

CURRICULUM VITA

Cindy Wu, Ph.D.

Department of Management, Hankamer School of Business

Baylor University

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EDUCATION

- 2003 **Ph.D., Human Resources and Industrial Relations**
 School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
- 2001 **M.A., Labor and Industrial Relations**
 School of Labor and Employment Relations, University of Illinois at Urbana-Champaign
- 2000 **M.B.A., Human Resource Management Specialization**
 Institute of Human Resource Management, National Sun Yat-Sen University, Kaohsiung, Taiwan
- 1995 **B.B.A., Business Management**
 National Taiwan University, Taipei, Taiwan

ACADEMIC POSITIONS

- 2022-present **Associate Dean for Diversity and Inclusion**, Hankamer School of Business, Baylor University
- 2021-present **Professor**, Hankamer School of Business, Baylor University
- 2009-2021 **Associate Professor**, Hankamer School of Business, Baylor University
- 2003-2009 **Assistant Professor**, Hankamer School of Business, Baylor University
- 2001-2003 **Visiting Lecturer**, School of Labor and Employment Relations & College of Commerce, University of Illinois at Urbana-Champaign

HONORS/AWARDS

- 2021 Best Paper Award, Journal of Management, Spirituality, and Religion
- 2017 Mayo McBride Global Scholar, Baylor University
- 2011 Mayo McBride Global Scholar, Baylor University
- 2004 Invited Member, National Honors Society of Sigma Iota Epsilon
- 2002 Invited Member, National Honors Society of Phi Kappa Phi
- 2000 Koyama International Student Fellowship, University of Illinois

Note. * graduate student author; † undergraduate student author

RESEARCH INTERESTS

Employee health and wellness; leadership; employee motivation; recovery from work stress; work/non-work interface; occupational health; marginalized and non-traditional workers

PEER REVIEWED JOURNAL PUBLICATIONS

Chen, Y.-C., & **Wu, C** (2022). The relationship between customer mistreatment and workplace deviance: Mediating and moderating effects. *European Journal of Work and Organizational Psychology*. DOI: 10.1080/1359432X.2022.2067041

Neubert, M. J., **Wu, C.**, & Dougherty, K. D. (2021). Servant leadership from multiple domains and follower work behavior. *Journal of Management, Spirituality, and Religion*, 18(4), 272-292.

Wu, C, Hunter, E. M., Sublett, L. W. (2021). Gaining affective resources for work-family enrichment: A multisource experience sampling study of micro-role transitions. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2021.103541>.

Wu, C., Chen, Y.-C., & Umstatted Meyer, M. R. (2020). A moderated mediation model of emotional labor and service performance: Examining the role of work-family interface and physically active leisure. *Human Performance*, 33(1), 34-51.

Wilkerson, A. H., Bridges, C. N. *, **Wu, C.**, McClendon, M. E. *, Walsh, S. M., Patterson, M. S., & Umstatted Meyer, M. R. (2019). Process evaluation of the BearStand behavioral intervention: A social cognitive theory-based approach to reduce occupational sedentary behavior. *Journal of Occupational and Environmental Medicine*, 61(11), 927-935.

Walumbwa, F. O., Hsu, I.-C., **Wu, C.**, & Misati, E. *, & Christensen-Salem, A. (2019). Employee service performance and collective turnover: Examining the influence of initiating structure leadership, service climate, and meaningfulness. *Human Relations*, 72(7), 1131-1153.

Umstatted Meyer M. R., Meyer A. R., **Wu C.**, & Bernhart, J. * (2018). When helping helps: Exploring health benefits of cancer survivors participating in for-cause physical activity events. *BMC Public Health*, 18, 663. <https://doi.org/10.1186/s12889-018-5559-6>

Note. * graduate student author; † undergraduate student author

- Walumbwa, F. O., Muchiri, M. K., Misati, E. *, **Wu, C.**, & Meiliani, M. (2018). Inspired to perform: A multilevel investigation of antecedents and consequences of thriving at work. *Journal of Organizational Behavior*, 39(3), 249-261.
- Umstatted Meyer, M. R., **Wu, C.**, & Walsh, S. M.* (2016). Theoretical antecedents of standing at work: An experience sampling approach using the theory of planned behavior. *AIMS Public Health*, 3(4), 682-701.
- Hunter, E. M., & **Wu, C.** (2016). Give me a better break: Choosing workday break activities to maximize resource recovery. *Journal of Applied Psychology*, 101, 302-311.
- Wu, C.**, & Pooler, D. K. (2014). Social workers' caregiver identity and distress: Examining the moderating role of self-esteem and social support, *Social Work Research*, 38(4), 237-249.
- Neubert, M. J., **Wu, C.**, & Roberts, J. (2013). The Influence of ethical leadership and regulatory focus on employee outcomes. *Business Ethics Quarterly*, 23(2), 269-296.
- Johnson, K. L., & **Wu, C.** (2012). Creating entrepreneurial opportunities as a means to maintain entrepreneurial talent in corporations. *Journal of Small Business and Entrepreneurship* 25(3), 327-348.
- Liu, C.-T., **Wu, C.**, & Hu, C.-W.* (2010). Managing temporary workers by defining temporary work agency service quality. *Human Resource Management*, 49(4), 619-646.
- Wu, C.**, Lawler, J. J., & Yi, X. (2008). Overt employment discrimination in MNC affiliates: Home-country cultural and institutional effects. *Journal of International Business Studies*, 39, 772-794.
- Wu, C.**, McMullen, J. S., Neubert, M. J., & Yi, X. (2008). The influence of leader regulatory focus on employee creativity. *Journal of Business Venturing*, 23, 587-602.
- Walumbwa, F. O, **Wu, C.**, & Orwa, B. (2008). Contingent reward transactional leadership, work attitudes, and organizational citizenship behavior: The role of procedural justice climate perceptions and strength. *Leadership Quarterly*, 19, 251-265.
- Note.* * graduate student author; † undergraduate student author

