

UPDATED: 06-06-2019

CURRICULUM VITA

AMY YI OU

Associate Professor

Department of Management and Marketing

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EDUCATION

Ph.D **Arizona State University, Arizona, U.S.A.**

- ◆ Field of study: Management

M.A. **Peking University, Beijing, China**

- ◆ Field of study: Enterprise management

B.A. **Peking University, Beijing, China**

- ◆ Field of study: Money and banking

ACADEMIC EMPLOYMENT

2019-present **Hong Kong Polytechnic University, Hong Kong**

- ◆ Associate professor, Dept. of Management and Marketing

2011-2019 **National University of Singapore, Singapore**

- ◆ Assistant Professor, Dept. of Management & Organisation

RESEARCH INTERESTS

Strategic leadership, leader humility, organizational culture, women career management

HONORS AND AWARDS

1. 2016, ANZAM Best Paper Award
Australian & New Zealand Academy of Management Annual Conference, AUD\$500.
2. 2013, Alvah H. Chapman Jr. Outstanding Dissertation Award
Network of Leadership Scholars of the Academy of Management and Florida International University's Center for Leadership, \$3,000.
3. 2012, Scholarly Impact Award and Best Paper Award

Journal of Management, \$1,500

4. 2010, First Prize of IACMR/Li Ning Dissertation Proposal Grant
International Association of Chinese Management Research, \$1,500.
5. 2008, Best Student Paper Award
MOC division, Academy of Management, \$400

PUBLICATIONS

(* Denotes doctoral student advisees at the time of submission)

(† Denotes equal authorship)

Peer reviewed journals

1. Hartnell, C. A., Ou, A. Y., Kinicki, A. J., *Choi, D., & Karam, E. P. 2019. A meta-analytic test of organizational culture's association with elements of an organization's system and its relative predictive validity on organizational outcomes. *Journal of Applied Psychology*, 104, 832-850.
2. Ou, A. Y., Waldman, D., & Peterson, S. J. 2018. Do humble CEOs matter? An examination of CEO humility and firm performance. *Journal of Management*, 44: 1147-1173.
3. *†Zhang, H. Y., Ou, A. Y., Tsui, A. S., & Wang, H. 2017. CEO humility, narcissism and firm innovation: A paradox perspective on CEO traits. *Leadership Quarterly*, 28: 585-604.
 - *The first and second authors contribute equally to the manuscript.*
 - *An earlier version won the Best Paper Award at 2016 Australian & New Zealand Academy of Management Annual Conference.*
4. Ou, A. Y., *Seo, J. J., *Choi, D.W., & Hom, P. 2017. When can humble top executives retain middle managers? The moderating role of top management team faultlines. *Academy of Management Journal*, 60: 1915-1931.
5. Ou, A. Y., Tsui, A. S., Kinicki, A., Waldman, D. Song, L. J., & Xiao, Z.X. 2014. Humble chief executive officers' connections to top management team integration and middle managers' responses. *Administrative Science Quarterly*, 59: 34-72.
 - *An earlier version won 2013 Alvah H. Chapman Jr. Outstanding Dissertation Award*
6. Ou, A. Y., Varriale, L., & Tsui, A. S. 2012. International collaboration for academic publication: Implications from the resource-based view and transaction cost theory. *Group & Organization Management*, 37: 407-451.
7. Hartnell, C. A., Ou, A. Y., & Kinicki, A. 2011. Organizational culture and organizational effectiveness: A meta-analytic investigation of the competing values framework's theoretical suppositions. *Journal of Applied Psychology*, 96: 677-694.

8. Tsui, A., Nifadkar, S. & Ou, A.Y. 2007. Cross-national, cross-cultural organizational behavior research: Advances, gaps, and recommendations. *Journal of Management*, 33: 426-478.
 - Winner of 2012 Scholarly Impact Award and the Best Paper Award, *Journal of Management*

Book chapters

9. Wallace, A.; Ou, A. Y.; Owens, B. 2017. "Humility in Management." Griffin, R. (Ed.) *Oxford Bibliographies in Management*. New York: Oxford University Press.
10. Tsui, A.S., Nifadkar, S. & Ou, Y. 2009. Cross-cultural research: Nagging problems, modest solution. In Wyer, R.S., Chiu, C.-Y., & Hong Y.-Y. (Eds.) *Understanding Culture: Theory, research and application*: 163 – 188. New York: Psychology Press.
11. Tsui, A.S., & Ou, Y. 2008. The Scientific Process and Research Design. In Zheng, B.-S., Farh, J.L., Tsui, A.S., & Chen, X.P. (Eds). *Empirical research methods in organization and management*: 3-28. Tai Pei: Hwa Tai Publishing.

