

Ning Xu

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Nationality (American)

ACADEMIC EMPLOYMENT

Boston University Visiting Assistant Professor	September 2023 – May 2024
Stockholm School of Economics Assistant Professor, Tore Browaldh Fellow *Maternity leave January -- August 2023	August 2021 – Present
Washington University in St. Louis, Olin Business School Postdoctoral Research Scholar	2019-2021
University at Buffalo, The State University of New York Adjunct Professor	2018-2019

EDUCATION

Ph.D.	University at Buffalo, The State University of New York Organizational Behavior and Human Resources Minor in Statistics	2018
M.S.	Purdue University Biomedical Science	2011
B.S.	Sichuan University Biological Science	2004

RESEARCH INTERESTS

Social networks, leadership, emotions and creativity.

PUBLICATIONS

- Xu, N.,** Ghahremani, H., Lemoine, G. J. & Tesluk, P. E. (2022). Emergence of shared leadership networks in teams: An adaptive process perspective. *The Leadership Quarterly*, 33, 101588.
- Hora, S., Lemoine, G. J., **Xu, N.**, & Shalley, C. (2021). Unlocking and closing the gender gap in creative performance: A multilevel model. *Journal of Organizational Behavior*, 42, 297-312.
- Xu, N.**, Chiu, C-Y., & Treadway, D. C. (2019). Tensions between diversity and shared leadership: The role of team political skill. *Small Group Research*, 50, 507-538.
- Bentley, J. R., Breland, J. W., **Xu, N.**, Campion, E. D., & Treadway, D. C. (2015). The political skill and will of expatriates in acculturating to the politics of an organization in a new culture. *International Journal of Intercultural Relations*, 49, 343-353.

MANUSCRIPTS IN PREPARATION TO BE SUBMITTED

- Xu, N.**, Balkundi, P., & Waldman, D. A. When your ‘friends’ don’t reciprocate: The deleterious effects of leaders’ unrequited friendship. Preparing for submission to *Organizational Behavior and Human Decision Processes* in August 2023
- Xu, N.**, Ghahremani, H., & Payne, D. M. Be cautious when you say ‘thank you’: When and how expressing gratitude leads to unethical behavior. Preparing for submission to *Journal of Business Ethics* in September 2023

CURRENT PROJECTS

- Lemoine, G. J., Shalley, C. E., & **Xu, N.** A tale of two creativities: The differential effects of personal and contextual factors for radical and incremental creativity. Preparing for submission to *Journal of Management*.
- Lu, E. R., Persson, R., & **Xu, N.** Identity fusion and new venture performance. Preparing for submission to *Journal of Management*.
- Xu, N.** Brokering for others: How brokers become influential in inter-team issues. Data analysis and writing in process, target journal: *Academy of Management Journal*.
- Runsten, P., Werr, A., & **Xu, N.** With a little help from my colleagues: How team information process eases team members’ experienced stress. Writing in process, no target journal as of yet.
- Xu, N.** The ambivalent effects of gratitude expression. Data collection, no target journal as of yet.
- Xu, N.**, Chan, M., & Wennberg, K. An integrative review of anger in organizations. Reviewing in process, no target journal as of yet.

CONFERENCE PRESENTATIONS

- Xu, N.,** Ghahremani, H, D. M. Payne. (2023). Be cautious when you say ‘thank you’: When and how expressing gratitude leads to unethical behavior. Paper accepted to present at the INGroup Annual Conference, Seattle, US.
- Xu, N.** (2022). Should I say ‘thank you’ out loud? The ambivalent effects of leader expression of gratitude. Paper presented at the INGroup Annual Conference, Hamburg, Germany.
- Xu, N.,** & Balkundi, P. (2022). A new perspective of formal leader prototypes: The effects of unrequited friendship with an informal leader. Paper accepted to present at the EURAM 2022 Annual Conference, Winterthur/Zurich, Switzerland.
- Xu, N.,** & Kiker, J. (2020). *Shared leadership in context: The mutual influences of situation and process*. Presenter Symposium presented at the Academy of Management Annual Meeting, Vancouver, CA.
- Xu, N.** (2019). Brokering their way to leadership: How brokers become effective between teams. Paper presented at the INGroup Annual Conference, Lisbon, Portugal.
- Hora, S., **Xu, N.,** Lemoine, G. J., & Shalley, C. (2018). Unlocking the sex differences in creativity: A multilevel model of individual sex, team psychological safety and creative self-efficacy. Paper presented at the Southern Management Association Annual Meeting, Lexington, KY.
- Xu, N.,** Balkundi, P., & Harrison, D. (2018). Brokering or bridging: The different routes to competitive advantage. Paper accepted at the 4th Israel Organizational Behavior Conference, Tel Aviv, Israel.
- Xu, N.,** Ghahremani, H., Lemoine, G. J., & Tesluk, P. E. (2017). How does leadership structure emerge? The effects of team climate and transactive memory system. Paper presented at the Southern Management Association Annual Meeting, St. Petersburg Beach, FL.
- Xu, N.,** & Balkundi, P. (2017). Inward looking outward: A meta-analytic review of individuals’ crosscutting ties. In N. Xu (Chair), *Outside in: How crosscutting ties drive individual and unit performance*, a symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.
- Xu, N.,** Balkundi, P., Waldman, D. A., & Galvin, B. M. (2017). Trouble between Formal and Informal Leaders: The Effects of Unrequited friendship and Network Assessment Accuracy. Paper presented at the 2nd Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.
- Lemoine, G. J., Shalley, C. E., & **Xu, N.** (2017). Differential effects of personal and contextual factors for incremental and radical creativity. In L. Gilson and T. Grosser (Chairs), *Individual and Team Creativity: A Multifaceted Interactionist Examination of Creativity in Different Contexts*, a symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.