- Wu, C.**, Neubert, M. J., & Yi, X. (2007). Transformational leadership, cohesion perceptions, and employee cynicism about organizational change: The mediating role of justice perceptions. *Journal of Applied Behavioral Science*, *43*(3), 327-351.
- Green, K. W. Jr., **Wu, C.**, Whitten, D., & Medlin, B. (2006). The impact of strategic human resource management on firm performance and HR professionals' work attitude and work performance. *International Journal of Human Resource Management*, *17*(4), 559-579.
- Neubert, M. J., & **Wu, J.-C. C.** (2006). An investigation of the generalizability of the Houghton and Neck Self-Leadership Questionnaire to a Chinese context. *Journal of Managerial Psychology*, *21*(4), 360-373.
- Sheldon, K. M., Elliot, A. J., Ryan, R. M., Chirkov, V., Kim, Y., **Wu, C.**, Demir, M., & Sun, Z. (2004). Self-concordance and subjective well-being in five cultures. *Journal of Cross-Cultural Psychology*, *35*(2), 209-233.
- Walumbwa, O. F., **Wu, C.**, & Ojode, L. A. (2004). Gender and instructional outcomes: The mediating effects of leadership styles. *Journal of Management Development*, *23*(3), 124-140.
- Wu, J. H., **Wu, J. C.**, & Lin, S. H. (1998). Training needs of management development: A case study of a steel company. *Journal of Human Resource Development*, *10*, 175-191. (in Chinese).

BOOK CHAPTERS

- Hackney, K. J., **Wu, C.**, & Nuner, J. (2020). Invisible grief: An examination of miscarriage in the workplace. In A. M. Rossi, J. A. Meurs, & P. L. Perrewé (Eds.), *Stress and quality of working life: Finding meaning in grief and suffering*, Vol. 7. (pp. 27-46). Information Age Publishing, Charlotte, NC.
- Neubert, M. J., & **Wu, C.** Action commitments (2009). In H. J. Klein, T. E. Becker, & J. Meyer (eds.), *Commitment in organizations: Accumulated wisdom and new directions*, Society for Industrial and Organizational Psychology Frontier Series. Lawrence Erlbaum, New York. NY.

Note. * graduate student author; † undergraduate student author

GRANT ACTIVITIES

KPMG Foundation Reaching New Height Program Grant Proposal: Our pledge to flourishing for all (2022). Requested \$95,900. Not funded.

Russell Sage Foundation Letter of Intent (Co-PI: Jerry Z. Park): Examining the influence of job applicant racial-justice civic engagement and intersectional stereotype (in)congruence in hiring discrimination (2021). Requested \$64,772. Not funded.

Russell Sage Foundation Letter of Intent (Co-PI: Jerry Z. Park): Examining intersectional stereotype incongruence in hiring bias (2020). Requested \$137,104. Not funded.

John Templeton Foundation Grant Proposal (sub-award through the Field Experiment of Religion Research Network & The University of Connecticut) (Co-PI: Jerry Z. Park): Comparing anti-religious and anti-racial bias: A field experiment (2019-2020). Awarded \$5,000.

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI's: Kaylee Hackney & Joyce Nuner): Miscarriage at work: A mixed-methods study (2019-2021). Awarded \$2,700.

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI's: Kaylee Hackney & Joyce Nuner): Miscarriage at work: A mixed-methods study (2019-2020). Submitted in February, 2019. Not funded.

Allergan Foundation Grant Proposal (Co-PI's: Renée Umstattd Meyer, Michael Scullin, Jason MacGregor): Influence of sleep and physical activity on working adults' engagements in work and family. Submitted in May 2018. Not funded.

Baylor University Undergraduate Research and Scholarly Achievement (URSA) Grant Proposal (Co-PI: M. Renée Umstattd Meyer): Let's stand up: Examining the effectiveness of two intervention strategies to encourage standing while working (2016-2017). Awarded \$4,992.

*Note. * graduate student author; † undergraduate student author*

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI: M. Renée Umstatter Meyer): Standing at work: Are there benefits for employees' health, quality of life, and work performance? (2015-2016). Awarded \$4,500

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI: M. Renée Umstatter Meyer): The effects of standing in workplace on employee wellbeing, health, and performance. Submitted in October, 2014. Not funded.