Conference Paper proceedings

12. Ou, A. Y., Hartnell, C. A., Kinicki, A. J., & Karam, E.P. A meta-analysis on leadership, organizational culture, and unit performance. *Academy of Management Best Paper Proceedings*, 2013.
13. Ou, A. Y. 2012. Building an empowering organization: A study of humble CEOs. *Academy of Management Best Paper Proceedings*, 2012.
14. Ou, A. Y. & Corley, K. 2008. The birth and death of sensegiving spirals: Searching for meaning during Hong Kong's SARS Outbreak. *Academy of Management Best Paper Proceedings*, 2008.

Practitioner publications

15. Inquirer.Net. 2019. Ou, A. Y. Middle manager problems. Philippines.
<https://business.inquirer.net/268966/middle-manager-problems>
16. National University of Singapore and Human Capital Leadership Institute. 2018. Chen, D., Ou, A. Y., Foo, M. D., Lim, A., & Guo, C. Women in enterprises: Unlocking the careers of women@work. Singapore.

INVITED TALKS

1. 2018. Leader humility. Hong Kong Polytechnic University, Hong Kong, China.
2. 2018. Leader humility and career success. Shenzhen University, Shenzhen, China.
3. 2017. Leader humility and career success. Nanjing University, Nanjing, China.

4. 2017. Leader humility and organizational ambidexterity. Kingmed Diagnostics, Guangzhou, China.
5. 2016. Strategic leadership, CEO humility, and ambidexterity. Copenhagen Business School, Copenhagen, Denmark.
6. 2013. The trickle-down effect: A case of humble CEOs. Florida International University, Miami, Florida, U.S.A.
7. 2011. CEO humility and organizational ambidexterity. China Europe International Business School, Shanghai, P.R. China.
8. 2010. CEO humility. National University of Singapore, Singapore.
9. 2010. CEO humility. Nanyang Technology University, Singapore.
10. 2010. CEO humility. Hong Kong University of Science and Technology, Hong Kong, China.
11. 2009. Organizational culture and organizational effectiveness. 2009. Chinese Academy of Sciences, Beijing, China.

CONFERENCE PRESENTATIONS

1. Ou, A. Y., Wang, D., Song, L. J., & Tangirala, S. 2018. A humble path to the top: Preliminary findings about humility and career success. Paper presented at the bi-annual meeting of International Association of Chinese Management Research, Wuhan, P. R. China.
2. Chen, D., Ou, A. Y., Lim, A., Foo, M. D., & Guo, Y. 2018. It takes a village: Research on practices to advance female careers in Singapore. Paper presented at European Group for Organizational Studies Annual Conference, Estonia.
3. Ou, A. Y., Su, Q., Song, L. J., & Lau, D. 2017. A Multilevel Theory of Top Management Team Faultlines and Organizational Performance. Paper presented at Academy of Management Annual Conference, Atlanta, U.S.A.
4. Yao, J., Lee, R. X. R., & Ou, A. Y. 2017. How and when may servant leadership inhibit team learning? Paper presented at Academy of Management Annual Conference, Atlanta, U.S.A.
5. Ou, A. Y., Li, S. F., Jiang, P., & Deng, L. 2017. Chinese CEOs Socialist Political Ideology and Corporate Social Responsibility Commitments. Paper presented at Academy of Management Annual Conference, Atlanta, U.S.A.
6. Yao, J.X., Guo Y., Ng, W.X., Lim, S., & Ou, A. Y. 2017. Workplace incivility: A meta-analytic review. Paper accepted at Society of Industrial and Organizational Psychology Annual Conference, Orlando, U.S.A.
7. Zhang, H. Y., Ou, A. Y., Tsui, A. S., & Wang, H. 2016. Humility and narcissism in CEOs: Paradoxical traits, socialized charisma and firm innovation. Paper presented at Australian & New Zealand Academy of Management Annual Conference, Brisbane, Australia. Received *Leadership and Governance Stream Best Paper Award*.

