

LEI WANG, Ph.D.

PROFESSIONAL The University of Texas – Rio Grande Valley
Department of Management
1201 West University Drive
Edinburg, TX 78539
Tel: 956-665-8759
Email: lei.wang@utrgv.edu

EDUCATION Ph.D. in Business Administration, New Mexico State University, College of
Business Administration and Economics, May 2005
Major: Management – Organizational Behavior, Human Resources Management,
Minor: Statistics

Master of Arts, Western Kentucky University, Bowling Green, Kentucky, 2000
Major: Industrial/Organizational Psychology

Bachelor of Arts, Shanghai Normal University, Shanghai, China, 1991
Major: English

RESEARCH &
TEACHING
INTERESTS Organizational Behavior and Human Resource Management

GRANTS &
AWARDS Western Academy of Management Doctoral Consortium grant
Distinguished Research Award (2002-2003), Department of Management, New
Mexico State University
Advisor of the Year Nominee (2012), the University of Texas – Pan American
\$6,000 Research Fund, Denver Foundation (2015)

UNIVERSITY
TEACHING The University of Texas – Rio Grande Valley, 2015-

The University of Texas – Pan American (UTPA), Associate Professor, 2011-
2015

The University of Texas – Pan American (UTPA), Assistant Professor, 2005-
2011

As an instructor:

- Principles of Management (undergraduate level)
- Management Internship (undergraduate level)
- Human Resource Management (undergraduate level, online and on-site
classes)
- Training and Development (undergraduate level)
- Compensation (undergraduate level)
- Organizational Behavior (undergraduate, MBA, doctoral level, on-site
class and online class)
- Human Resource Management in Healthcare (MBA level, online class)
- Equal Employment Opportunity Law (MBA level, online class)
- Leadership and Organizational Change (MBA level, online class)

Research Methods (doctoral level)

The University of Texas – Pan American (UTPA), lecturer 2004 - 2005

As an instructor:

Human Resource Management (undergraduate level)

Training and Development (undergraduate level)

Compensation (undergraduate level)

Organizational Behavior (undergraduate level)

New Mexico State University, Graduate Assistant, 2000 – 2003

As an instructor:

Human Behaviors in Organizations (undergraduate level, on-site class
and online class)

Leadership and Motivation (undergraduate level)

As a teaching assistant:

Human Resources Management

Compensation Management

Selection and Placement

PUBLICATIONS

Wang, L., Bishop, J. W., Chen, X., & Scott, K. D. (2002). Collectivist orientation as a predictor of affective organizational commitment: A study conducted in China. *International Journal of Organizational Analysis*, 10, 226-239.

Wang, L., Black, J. A. & Hinrichs, K. T. (2004). The effect of environment, learning, and values on strategic decision-making: A case study of an American health clinic. *IBAT Journal of Management*, 1, 47-74.

Bishop, J. W., & Wang, L. (2004). Section III, Chapter 18, Teams, team process, and team building. In L. Garcia (Ed.), *Clinical laboratory management*, pp. 333-347. Washington, DC: ASM.

Wang, L., & Hinrichs, K. T. (2005). Realistic expatriate assignment preview: A potential solution to expatriate premature return. *International Journal of Organizational Analysis*, 13(3), 269-282.

Wang, L. (2007). Sources of leadership self-efficacy: Follower feedback and group performance outcomes. *International Journal of Business Research*, 7(6) 140-148.

Wang, L., & Prieto, L. (2009). Institutional and Individual Factors Impacting Domestic Private Companies in China. *International Journal of Organizational Analysis*, 17(4), 306-319.

Prieto, L., Wang, L., Hinrichs, K., & Aguirre-Milling, H. (2010). Propensity for self-employment: Contrasting the United States and Mexico. *Journal of Small Business and Enterprise Development*, 17(3), 315-333.

Prieto, L., & Wang, L. (2010). Strategizing of China's major players: A Bourdieunian perspective. *Journal of Organizational Change Management*, 23(3), 300-324.

Wang, L., Prieto, L., Hinrichs, K., & Black, J. (2010). Followers' behavior and the leader's self-efficacy. *Journal of Business and Management*, 16(2), 139-151.

Wang, L., Howell, J., Hinrichs, K., & Prieto, L. (2011). Organizational citizenship behavior: The role of value/identity-based motivation. *Journal of Leadership and Organizational Studies*, 18(1), 14-24.