Center for Audit Quality Grant Proposal (Co-PI's: Kathy Hurtt, Jason McGregor, Charles Davis): Antecedents of auditing career longevity. Submitted in August, 2011. Not funded.

Baylor University Research Committee (URC) Small Grant Proposal (Co-PI: Emily Hunter): Employee workday breaks and their effects on well-being and performance (2010-2011). Awarded \$4,000.

Baylor University Research Committee (URC) Small Grant Proposal (PI): Ethics-enhancing human resource management practices, employee counterproductive behavior, and firm performance (2006-2007). Awarded \$2,760.

Baylor University Faculty Research Investment Grant (Co-PI: Mitchell J. Neubert): Understanding and influencing employees' commitment to implementing organizational change (2003). Awarded \$3,100.

COMPETITIVE-BASED CONFERENCE PROCEEDINGS

Walumbwa, F. O., Muchiri, M. K., Misati, E^{*}, **Wu, C.**, & Meiliani, M. (2016). Fired up to perform: A multilevel examination of antecedents and consequences of thriving at work. *Academy of Management Best Paper Proceedings*, Organizational Behavior Division

Wu, C., McMullen, J. S., Neubert, M. J., & Yi, X. (2007). The influence of leader regulatory focus on employee creativity. *Academy of Management Best Papers Proceedings*, Entrepreneurship Division.

Walumbwa, F. O, **Wu, C.**, & Orwa, B (2006). Leadership, procedural justice climate, work attitudes, and organizational citizenship behavior. *Academy of Management Best Papers Proceedings*, Organizational Behavior Division.

Note. * graduate student author; † undergraduate student author

Wu, J. H., **Wu, J. C.**, & Lin, S. H. (1996). Using competency modeling to assess training needs of management development: A case study of a steel company. *Proceedings of the Chinese Institute of Industrial Engineers National Conference 1996*, 175-182. (in Chinese)

REFERRED CONFERENCE PRESENTATIONS

Wu, C., Walumbwa, O. F., Chiang, F. F. T., & Birtch, T. (2020). Regulatory focus and fit in health-specific leadership: Influences on employee physical activity and work outcomes. Presented at the *Southern Management Association Annual Meeting*, Virtual Meeting.

Hackney, K. J. **Wu, C.**, & Nuner, J. R. (2020). Miscarriage and the workplace: Experienced stress after pregnancy loss. Presented at the *Southern Management Association Annual Meeting*, Virtual Meeting.

Chen, Y.-C., & **Wu, C.** (2019). The relationship between customer mistreatment and workplace deviance: Mediating and moderating effect. Presented at the *Southern Management Association Annual Meeting*, Norfolk, VA.

Wu, C., Meyer, A., Umstatted Meyer, M. R., & Nunley, P. H. (2018). Constructing positive meanings in cancer: Coping resources and cancer survivors' job loss. Presented at the *Academy of Management Annual Meetings*, Chicago, IL.

Walumbwa, F. O., Hsu, I.-C., **Wu, C.**, Misati, E. *, & Christensen-Salem, A. (2018). Motivating nurses to perform & stay: Improving lives through initiating structure leadership. Presented at the *Academy of Management Annual Meetings*, Chicago, IL.

Sublett, L. S., Hunter, E. M., & **Wu, C.** (2018). Keep calm and be resilient: The role of positive coping with work-family stressors. Presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Chicago, IL.

Walsh, S. M., Umstatted Meyer, M. R., **Wu, C.**, Thomas, A. L. *, McClendon, M. E. *, Bridges, C. N. *, Miller, A. *, Benavidez, G. *, & Bowden, R. G., (2018). Do sit-stand workstations improve health markers among office employees? A randomized-controlled trial. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Portland, OR.

Note. * graduate student author; † undergraduate student author

Bridges, C. N. *, Umstatted Meyer, M. R., **Wu, C.**, McClendon, M. E. *, Patterson, M., & Walsh, S. M. (2018). Implementation of the BearStand behavioral intervention: A process evaluation. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Portland, OR.

Meyer, A. R., Umstatted Meyer, M. R., **Wu, C.**, & Bernhart, J. *. (2017). We believe in strength: Benefits of participating at LIVESTRONG physical-activity events. Presented at the *North American Society for the Sociology of Sport (NASSS) 38th Annual Conference*, Windsor, Ontario, Canada.

De La Garza, F. †, Kumar, A. †, Bridges, C. N. *, McClendon, M. E. *, **Wu, C.**, & Umstatted Meyer, M. R. (2017). Implementation of the BearStand behavioral intervention: A process evaluation. Presented at the *Undergraduate Research and Scholarly Achievement (URSA) Scholars Week*, Waco, TX.

McCullough, M. †, McClendon, M. E. *, Andre, T. *, Umstatted Meyer, M. R., **Wu, C.**, Walsh, S. M., Bowden, R. G. (2017). Light-intensity activity and metabolic risk factors: Are there relationships for women? Presented at the *Undergraduate Research and Scholarly Achievement (URSA) Scholars Week*, Waco, TX.