8. Ou, A. Y., Hartnell, C. A., Kinicki, A. J., Karam, E. P., & Choi, D. 2016. Culture in context: A meta-analysis of the nomological network of organizational culture. Paper presented at Academy of Management Annual Conference, Anaheim, U.S.A.
9. Seo, J., Choi, D., & Ou, A. Y. 2015. Middle manager turnover: The joint effects of top managers and top management teams. Paper presented at Academy of Management Annual Conference, Vancouver, Canada.
10. Ou, A. Y., Waldman, D., & Peterson, S. 2015. Embracing the paradoxical: CEO humility and organizational ambidexterity. Paper presented at European Group for Organizational Studies Annual Conference, Athens.
11. Ou, A. Y., Chiu, C. Y., Su, Q., & Owens, B. 2014. Leader humility and follower responses: How does status incongruence matter. Paper presented at the bi-annual meeting of International Association of Chinese Management Research, Beijing, P. R. China.
One of the three finalists in the *Conference Best Paper Award* competition for the conference theme category
12. Zhang, H. Y., Ou, A. Y., Tsui, A. S., & Wang, H. 2014. Humility and narcissism: Developing a paradox perspective of CEO attributes. Paper accepted by European Group for Organizational Studies Colloquia, Rotterdam.
13. Ou, A. Y., Su, Q., Chiu, C. Y., & Owens, B. 2014. A cross-cultural comparison of humility and charisma relationship with status incongruences as moderators. Paper presented at Academy of Management Annual Conference, Philadelphia.
14. Ou, A. Y., Choi, D., & Seo, J. 2014. A multilevel model of top management diversity, empowering leadership and middle managers' turnover. Paper presented at Academy of Management Annual Conference, Philadelphia.
15. Lim, S. & Ou, A. Y. 2014. Reactions to incivility: The influence of individualism and collectivism. Paper accepted by International Congress of Applied Psychologists, Paris.
16. Ou, A. Y., Owens, B. P., & Sun, S.H. 2013. Leader humility and status inconsistency: A test of cooperative vs. competing status perspectives. Paper presented at Academy of Management Annual Conference, Orlando.
17. Ou, A. Y., Hartnell, C., Kinicki, A., & Karam, L. 2013. A meta-analytic path analysis of leadership, organizational culture, and unit performance. Paper presented at Academy of Management Annual Conference, Orlando. Accepted for *Best Paper Proceedings*.
18. Ou, A. Y. 2012. Building an empowering organization: A study of humble CEOs. Paper presented at Academy of Management Annual Conference, Boston. Accepted for *Best Paper Proceedings*.

19. Ou, A. Y., Peterson, S. J., & Waldman, D. 2012. Organizational ambidexterity and firm performance: The role of CEO humility. Paper presented at Academy of Management Annual Conference, Boston.
20. Ou, A. Y., Hartnell, C., Kinicki, A., & Karam, L. 2012. Antecedents and outcomes of organizational culture: A meta-analytic test of a theoretically-based linkage model. Paper presented at Society of Industrial and Organizational Psychology Annual Conference, San Diego.
21. Ou, A. Y., & Varriale, L. 2010. International academic collaboration for knowledge creation: A multi-method study. Paper presented at Academy of Management Annual Conference, Montreal.
22. Ou, A. Y. 2010. CEO humility: Prospects for studying an underexplored positive CEO characteristic. Paper presented at Academy of Management Annual Conference, Montreal.
23. Hartnell, C., Ou, A. Y., & Kinicki, A. 2009. Assessing the organizational culture – organizational effectiveness link: A meta-analytic review. Paper presented at Academy of Management Annual Conference, Chicago.
24. Ou, A. Y., Tsui, A. S., & Wu, J. B. 2008. Winning followers' hearts: A study on gender differences in effective leadership. Paper posted at Academy of Management Annual Conference, Anaheim.
25. Ou, A. Y. & Corley, K. 2008. The Birth and death of sensegiving Spirals: Searching for meaning during Hong Kong's SARS outbreak. Paper presented at Academy of Management Annual Conference, Anaheim. *Winner of MOC best student paper award.*
26. Nifadkar, S. & Ou, A. Y. 2007. Cross-National, Cross-Cultural Organizational Behavior Research: Advances, Gaps, and Recommendations. Paper presented at Academy of Management Annual Conference, Philadelphia.
27. Ou., A. Y. & Charles, A. 2007. The moderating effects of organizational culture and racial similarity in formal mentoring programs. Paper presented at Academy of Management Annual Conference, Philadelphia.
28. Ou., A. Y. & Li, S. L. 2007. Developmental Network: Linkage between formal mentoring programs and career success. Paper presented at Academy of Management Annual Conference, Philadelphia.

