

FEIRONG YUAN, PH.D.

Adjunct Professor of Management and Organizations
Department of Management and Organizations
Cox School of Business
Southern Methodist University
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EDUCATION

Texas A&M University, Mays Business School

Major: Organizational Behavior/Human Resource Management

Minor: Psychology

Ph.D. in Management, August 2005

Shanghai University of Finance and Economics, Shanghai, P.R. China

M.S. Program in International Business, 1998 – 2000

Fudan University, Shanghai, P.R. China

Major: Finance, Minor: International Business Law

Bachelor of Economics, July 1998

RESEARCH PUBLICATIONS

Shin, S. J., **Yuan, F.**, & Zhou, J. 2017. When perceived innovation job requirement increases employee innovative behavior: A sensemaking perspective. *Journal of Organizational Behavior*, 38, 68–86. DOI: 10.1002/job.2111

Yuan, F., & Zhou, J. 2015. Effects of cultural power distance on group creativity and individual creativity in groups. *Journal of Organizational Behavior*, 36, 990–1007. DOI: 10.1002/job.2022

Yuan, F., & Marquardt, D. Innovative behavior. June, 2015. *Oxford Bibliographies in Management* (Ed. Ricky Griffin). New York: Oxford University Press. DOI: 10.1093/obo/9780199846740-0054

Yuan, F., & Woodman, R. W. 2010. Innovative behavior in the workplace: The role of performance and image outcome expectations. *Academy of Management Journal*, 53(2), 323-342. DOI: 10.5465/AMJ.2010.49388995
Harvard Business Review wrote a short article summarizing the findings from this research (April 2010, p. 26, “The secret reason your employees won’t innovate”). The key findings from this research were also reported in depth at *Harvard*

Business Review online research blogs (“Why I Don't Innovate at Work (or Watch Cooking Shows at the Gym)”, Feb. 11, 2010, by Andrew O’Connell). This research was broadcasted at *Kansas Public Radio* in the program of “Research Matters”.

Yuan, F., & Zhou, J. 2008. Differential effects of expected external evaluation on different parts of the creative idea production process and on final product creativity. *Creativity Research Journal*, 20(4), 391-403. DOI: 10.1080/10400410802391827

Woodman, R. W., Bingham, J., & **Yuan, F.** 2008. Assessing organization development and change interventions, in T. G. Cummings (Ed.), *Handbook of Organization Development*, 187-215. Thousand Oaks, CA: Sage Publications.

Yuan, F., & Woodman, R. W. 2007. Formation of expectations regarding change outcomes: Integrating information and social effects. In W. A. Pasmore & R. W. Woodman (Eds.), *Research in Organizational Change and Development*, vol. 16, 81-104. Oxford, UK: Elsevier Ltd.

Yuan, F., Gogus C. I., & Woodman, R. W. 2005. “Work the system”: Employee creativity in the shadows. *Academy of Management Meeting 2005 Best Paper Proceedings*.

RESEARCH INTERESTS

Creativity and innovation, Cross-cultural research, Employee well-being, Leadership, Motivation, Organizational change, Team processes

REFEREED RESEARCH PRESENTATIONS

Sun, L. Y., **Yuan, F.**, & Cheng, Y. August, 2016. I-Deals and Employee Creativity: A Self-Determination Theory Perspective. Presented at *Academy of Management Meeting*, Anaheim, California.

Kimmel, M., Casper, W., Terry, R., & **Yuan, F.** 2016. Social networks, coworker relationships and creativity: A meta-analysis. Presented at the 2016 *Society of Industrial and Organizational Psychology (SIOP) Annual Conference*, Anaheim, CA.

Dissanayake, I., Zhang, J., **Yuan, F.**, & Wang J. Jan., 2015. Community Involvement in Virtual Crowdsourcing Communities. Presented at the 48th *Hawaii International Conference on Systems Science*, Kauai, HI.

- Yuan, F., Shin, S. J., & Zhou, J.** 2013. Within-team social status and individual creativity: A multi-level and multi-source investigation. Presented at *Academy of Management Meeting*, Orlando, FL.
- Yuan, F., Shin, S. J., & Zhou, J.** 2012. When the job requirement for innovation increases employee innovative behavior at work: An interactionist perspective. Presented at *Society of Industrial and Organizational Psychology (SIOP) Annual Conference*, San Diego, CA.
- Ren, R., Yuan, F., & Yi, Y.** 2010. How Guanxi influences employee creativity? An examination in a Chinese context. Presented at *International Association for Chinese Management Research Biennial Conference*, Shanghai, China.
- Shin, S. J., & Yuan, F.** 2009. When the true color shines: Creative self-efficacy and employee creativity in China. Presented at *Academy of Management Meeting*, Chicago, IL.
- Garner, J. T., & Yuan, F.** 2005. Driving change: Understanding efforts to change the culture of a university parking organization. Presented at the *National Communication Association Conference*. Boston, MA.
- Yuan, F.** 2005. Toward a dual-motive model of individual innovation in the workplace. Presented at *Academy of Management Meeting*, Honolulu, HI.
- Yuan, F., Gogus C. I., & Woodman, R. W.** 2005. "Work the system": Employee creativity in the shadows. Presented at *Academy of Management Meeting*, Honolulu, HI.
- Yuan, F.** 2003. Likelihood and success of second-order changes: An integrated framework. Presented at *Academy of Management Meeting*, Seattle, WA.
- Yuan, F., & Zhou, J.** 2002. Expected evaluations and creativity: New answers to an old question. Presented at *Academy of Management Meeting*, Denver, CO.
- Yuan, F.** 2002. Expectations of change outcomes: Believe yourself or believe others? Presented at *Academy of Management Meeting*, Denver, CO.