McClendon, M., E. *, Umstatted Meyer, M. R., **Wu, C.**, Walsh, S. M., Bridges, C. N. *, Miller, A. *, Nelon, J. *, Morehead, T. P. *, Bernhart, J. *. (2017). Perceived severity of sitting too much and value beliefs of standing at work: Understanding sedentary behavior of American working adults. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Tucson, AZ.

Walsh, S. M., Umstatted Meyer, M. R., **Wu, C.**, McClendon, M. E. *, Miller, R. *, Nelon, J. *, Morehead, T. *, Bernhart, J. *, & Bridges, C. N. *. (2017). Still sitting at a desk all day? Applying theory to understand work-standing behaviors among sedentary employees. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Tucson, AZ.

Umstatted Meyer, M. R., Meyer, A. R., **Wu, C.**, Bridges, C. N. *, & McClendon, M. E. *. (2017). When helping helps: Exploring health benefits of cancer survivors participating in for-cause physical activity events. Presented at the *Annual Meeting of the American Academy of Health Behavior*, Tucson, AZ.

*Note. * graduate student author; † undergraduate student author*

Walumbwa, F. O., Misati, E. *, **Wu, C.**, & Muchiri, M. (2016). Fired up to perform: A multilevel examination of antecedents and consequences of thriving at Work. Presented at *the Academy of Management Annual Meetings*, Anaheim, CA.

Wu, C., Umstatted Meyer, M. R., & Walsh, S. M.* (2016). Effects of standing while working: An experience sampling approach. Presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Anaheim, CA.

Walsh, S. M.* , Umstatted Meyer, M. R., **Wu, C.**, Sumrall, J. C.* , Nelon, J. L.* , Miller, A.* , & Yuan, E. Y.* (2016). Theoretical antecedents and health benefits of standing at work: An experience sampling approach using the theory of planned behavior. Paper to be presented at the 16th *Annual Meeting of the American Academy of Health Behavior*. Ponte Vedra Beach, FL.

Nunley, P. H., **Wu, C.**, & Thomson, D. E. (2015). What have we learned from recent pregnancy discrimination cases? A text analytical approach. Paper presented at the *Academy of Legal Studies in Business Annual Meetings*, Philadelphia, PA.

Chen, Y.-C., **Wu, C.**, & Liu, Y. (2015). Are we acting authentically? The influence of authentic leadership on employee emotional labor. Paper presented at the *Academy of Management Annual Meetings*, Vancouver, Canada.

Neubert, M. J., **Wu, C.**, Dougherty, K. D. (2014). The influence of servant leadership and regulatory focus on forms of deviance in organizations. Paper presented at the *Academy of Management Annual Meetings*, Philadelphia, PA.

Wu, C., Hunter, E. M., Sublett, L.* (2014). Effects of family-related workday breaks on work and family outcomes. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Honolulu, HI.

Wu, C., & Chen, Y.-C. (2014). Emotional demands, work-family interface, performance: The moderating role of leisure. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, Honolulu, Hawaii.

Hunter, E. M. & **Wu, C.** (2013). Give me a better break: Choosing workday break activities to maximize resource recovery. Paper presented at the *Academy of Management Annual Meetings*, Lake Buena Vista, FL.

Note. * graduate student author; † undergraduate student author

- Wu, C.** & Chen, Y.-C. (2012). Emotional labor, work-family interface and service performance: A resource perspective. *Paper presented at the Academy of Management Annual Meetings*, Boston, MA.
- Wu, C.**, & Pooler, D. (2011). Over-identification and distress: Examining the moderating role of self-esteem and social support. Paper presented at the *Academy of Management Annual Meetings*, San Antonio, TX.
- Wu, C.**, Liu, Y. M., & Cox, J. A. (2011). Linking ethics-focused HR practices to firm performance. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Chicago, IL.
- Pooler, D. & **Wu, C.** (2010). Sustainable social work practice: How social support affects worker health. Paper presented at the *Council on Social Work Education Annual Meeting*, Portland, OR.
- Neubert, M. J., **Wu, C.**, & Roberts, J. (2010). The influence of ethical leadership and regulatory focus on employee outcomes. Paper presented at the *Academy of Management Meetings*, Montreal, Canada.
- Wu, C.**, Liu, C.-T., & Walumbwa, F. O. (2010). Understanding the effects of authentic leadership: A cross-level investigation. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Atlanta, GA.
- Wu, C.**, Liu, C.-T., & Walumbwa, F. O. (2009). Multi-level authentic leadership and the mediating role of leader-member exchange. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, New Orleans, LA.
- Wu, C.**, Liu, C.-T., & Carlson, D. S. (2008). Emotional intelligence and service friendliness: The role of authenticity and family-work enrichment. Paper presented at the *Academy of Management Annual Meetings*, Anaheim, CA.
- Johnson, K. L., & **Wu, C.** (2008). Why individuals leave corporations to become entrepreneurs- Satisfaction versus fit. Paper presented at the *Academy of Management Annual Meetings*, Anaheim, CA.