Wang, L., Prieto, L., & Hinrichs, K. (2011). Direct and indirect effects of individual and environmental factors on motivation for self-employment: A model and its validation. *Journal of Developmental Entrepreneurship*, 15(4), 481-502.

Wang, L. (2011). Perceived equity and unionization propensity in China. *Management Research Review*, 34(6), 678-686.

Hinrichs, K. T., Wang, L., Hinrichs, A., & Romero, E. (2012). Moral disengagement through displacement of responsibility: The role of leadership beliefs. *Journal of Applied Social Psychology*, 42(1), 62-80.

Wang, L., Prieto, L., Hinrichs, K., & Aguirre-Milling, H (2012). A cross-cultural study of motivation for self-employment: Comparing China, Mexico, and the US. *International Journal of Entrepreneurial Behaviour & Research*, 18(6), 649-672.

Wang, L., Hinrichs, K., Prieto, L., & Howell, J. (2013). Five Dimensions of Organizational Citizenship Behavior: Comparing Antecedents and Levels of Engagement in China and the U.S. *Asia Pacific Journal of Management*, 30(1), 115-147.

Bishop, J. W., Scott, K. D., Maynerd-Patrick, S., & Wang, L. (2014). Section III, Chapter 18, Teams, team process, and team building. In L. S. Garcia (Ed.), *Clinical laboratory management*, pp. 373-391. Washington, DC: ASM.

Wang, L. Prieto, L. & Dagher, G. (2014). Perceived organizational justice and a wildcat strike: A study conducted in China. *Academy of Taiwan Business Management Review*, 10(1), 112-122.

PAPER UNDER
REVIEW

Wang, L., & Dagher, G. The Graded Model of Salary Increase: A solution to the problem of salary compression and inversion in faculty salaries. Paper under review by Personnel Review.

PROCEEDINGS &
PRESENTATIONS

Wang, L., Bishop, J. W., Chen, X., & Scott, K. D. (2002). Collectivist orientation as a predictor of affective organizational commitment: A study conducted in China. *Proceedings of the Ninth Annual International Conference on Advances in Management*, 9, 79.

Wang, L., & Hinrichs, K. T. (2003). Realistic expatriate assignment preview: A possible solution to expatriate premature return. *Proceedings of the 44th Annual Conference of the Western Academy of Management*, Palm Springs, California.

Wang, L., & Howell, J. P. (2003). The upward Pygmalion effect in a team environment. *Proceedings of the 44th Annual Conference of the Western Academy of Management*, Palm Springs, California.

Benson, P., & Wang, L. (2003). Career development in its economic context: One country's movement toward increasing opportunities. Paper presented at the *International Conference of the Academy of Business Administration*, Puerto Vallarta, Mexico.

Wang, L., Black, J. A., & Hinrichs, K. T. (2004). If not rational, then what? A study of strategic decision-making patterns. Paper presented at the *45th Annual Conference of the Western Academy of Management*, Anchorage Alaska.

Wang, L. (2006). The effects of individual and environmental factors on motivation for self-employment. Paper presented at *the Annual Conference of the Academy of Management*, Atlanta.

Prieto, L., & Wang, L. (2006). A cross-cultural study of motivation for self-employment: comparing the United States and Mexico. Paper presented at *the Annual Conference of the Academy of Management*, Atlanta.

Hinrichs, K. T., Romero, E. J., & Wang, L. (2007). Follower moral responsibility: The role of leadership self-efficacy, leadership beliefs, and self-monitoring. *Proceedings of the 48th Annual Conference of the Western Academy of Management*, Missoula, Montana.

Wang, L., Prieto, L., Hinrichs, K., Milling, H. A., Sun, L., Zhang, H., & Zhang, R. (2007). A cross-cultural study of motivation for self-employment: Comparing China, Mexico, and the US. Paper presented at *the Annual Conference of the Academy of Management*, Philadelphia.

Wang, L., & Hinrichs, K. (2008). A study of organ's five dimensions of organizational citizenship behavior in the US and China. *Proceedings of the 29th Annual International Industrial Relations and Human Resources Conference*, Louisville, KY.

Wang, L. (2008). Perceived organizational justice and wildcat Strike: A study conducted in China. *Proceedings of the 29th Annual International Industrial Relations and Human Resources Conference*, Louisville, KY.