ORGANIZED SYMPOSIUMS & PROFESSIONAL DEVELOPMENT WORKSHOPS

1. 2018. Symposium co-organizer. The Virtue of Humility in the Workplace: Antecedents, Benefits, and Boundary Conditions. Academy of Management Annual Conference, Chicago, U.S.A.

2. 2018. PDW facilitator. OB Research Roundtables. Academy of Management Annual Conference, Chicago, U.S.A.
3. 2017. PDW co-organizer. Microfoundation of Management 3.0. Academy of Management Annual Conference, Atlanta, U.S.A.
4. 2016. Symposium co-organizer. Bringing paradox research back to China: A symposium in honor of Kwok Leung. International Association of Chinese Management Research Bi-Annual Conference, Hang Zhou, China.
5. 2016. Symposium co-organizer. Dynamics of paradoxical leadership: Theoretical frameworks and empirical evidences of balancing. Academy of Management Annual conference, Anaheim, California, U.S.A.
6. 2015. Symposium co-organizer. Examining paradoxes at the individual level. Academy of Management Annual conference, Vancouver, Canada.

RESEARCH GRANTS & EXTERNAL FUNDING

1. 2016-2019, Principal Investigator, Humanities & Social Sciences Fund (#HSS-1601-P02), SGD\$99,552
2. 2014-2016, Principal Investigator, Singapore Ministry of Education Tier 1 Academic Research Fund (#R-317-000-114-112), SGD\$17,400
3. 2011-2014, Principal Investigator, Singapore Ministry of Education Tier 1 Academic Research Fund (#R-317-000-097-133), SGD\$40,000
4. 2010, Principal Investigator, Arizona State University GPSA dissertation grant, USD\$2,000

TEACHING EXPERIENCE

National University of Singapore

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|------|---------------|------------------------------------------------------------------------------------|-------------|
| B.A. | Instructor | MNO2705 leadership and decision making under uncertainty Latest Rating: 4.0 / 5 | 2018 – 2019 |
| EMBA | Co-instructor | MNC5001A Management (in Chinese) Latest Rating: 4.1 / 5 | 2017 – 2019 |
| B.A. | Instructor | MNO1706 Organizational Behavior Latest Rating: 4.3 / 5 | 2017 – 2018 |

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|-------|----------------------------------|-------------------------------------------------------------|----------------------------|
| Ph.D. | Instructor | BMO6010A Leadership Latest Rating: 4.8 / 5 | 2014 - 2019 |
| B.A. | Instructor course coordinator | MNO1001 Management & Organization Latest Rating: 4.0 / 5 | 2011 – 2016 2011 – 2013 |

Arizona State University

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|------|------------|------------------------------------|-------------|
| B.A. | Instructor | Cross Cultural Management (MGT400) | 2010 - 2011 |
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ACADEMIC SERVICE

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| Ad-hoc Reviewer | 1. Academy of Management Journal (2015 - now) 2. Administrative Science Quarterly (2015 - now) 3. Organizational Behavior and Human Decision Processes (2015 - now) 4. Organization Science (2016 - now) 5. Journal of Management (2015 – now) 6. Journal of Applied Psychology (2012 - now) 7. International Journal of Human Resource Management (2016 - now) 8. Organization Studies (2014) 9. Journal of Business Ethics (2015 – now) 10. Journal of Business Venturing (2012 - now) 11. Journal of Management Studies (2011 - now) 12. Applied Psychology (2011) 13. Journal of International Business Studies (2009 - now) 14. Journal of Management and Organization (2016 - now) 15. Human Relations (2015 - now) 16. International Journal of Management Review (2015 - now) 17. Academy of Management Discovery (2016 - now) |
| Conference organizer | 18. International Association for Chinese Management Research (2018) English program committee member 19. International Association for Chinese Management Research (2016) English program committee member |
| Member | 20. Academy of Management 21. International Association for Chinese Management Research |

INDUSTRY EXPERIENCE

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|-----------------------------------------------------------------------------|------------------|------------------|
| Swire Properties Limited <i>General Practice Surveyor Trainee</i> | 2003-2006 | Hong Kong |
| ♦ Commercial property development and management | | |