Note. * graduate student author; † undergraduate student author

- Wu, C., & Liu, C.-T.** (2008). Employee emotional intelligence, authenticity, affective delivery, and customer perceived friendliness. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meeting*, San Francisco, CA.
- Wu, C., Liu, C.-T., Hu, C.-W.*** (2007). Temporary workers as customers: Defining temporary work agencies' service quality. Paper presented at *Academy of Management Annual Meetings*, Philadelphia, PA.
- Wu, C., McMullen, J. S., Neubert, M. J., & Yi, X.** (2007). The influence of leader regulatory focus on employee creativity. Paper presented at *Academy of Management Annual Meetings*, Philadelphia, PA.
- Walumbwa, F. O, **Wu, C., & Orwa, B.** (2006). Leadership, procedural justice climate, work attitudes, and organizational citizenship behavior. Paper presented at *Academy of Management Annual Meetings*, Atlanta, GA.
- Neubert, M. J., & **Wu, C.** (2006). A cross-cultural validation of the Houghton and Neck Self-Leadership Measure. Paper presented at *Academy of Management Annual Meetings*, Atlanta, GA.
- Wu, C., McMullen, J. S., Neubert, M. J., & Yi, X.** (2006). The influence of leaders' regulatory focus modeling on employee creativity. Paper presented at the *Society for Industrial and Organizational Psychology Annual Meetings*, Dallas, TX.
- Neubert, M. J., & **Wu, C.** (2005). Commitment to change in China. Paper presented at the *2005 Conference on Commitment*, Columbus, OH.
- Wu, C., Neubert, M. J., & Yi, X.** (2005). Transformational leadership, organizational justice, and employee cynicism about organizational change. Paper presented at the *Academy of Management Annual Meetings*, Honolulu, HI.
- Wu, C.** (2004). "How did I do?" vs. "How did I do to the group?" The influence of cultural values on self-efficacy judgment. Paper presented at the *Society for Personality and Social Psychology Annual Meetings*, Austin, TX.

Note. * graduate student author; † undergraduate student author

- Wu, C., & Martocchio, J. J.** (2002). The influence of conscientiousness and openness to experience on positive discrepancy creation. Paper presented at the *Academy of Management Annual Meetings*, Denver, CO.
- Walumbwa, O. F., & **Wu, J. C.** (2001). Follower's perspective: the effect of gender on transformational leadership perceptions and outcomes. Paper presented at the *Academy of Management Annual Meetings*, Washington DC.
- Wu, J. C., Yi, X., & Lawler, J. J.** (2000). Gender-based employment discrimination and multinational firms: A study of job announcements in Taiwan and Thailand. Paper presented at the *Academy of Management Annual Meetings*, Toronto, Canada.
- Wu, J. C., Yi, X., & Lawler, J. J.** (2000). Age and gender discrimination in hiring in Asia: Cultural effects in Taiwan and Thailand. Paper presented at the *7th Biennial Bargaining Group Conference*, East Lansing, MI.
- Wu, J. H., **Wu, J. C., & Lin, S. H.** (1996). Using competency modeling to assess training needs of management development: A case study of a steel company. Paper presented at the *Chinese Institute of Industrial Engineers National Conference*, Taipei, Taiwan.

INVITED TALKS

- Wu, C., Tanner, J. F., Liu, C.-T., & Walumbwa, F. O.** (2006). Salespeople emotional intelligence, sales manager leadership styles, and their influences on customer satisfaction and behavioral intentions. Presented at the School of Business Research Workshop at Tecnológico de Monterrey, Monterrey, Mexico.
- Wu, C., McMullen, J. S., Neubert, M. J., & Yi, X.** (2006). Your action talks: The influence of leaders regulatory focus on employee creativity and innovation. Presented at the Department of Psychology Research Colloquium, Texas A&M University.

NON-PEER REVIEWED TECHNICAL REPORTS

- Wu, C., Tanner, J. F., & Buratowski, E.†** (2015). *Making the most of big data in HR*. Whitepaper for Baylor Research Interdisciplinary Collaborative (BRIC).

Note. * graduate student author; † undergraduate student author

Neubert, M. J., **Wu, C.**, & Yi, X. (2004). *Understanding and influencing employees' commitment to implementing organizational change*. Feedback report to Qilu Logistic Company, Xandong, China.

Martocchio, J. J., & **Wu, C.** (2003). *The influence of conscientiousness and openness to experience on positive discrepancy creation in training*. Feedback report (#49) to the Center for Human Resource Management at the University of Illinois.

Lee, W. C., **Wu, J. C.**, Yi, X., Robert, C. A., Drasgow, F., Martocchio, J. J., & Lawler, J. J. (1999). *Employee work attitude*. Feedback report to GTE.

Huang, P. H., Jaw, B. H., Chang, Y. S., Liu, C. Y., **Wu, J. C.**, Hsu, S. C., & Yu, H. C. (1996). *Manpower assessment and the evaluation of diversification strategy*. Feedback report to China Petroleum Corporation, project funded by the National Science Foundation and the Ministry of Economy, Taiwan.