Hinrichs, K. T., & Wang, L. (2009). Moral disengagement through displacement of responsibility: The importance of leadership beliefs. Paper presented at *The 50th Annual Conference of the Western Academy of Management*, Park City, Utah.

Wang, L., Dagher, G., & Wu, S. B. (2009). Perceived equity and unionization propensity: A study conducted in China. Paper presented at *the 2nd Rikkyo University International Business Studies Symposium, Tokyo, Japan.*

Wang, L., Howell, J., & Hinrichs, K. (2009). Value/identity based motivation and organizational citizenship behavior. Paper presented at the *Annual Conference of the Academy of Management, Chicago.*

Wang, L., Prieto, L., & Howell, J. (2012). The leader-follower duality as "upward (downward) spirals". Paper presented at the *Annual Conference of the Academy of Management, Boston.*

Wang, L. (2013). Workers' basic needs and labor relations: A study conducted in China. Paper accepted for presentation at the Fall Conference of the Academy of Business Research, San Antonio.

Wang, L., & Dagher, G. (2014). The Graded Model of Salary Increase: A solution to the Problem of Salary Compression and Inversion in Faculty Salaries. Paper presented at the *Annual Conference of Decision Sciences Institute.*

WORKING PAPER

Wang, L. Value/identity-based motivation and ethical sales behavior.

Wang, L., Gonzalez, J. Prieto, L., & Howell, J. A model of the Upward Pygmalion Effect.

PROFESSIONAL EXPERIENCE

2015-	Associate Professor The University of Texas – Rio Grande Valley
2011- 2015	Associate Professor
2005 - 2011	Assistant Professor The University of Texas – Pan American
2004 - 2005	Lecturer The University of Texas – Pan American
1999 (May – August)	Human Resource Intern Eastman Kodak Co., Rochester, New York
1997 - 1998	Executive Secretary Eastman Kodak Co., Shanghai, China
1996 - 1997	English Translator Shanghai-South Australia Business Co., Ltd., Shanghai, China

1995 Tour Guide (Part-time)
East-Shanghai International Travel Agency, Shanghai, China

1991 - 1996 English Teacher
Shanghai Light Industry College, Shanghai, China

PROFESSIONAL
ASSOCIATIONS Academy of Management

SERVICE

2003 Conference Assistant, SunBreak Conference on Organizations

2003 Reviewer, Western Academy of Management Conference

2003-2004 President, Business Doctoral Student Association, New Mexico State
University

2006 Reviewer, Academy of Management Conference

Reviewer, Academy of International Business

2007 Reviewer, Academy of Management Conference

Reviewer, Academy of International Business

Member, Placement Service Committee, Academy of Management Conference

Member, Library Committee, the University of Texas – Pan American

2008 Reviewer, Academy of Management Conference

Reviewer, Academy of International Business

Pre-revision Reviewer of the Human Resource Management (11th ed.) by
Dessler, G. (2008)

Member, Library Committee, the University of Texas – Pan American

2009 Secretary, the College Curriculum Committee, College of Business
Administration, the University of Texas – Pan American

Reviewer, Academy of International Business

Member, Library Committee, the University of Texas – Pan American

Member, Dissertation Committee of Olga Chapa, the University of Texas – Pan
American

Faculty Advisor, the Student Chapter of the Society for Human Resource Management at the University of Texas – Pan American

Member, Merit Committee, Department of Management, the University of Texas – Pan American

Member, the Program Review Committee, the University of Texas – Pan American

Volunteer for HESTC and 2010 Census Event

2010

Secretary, the College Curriculum Committee, College of Business Administration, the University of Texas – Pan American

Faculty Advisor, the Student Chapter of the Society for Human Resource Management at the University of Texas – Pan American

Member, the Program Review Committee, the University of Texas – Pan American

Member, Search Committee, Department of Management, the University of Texas – Pan American

Member, Merit Committee, Department of Management, the University of Texas – Pan American

Volunteer, Texas HR Games Contest

Ad Hoc Reviewer, Journal of Leadership and Organizational Studies

2011

Secretary, the College Curriculum Committee, College of Business Administration, the University of Texas – Pan American

Faculty Advisor, the Student Chapter of the Society for Human Resource Management at the University of Texas – Pan American

