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Academic Qualifications

\$"" # \$""	Ph.D. / Hong Kong Baptist University
1998-2000	MBA / University of Antwerp
1985-1989	Bachelor / Nanjing Normal University

Teaching Experiences

2004 - 2013	lecturer, assistant professor, associate professor / School of Business / Macau University of Science and Technology
2013.07	Professor

Recent Journal Publications:

1. Co-authored (online). Justice climate and employee creativity in the work uncertainty context: a cross level investigation. *Asian Business & Management*.
2. Co-authored (2021, online). Appreciation that inspires: The impact of leader trait gratitude on team innovation. *Journal of Organizational Behavior*.
3. Co-authored (2020). Employee organization exchange and employee creativity: a motivational perspective. *International Journal of Human Resource Management*. 31(3): 385-407.
4. Co-authored (2018). A self-regulation model of Zhong Yong thinking and employee adaptive performance. *Management and Organization Review*. 14(1): 135-159. (Recommendation for reading)
5. Co-authored (2018). Innovating through building absorptive capacity. *Creativity and Innovation Management*. 27:431-443.
6. Co-authored (2018). AS and job-oriented constructive deviance in the hotel industry: Test of a nonlinear mediation and moderated curvilinear model. *International Journal of Contemporary Hospitality Management*. 30 (5): 2249-2267.

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Other Professional Activities

1. **Editor**, Organizations and Markets in Emerging Economies (ESSCI, from 2021)
2. **Editorial Board member**, Human Resource Management (Q1, SSCI, from 2022)
3. **Editorial advisory board member**, International Journal of Contemporary Hospitality Management (Q1, SSCI, from 2019).
4. **Editorial review board member**, Group and Organization Management, (Q2, from 2022).

Membership of Academic Associations

1. Member of Academy of Management (AoM)