Wu, J. C. (1996). Assessment of management development needs. Feedback report to An-Feng Steel Company, Kaohsiung, Taiwan.

COURSES TAUGHT

Baylor University

MGT 4336 Human Resource Management (undergraduate senior level course)
Spring 2015-Present (Enrollment: 90-160 per year)

MGT 3305 Organizational Behavior (undergraduate junior level course)
Spring 2004-Spring 2015 (Enrollment: 31-115 per year)

MGT 4337 Human Resource Staffing and Labor Relations (undergraduate senior level course)
Fall 2003- Fall 2014 (Enrollment: 26-60 per year)

MGT 4398 Independent Study (undergraduate senior level course)
Spring 2008, Summer 2009, Spring 2012, Spring 2014 (Enrollment: 1-2 per semester)

MGT 5V98 Doctoral Seminar in Organizational Behavior
Spring 2009 (Enrollment: 4)

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MGT 5336 Seminar in Human Resource Management (MBA level seminar)
 Fall 2005, Fall 2006 (Enrollment: 12-15 per semester)

University of Illinois at Urbana-Champaign

BADM 351 Personnel Administration, Spring 2003

Visiting Lecturer

Department of Business Administration, College of Commerce

PSYCH 201 Introduction to Social Psychology, Fall 2002

Course Instructor

Department of Psychology (under supervision of Dr. Neal Roese)

LIR 462 Human Resources Planning and Staffing (Master's level course), Spring 2001

Visiting Lecturer

School of Labor and Employment Relations

LIR 492 Research Methods Seminar (Master's level course), Spring 2000

Teaching Assistant

School of Labor and Employment Relations (under supervision of Dr. John Dencker)

LIR 493 Quantitative Methods (Master's level course), Fall 1999

Teaching Assistant

School of Labor and Employment Relations (under supervision of Dr. Fritz Drasgow)

DIRECTED STUDENT LEARNING

Dissertation Committee Member, "Thriving in times of COVID: Health and wellbeing in adverse times" (March 2022- July 2022)

Advised: Alonso Aravena Mendez (Department of Sociology, Baylor University)

Master Thesis Committee Member, "Examining the associations between work-schedule flexibility, availability of childcare resources, and quality of life in working mothers of young children" (January 2020- October 2020)

Advised: Christina Pavlov (Department of Psychology, Baylor University)

*Note. * graduate student author; † undergraduate student author*

Dissertation Committee Member "Antecedents of turnover intention". (May 2015 - May 2016)

Advised: Sonia Parker (Department of Educational Psychology, Baylor University)

Dissertation Committee Member, "Psychological contract in the information technology profession" (July 2013 - May 2015)

Advised: Rene Moquin (Department of Information Systems, Baylor University)

Directed Individual/Independent Study, "Entrepreneurship's rising star: Social enterprise." (January 2014 - May 2014)

Advised: Emily Buratowski (Department of Management, Baylor University)

Undergraduate Honors Thesis. (November 2011 - May 2012).

Advised: Cristina Galvan (University Scholars, Baylor University)

Directed Individual/Independent Study, "Doctoral Study on Organizational Behavior" (May 2011 - September 2011)

Advised: Rene Moquin (Department of Information Systems, Baylor University)

Directed Individual/Independent Study, "Independent Study on Human Resource Staffing and Employee Relations." (May 2011- July 2011)

Advised: Marisa Terpkosh

SELECTED MEDIA CONTRIBUTIONS

Internet

Elite Daily (April 11, 2018)

I/O at Work (October 27, 2015)

20 Minutes (September 2, 2015)

Magazine

B&T Magazine (December 18, 2018)

O&P News (December 2015)

Entrepreneur Magazine (October 2015)

HealthDay National News Syndicate (September 2015)

Science & Vie (September 2015)

International Business Times (September 9, 2015)

Fast Company (September 9, 2015)

*Note. * graduate student author; † undergraduate student author*

Newspaper

Sun Media (September 2015)

Huffington Post (September 18, 2015)

Washington Post (September 14, 2015)

Radio

CBS Radio (September 2015)

La Fm (September 2015)

Television

KWTW (March 2017)

SERVICE**Department Service**

Committee Member, DeGoey Fund (August 2022—present)

Speaker, HRM Student Orientation (August 26, 2022)

Committee Chair, “What does Christianity have to say about diversity” series (January 2022—April 2022)

Committee Chair, Bible Study series on Living Christian Faith in a Secular Workplace with HRM students (September 2021-December 2021)

Committee Chair, Clinical Assistant Professor Search Committee (May 2021 – December 2021)

Senior Faculty Mentor, Mentoring new faculty member (Stephanie Kunst) (September 2018 – May 2022)

Faculty Advisor, HRM Major (August 2014 – August 2022)

Committee Member, SACS HRM Area (August 2008 - Present)

Committee Chair, HRM Student Orientation (2019- 2021)

Faculty Advisor, Bears’ Association for Human Resources (BAHR) Advisor (January 2019 - May 2019; August 2020- August 2022)