Co-Organizer, the 1st Annual UTPA-SHRM Conference, the University of Texas – Pan American

Member, the Program Review Committee, the University of Texas – Pan American

Ad Hoc Reviewer, Journal of Business and Management

Ad Hoc Reviewer, Management Research Review

Guest Speaker, Psy Club, Department of Psychology, the University of Texas – Pan American

Member, Dissertation Committee of Roger Brown, the University of Texas – Pan American

Reviewer, Human Resource Management (Lussier & Hendon, Sage)

Ad Hoc Reviewer, Asia Pacific Journal of Management

Member, Scholarship and Recruiting Committee, College of Business Administration, the University of Texas – Pan American

Member, Merit Committee, Department of Management, the University of Texas – Pan American

2012

Ad Hoc Reviewer, International Journal of Management Reviews

Ad Hoc Reviewer, Academy of Management Review

Member, Dissertation Committee of Roger Brown, the University of Texas – Pan American

Member, Merit Task Force Committee, the University of Texas – Pan American

Member, the Program Review Committee, the University of Texas – Pan American

Member, Scholarship and Recruiting Committee, College of Business Administration, the University of Texas – Pan American

Member, Faculty Search Committee, Department of Management, the University of Texas – Pan American

Member, Tenure Review Committee, Department of Management, the University of Texas – Pan American

Reviewer, Human Resource Management (Lussier & Hendon, Sage)

Faculty Advisor, the Student Chapter of the Society for Human Resource Management at the University of Texas – Pan American

Reviewer, Healthcare Human Resource Management (Flynn, Mathis, & Jackson, South-Western College Pub.)

Nominated for Advisor of the Year by the Office for Student Involvement at the University of Texas – Pan American

2013

Chair, Department Chair Search Committee, Department of Management, the University of Texas – Pan American

Faculty Advisor, the Student Chapter of the Society for Human Resource Management at the University of Texas – Pan American

Member, Dissertation Committee of Roger Brown, the University of Texas – Pan American

Member, the Program Review Committee, the University of Texas – Pan American

Member, Tenure Review Committee, Department of Management, the University of Texas – Pan American

Member, Scholarship and Recruiting Committee, College of Business Administration, the University of Texas – Pan American

Member, Post-Tenure Review Committee, College of Business Administration, the University of Texas – Pan American

Volunteer, the Fabulous Trashion Show, Sand Castle Festival, South Padre Island, TX

External Reviewer for the Tenure Review Process, Lebanon American University, Beirut, Lebanon

Reviewer, 2014 conference of the International Association for Chinese Management Research.

Attendant, Peer Review Workshop

Member, Peer Review Standards Committee, Department of Management, the University of Texas - Pan American

Member, Students Awards and Recognition Committee, the University of Texas – Pan American

2014

Faculty Advisor, the Student Chapter of the Society for Human Resource Management at the University of Texas – Pan American

Member, Dissertation Committee of Roger Brown, the University of Texas – Pan American

Member, Tenure Review Committee, Department of Management, the University of Texas – Pan American

Chair, Scholarship and Recruiting Committee, College of Business Administration, the University of Texas – Pan American

External Reviewer for the Tenure Review Process, Lebanon American University, Beirut, Lebanon

Attendant, Peer Review Workshop

Member, Peer Review Standards Committee, Department of Management, the University of Texas - Pan American

Member, Students Awards and Recognition Committee, the University of Texas – Pan American

Volunteer, Texas Science Fair, the University of Texas – Brownsville

Member, Dissertation Committee of Kwanheui Cheon, the University of Texas – Pan American

2015

Reviewer, Academy of Management 2015 Conference

Member, Post Tenure Review Committee, Department of Management, the University of Texas – Pan American

Faculty Advisor, the Student Chapter of the Society for Human Resource Management at the University of Texas – Pan American

Member, Students Awards and Recognition Committee, the University of Texas – Pan American

Chair, Scholarship and Recruiting Committee, College of Business Administration, the University of Texas – Pan American

Member, Dissertation Committee of Kwanheui Cheon, the University of Texas – Rio Grande Valley

Volunteer, Sea Turtle Inc. South Padre Island, TX

Reviewer, Leadership and Organizational Development Journal

Chair, Annual Review Committee, Department of Management, the University of Texas – Rio Grande Valley