

Organizational Behavior (Spring 2015)-39 students, Student Ratings: 4.44/5.00
 Organizational Behavior (Fall 2014)-35 students, Student Ratings: 4.33/5.00
 Organizational Behavior (Spring 2014)-35 students, Student Ratings: 4.68/5.00
 Organizational Behavior (Fall 2013)-35 students, Student Ratings: 4.52/5.00

INNOVATIVE TEACHING

Li, P., & Flinchbaugh, C. Taking care of students by taking care of their positivity: Delivering positivity tips to facilitate student success in the classroom and beyond. Presented to OBTC, Vanderbilt University, Nashville, TN, June, 2014.

STUDENT DISSERTATION & THESIS COMMITTEES

Thesis Committee Chair, 2024, Hilda Obiri -Yeboah (accepted to the UT-Dallas PhD program)
 Dissertation Committee Member, 2021: Gerardo Miranda
 Dissertation Committee Member, 2021: Ravi Bala
 Dissertation Committee Member, 2019: Joseph Simpson

GRANTS & AWARDS

Conference Awards

2017 AOM HR Division Best Convention Paper
 2016 AOM HR Division Best Student Convention Paper
 2015 SHRM Foundation Dissertation Grants
 2015 Atlanta Competitive Advantage Conference, Doctoral Consortium Award
 2014 Southern Management Association, Late-stage Doctoral Consortium Award
 2014 Teaching Society for Management Educators, Doctoral Consortium Award

University of Texas Rio Grande Valley

2024 Faculty Summer Research Funding Award
 2022 Faculty Research Seeding Grant
 2022 Junior Faculty Summer Research Funding Award
 2021 Junior Faculty Summer Research Funding Award
 2020 Junior Faculty Summer Research Funding Award

University of Kansas

2016 Max E. Fessler Dissertation Award
 2016 John O. Tollefson Best Paper Award (With Minjie Huang)
 2015 School of Business Best Paper Award
 2014 Constance Ducey Teaching Award, School of Business
 2014 University of Kansas General Research Fund Award (With Lee, J.)
 2013 School of Business Best Paper Award
 2013 University of Kansas General Research Fund Award (With Guthrie, J.)

Marquette University

2011 Beta Gamma Sigma Membership Honored, Marquette University

ACADEMIC SERVICE

2024 Western Academy of Management (WAM) People & Workplace Track Chair
 2019 SHRM Foundation Dissertation Grant Selection Committee Chair for HR Division of AOM Conference

2018 Best Convention Paper Selection Committee Chair for HR Division of AOM Conference

2017 Best Student Paper Selection Committee Chair for HR Division of AOM Conference

Associate Editor at Journal of Business Research

Editorial Board at Human Resource Management Journal (UK)

Ad hoc Reviewer for Personnel Psychology, Human Resource Management, International Journal of Human Resource Management, Journal of Business Research.

Ad hoc reviewer for Academy of Management Conference

INDUSTRIAL EXPERIENCE

2010 HR Analyst

Manpower Group Inc. Global Headquarter, Milwaukee, WI

2005 –2008 HR Supervisor

Industrial and Commercial Bank of China (ICBC), Shanghai, China

PROFESSIONAL AFFILIATIONS

Academy of Management

Strategic Management Society

Southern Management Association