Planning Committee Member, Texas HR Student Leadership Summit and HR Games (April 12, 2019 - April 13, 2019)

Committee Member, Illuminate Proposal Contributor (January 2019)

Committee Chair, MHRM Planning Committee (August 2017 - September 2018)

Committee Member, Department of Management Teaching Evaluation Committee (August 2017 - December 2017)

Committee Member, OB Faculty Search Committee (August 2014 - November 2015)

*Note. * graduate student author; † undergraduate student author*

Committee Member, Department Administrative Associate Search Committee (April 2013 - May 2013)

Committee Member, Business Fellow Honors Thesis Committee. (November 25, 2012 - December 11, 2012)

Faculty Advisor, Business Mission Trip to Rwanda (March 2010 - May 2012)

Committee Member, Department Office Manager Search Committee (March 2011 - May 2011)

Coordinator, Department Research Brownbag (August 2004 - May 2005)

College Service

One-on-one Coffee with New Faculty (September 2022—present)

Speaker, BUS 3101, October 24, 2022

Speaker, BUS 1101, November 5, 2022

Faculty Mentor (to Abby Smith and Grace Whitaker), Christian Business Leadership Students (August 2022 – present)

Committee Member, Business School Centennial Committee (September 2022 – present)

Committee Member, Multicultural Diversity Task Force (September 2020 – August 2021)

Attendee, Envision Grant Opportunities (2019-2020)

Committee Member, Data Analytics Task Force (November 2015 - August 2016)

Department of Management Representative Presenter, BUS 1101 Presenter (April 2014)

HRM Major Faculty Representative, Business Majors Fair (2004 - 2013)

Committee Member, Ethics Case Competition Judge (November 7, 2012 - November 9, 2012)

University Service

Committee Member, Justice League for Baylor's Diversity and Inclusion Strategic Initiatives, (August 2022—present)

Committee Member, Spiritual Wellbeing Taskforce (September 2022—present)

Mentor (to Lisa Jones), New Chairs Training (September 2022- present)

Speaker on Faith and Work Integration, Fall Staff Meeting (September 7, 2022)

Faculty Small Group Leader, Business Chapel (Fall 2022- present)

Faculty Partner, Recruiting and Selection Committee for the Assistant Dean of Intercultural Engagement and Division Initiatives (July, 2022)

Faculty Advisor, Baylor Global Business Connect (Fall 2022- present)

Faculty Advisor, Baylor Autism Spectrum Society (Spring 2022- present)

Faculty Representative, Human Resources Major, Kappa Alpha Psi Fraternity Faculty Mixer (April 13, 2022)

Panelist, New Faculty Mentoring Dinner and Conversation (March 22, 2022)

*Note. * graduate student author; † undergraduate student author*

Committee Member, Faculty Dismissal Committee (2020 – present)
 Committee Member, Health Committee (2018 - Present)
 Committee Member, Tenure Review Committee for the Department of Public Health (2019 - 2021)
 Faculty Mentor, First-in-line Scholars Academy (FILSA) (2017 –2019)
 Committee Member, Leadership Evaluations Task Force (2017 - 2019)
 Attendee, Meeting, Illuminate Data Sciences Interest Meeting (February 2019 - April 2019)
 Attendee, Meeting, Illuminate Proposal Assessment and Scoring Training (March 4, 2019)
 Attendee, Meeting, Faculty-Parent coffee (2003 - 2018)
 Host family to international students (2014 - 2018)
 Committee Member, BU Wellness Committee (April 2017 - May 2018)
 Committee Member, Health Committee (2015 - 2018)
 Committee Member, Undergraduate Research and Scholarly Achievement Steering Committee (2014 - 2017)
 Faculty Advisor, Global Graduate Business Council (2006 - 2016)
 Faculty Representative, Excellence Dinner (student recruiting event) (2013 - 2014)
 Faculty Partner, Campus Learning and Living (2010 - 2014)
 Committee Member, Diversity Committee (2010 - 2014)
 Program Organizer, Faith and Music Concert Organizing Committee. (2008 - 2010)
 Committee Member, Policy Review Committee (February 2006 - November 2006)
 Committee Member, Faculty, Staff and Student Recruitment and Retention Committee (2004 - 2005)
 Management Department Faculty Representative for HR and Management Majors, Fall Premier (September, 2003)

Professional Service

Editorial Review Board Member, *Journal of Leadership and Organizational Studies* (September 2020- Present)
 Editorial Review Board Member, *Organizational Behavior and Human Decision Processes* (2007 - 2013)
 Ad Hoc Reviewer, *International Journal of Stress Management* (2022 – Present)
 Ad Hoc Reviewer, *Human Resource Management Journal* (2019 - Present)
 Ad Hoc Reviewer, *International Journal of Human Resource Management* (2017 - Present)
 Ad Hoc Reviewer, *Applied Psychology* (2014 - Present)
 Ad Hoc Reviewer, *European Journal of Work and Organizational Psychology* (2012 - Present)
 Ad Hoc Reviewer, *Group and Organization Management* (2012 - Present)