HONORS, AWARDS, AND FELLOWSHIPS

- Inducted as a faculty member of the Beta Gamma Sigma international honor society for business programs, November, 2014
- Nominated to be a candidate for Division Representative-at-large for Organization Development and Change Division, Academy of Management, Spring, 2014
- Guy O. and Rosa Lee Mabry Best Paper Award, School of Business, The University of Kansas, 2011

- Invited faculty speaker at KU Staff Leadership Summit 2011 on how to encourage employee creativity and innovation, 2011
- Competitive GRF (General Research Fund) award, University Center for Research, The University of Kansas, 2009, 2010, 2011, 2012
- IIB (Institute for International Business) competitive research grant, School of Business, The University of Kansas, 2007, 2010, 2011
- Featured teaching innovation by Center of Teaching Excellence, The University of Kansas, 2008
- NFGRF (New Faculty General Research Fund) award, University Center for Research, The University of Kansas, 2006
- Fash Fellowship, Center for New Ventures and Entrepreneurship, Texas A&M University, 2004-2005, 2002-2003
- Competitive Scholarship for Research Excellence, Texas A&M University, 2004
- The Honor Society of PHI KAPPA PHI, Texas A&M University, 2003
- Distinguished Graduating Student, Fudan University, 1998
- Competitive Academic Scholarship (5-time winner), Fudan University, 1994-1998
- Distinguished Freshman Fellowship, Fudan University, 1994

TEACHING EXPERIENCE

Leadership and Culture (undergraduate), Southern Methodist University, 2020 spring

Organizational Behavior (undergraduate, 14 sections), UT-Arlington, overall course ratings: 4.6 (5-point scale), 2012-present.

Human Resource Management (undergraduate, 6 sections), UT-Arlington, overall course ratings: 4.6 (5-point scale), 2013-2015.

Human Resource Management – Online (undergraduate, 1 section), UT-Arlington, 2019 fall.

Management Process Theory (undergraduate management survey class, 2 sections), UT-Arlington, overall course ratings: 4.4 (5-point scale), spring 2019-present.

Strategic Human Resource Management (EMBA in Beijing China, 3 sections), UT-Arlington, 2012-2014.

Creativity and Innovation in Business Organizations (MBA elective, 2 sections), The University of Kansas, overall course rating: 4.7 (5-point scale), 2011-2012.

Creativity and Innovation in Business Organizations (senior undergraduate elective, 2 sections), The University of Kansas, overall course rating: 4.8 (5-point scale), 2011-2012.

Creativity, Innovation, and Change in Organizations (Ph.D. seminar, 2 sections), The University of Kansas, overall course rating: 4.6 (5-point scale), 2008-2011.

Organizational Behavior (undergraduate, 18 sections), The University of Kansas, overall course rating: 4.4 (5-point scale), 2005–2010.

Organization Development and Change (senior undergraduate, 8 sections), Texas A&M University, overall instructor rating: 4.3 (5-point scale), 2002-2005.

Organizational Behavior (senior undergraduate, 3 sections), Texas A&M University, overall instructor rating: 4.3 (5-point scale), 2003-2004.

International Business (undergraduate, 1 section) and ***English Writing for International Commercial Correspondence*** (undergraduate, 1 section), Shanghai University of Finance and Economics, 1999-2000.

WORK EXPERIENCE

Southern Methodist University, Cox School of Business
Adjunct Professor of Management and Organizations, 2020

The University of Texas at Arlington, College of Business
Lecturer (Adjunct Assistant Professor), 2019 - present

The University of Texas at Arlington, College of Business
Assistant Professor of Management, 2012 - 2017

The University of Kansas, School of Business
Assistant Professor of Management, 2005 – 2012

Texas A&M University, Mays School of Business
Instructor, 2003 – 2005

Texas A&M University, Mays School of Business
Graduate Research Assistant, 2000 – 2005

Shanghai University of Finance and Economics, Shanghai, P.R. China
Graduate Teaching Assistant (Independent Instructor), 1999 – 2000

Shanghai Dongshen Import & Export Corp., Shanghai, P.R. China
Management Trainee (Intern), 1999

Bank of Communications, Hangzhou, P. R. China
Management Trainee (Intern), 1998

PROFESSIONAL SERVICE

Editorial review board, *Journal of Applied Behavioral Science* (2005 - present)
Reviewer, *Academy of Management Journal* (2007 – present)
Reviewer, *Journal of Applied Psychology* (2008 - present)
Reviewer, *Organization Science* (2009 - present)
Reviewer, *Organizational Behavior and Human Decision Processes* (2013 - present)
Reviewer, *Journal of Business Research* (2002)
Reviewer, *Motivation and Emotion* (2016)
Guest reviewer, *Management and Organization Review* (2005)
Session Chair, Academy of Management annual meeting, Organizational Behavior Division (2008)
Session Chair, International Association for Chinese Management Research Conference (2006)
Discussant, Academy of Management annual meeting, Organizational Behavior Division (2009)
Reviewer, Academy of Management annual meeting, Organizational Behavior Division (2016, 2014, 2012, 2011, 2009, 2008, 2007, 2006), Organization Development and Change Division (2012, 2006, 2005, 2004, 2002), Organization and Management Theory Division (2005), Research Methods Division (2005, 2003, 2002), and Technology and Innovation Management Division (2005).
Reviewer, International Association for Chinese Management Research Conference (2010, 2006)
Reviewer, Academy of International Business conference, Organizational Behavior Division (2002)

PROFESSIONAL AFFILIATIONS

Academy of Management
American Psychological Association
International Association for Chinese Management Research
Society for Human Resource Management
Society for Industrial & Organizational Psychology