*Note. * graduate student author; † undergraduate student author*

Ad Hoc Reviewer, *Human Resource Management* (2012 - Present)
 Ad Hoc Reviewer, *Journal of Organizational Behavior* (2012 - Present)
 Ad Hoc Reviewer, *Journal of Occupational Health Psychology* (2007 - Present)
 External reviewer for a tenure/promotion decision at Western University (Ontario, Canada) (2018)
 Ad Hoc Reviewer, *Journal of Applied Social Psychology* (2004; 2014 -2018)
 Ad Hoc Reviewer, *Business Ethics Quarterly* (2013)
 Reviewer, Conference Paper, *Society for Industrial and Organizational Psychology Annual Meetings* (2005 - 2012)
 Reviewer, Conference Paper, *Academy of Management Annual Meetings* (2001 - 2012)
 Vice President of College Relations, Heart of Texas Society for Human Resource Management, Waco, TX. (2007)
 Ad Hoc Reviewer, *International Journal of Integrated Supply Management* (2006)

Community Service

Panelist, Work-life balance, Baylor Law School Mentoring Network, Waco, TX (February 15, 2022)
 Program Committee Member, International Women's Events, First Baptist Church, Woodway, TX (2018 - 2021)
 Substitute Pre-K Sunday School Teacher, First Baptist Church Woodway, Woodway, TX (2019)
 Participant, Unbound Community Fundraising Event, Waco, TX (2017)
 Participant, Mission Waco Fundraising Event, Waco, TX (2017)
 Curriculum Reviewer, HighMark Inc. (2012 - 2014)
 Volunteer Fundraiser, Leukemia and Lymphoma Society, Austin, TX (2010 - 2012)
 Annual Banquet Volunteer, CareNet Pregnancy Center, Waco, TX (2012)
 Pre-K Sunday School Teacher, Antioch Community Church, Waco, TX (2010-2012)

PROFESSIONAL DEVELOPMENT

Certificate, “Diversity and Inclusion”, Cornell University, virtual certificate program (September —December 2022)
 TIAA Executive/Faculty Shadow, TIAA, New York, NY (November 7, 2022)
 Conference, “ReStoried: Beyond LGBTQ”, Springfield, MO, (September 24- September 25, 2022)
 Retreat, “Communio” at Laity Lodge, Baylor University, Waco, TX (May 16 – May 20, 2022)
 Workshop, “Multilevel Modeling: A Second Course”, virtual workshop (February 7- March 5, 2022)

*Note. * graduate student author; † undergraduate student author*

Workshop, "Qualitative Data Analysis using ATLAS.ti, virtual workshop (March 3- March 5, 2022)

Training, "AIM Leadership Collective", Baylor University, Waco, TX (August 2021- May 2022)

Workshop, "College Autism Summit", virtual conference (October 26-October 29, 2021)

Workshop, "Neurodiverse College and Career Summit" virtual conference (October 16, 2021)

Workshop, "Thriving with Autism", virtual conference (October, 2021)

On-going seminars on effective online and hybrid teaching, Baylor University, Waco, TX (May 2020- August, 2022)

Seminar, "Working with Generation Z student," Baylor University, Waco, TX (December 10, 2019)

Workshop, "Digital scholar workshop," Baylor University, Waco, TX (November 15, 2019)

Training, "Active shooting training," Baylor University, Waco, TX (November 13, 2019)

Seminar, "MBA Ethics Luncheon: The Ethics of Energy," Baylor University, Waco, TX (November 1, 2019)

Seminar, "Conversation with Chick-Fil-A," Baylor University, Waco, TX (April 25, 2019)

Workshop, "Planning and writing successful STEM proposals," Baylor OVPR, Waco, TX (January 10, 2019)

Company visit for professional development, "Southwest Airlines headquarters visit," Baylor University, Waco, TX (December 2017)

Workshop, "Fostering Christian virtue in the classroom," Baylor University, Waco, TX (January 2017 - December 2017)

Seminar, "Flipped classroom," Baylor University, Waco, TX (May 2017 - November 2017)

Workshop, "Course makeover," Baylor University, Waco, TX (May 2017)

Conference Attendance, "Wharton People Analytics Conference," Wharton School of Business, University of Pennsylvania, Philadelphia, PA (April 9, 2015 - April 10, 2015)

Human Resource Management Junior Faculty Consortium, Academy of Management Annual Meetings, Seattle, WA (August, 2003)

Human Resource Management Doctoral Consortium, Academy of Management Annual Meetings, Toronto, Canada (August, 2000)

Society for Industrial and Organizational Psychology Doctoral Consortium, New Orleans, LA (April, 2000)

Graduate Teaching Certificate, University of Illinois, Champaign, IL (April, 2000)

*Note. * graduate student author; † undergraduate student author*

PROFESSIONAL SOCIETIES AND AFFILIATIONS

Academy of Management (AOM): HR, OB, Research Methods, and DEI Divisions

Society for Industrial and Organizational Psychology (SIOP- American Psychological Association Division 14)

Society for Human Resource Management (SHRM)

Southern Management Association (SMA)

*Note. * graduate student author; † undergraduate student author*