- Xu, N.,** & Chiu, C-Y. (2016). Mitigating the negative effects of team diversity on shared leadership: The role of team political skill. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.
- Xu, N.,** & Balkundi, P. (2016). Inward looking outward: The effects of individuals' crosscutting ties. Paper presented at the 11th INGRoup Annual Conference, Helsinki, Finland.
- Balkundi, P., Waldman, D. A., **Xu, N.,** & Galvin, B. M. (2015). Trouble between formal and informal leaders: The effects of unrequited friendship. Paper presented at the Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.
- Treadway, D. C., Bentley, J. R., Yang, J., **Xu, N.,** Everest, N. (2014). Being dirty but not feeling dirty: The role of perceived organizational support and organizational based self-esteem on the relationship between occupational stigma internalization and job performance. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
- Treadway, D.C., Bentley, J.R., **Xu, N.,** & Rogers, M.A. (2014). Lost patience or lost concern: Irritation and compassion as explanatory mechanisms linking the differential effects of client and coworker victimization to performance, turnover, and involuntary leave. In P. Spector (Chair), *Mistreatment in organizations: Behavioral and strain consequences*, a symposium presented at the Southern Management Association Annual Meeting, Savannah, GA.
- Treadway, D.C., Seitz, S.R., **Xu, N.,** & Grijalva, E. (2014). Politically skilled, narcissistic leaders and their effect on follower LMX, affective commitment, and voluntary turnover. Paper presented at the Southern Management Association Annual Meeting, Savannah, GA.

PUBLICATIONS IN BIOLOGY

- Wang, Y., Li, D., Shi, H., Wen, Y., Yang, L, **Xu, N.,** Chen, X., et al. (2009). Intratumoral expression of mature human neutrophil peptide-1 mediates antitumor immunity in mice. *Clinical Cancer Research*, 15, 6901-6911.
- Xu, N.,** Wang, Y., Pan, W., et al. (2008). Human alpha-defensin-1 inhibits growth of human lung adenocarcinoma xenograft in nude mice. *Molecular Cancer Therapeutics*, 7, 1588-1597.

RESEARCH GRANTS

- Xu, N.** (Principal Investigator), Kim, D., Lee, J. H., & Elfenbein, H. A. Negotiation & Team Resources (NTR) Research Grant, 2020 (\$7,000)

CHAired/ORGANIZED CONFERENCE SESSIONS

Co-organizer and Co-chair with Megan Chan and S. Wiley Wakeman (2023). *Feeling good about doing bad: The unforeseen positive emotions and reactions underlying wrongdoing*. Presenter Symposium at the Academy of Management Annual Meeting, Boston, MA.

Co-organizer and Co-chair with Megan Chan and S. Wiley Wakeman (2023). *When bad is good (and good is bad): Examining the ironic antecedents and consequences of bad behavior in the workplace*. Presenter Symposium at the Academy of Management Annual Meeting, Boston, MA.

Chair and Organizer (2020). *Shared leadership in context: The mutual influences of situation and process*. Presenter Symposium at the Academy of Management Annual Meeting, Vancouver, CA.

Chair and Organizer (2017). *Outside in: How crosscutting ties drive individual and unit performance*. Presenter Symposium at the Academy of Management Annual Meeting, Atlanta, GA.

Session chair (2017). *Negotiation, Mediation, Arbitration*. Paper session at the Academy of Management Annual Meeting, Atlanta, GA.

INVITED TALKS/PRESENTATIONS

Stockholm School of Economics (Sweden), March 2021

University of Manitoba (Canada), February 2021

Nova School of Business (Portugal), February 2021

IESEG School of Management (France), January 2021

NEOMA Business School (France), January 2021

Introduction to Social Network Analysis PDW workshop, Academy of Management Annual Meeting, August 2019

University at Albany School of Business, April 2019

Washington University in St. Louis Olin Business School, April 2019

University of Windsor Odette School of Business, November 2018

TEACHING EXPERIENCE

Stockholm School of Economics

BE915 First – time manager: Leading yourself and others (Undergraduate elective)
Fall 2022 (Instructor evaluation – 5.70/7.0)

1331 Global Virtual Teams (Master elective; Collaborating with Yale School of Management) Spring 2022 (Instructor evaluation – 6.89/7.0)

Washington University in St. Louis

OB 360 Organizational Behavior within Firms (undergraduate required) Spring 2020 (Instructor evaluation – 8.8/10)

University at Buffalo, The State University of New York

MGB 301 Organizational Behavior and Administration (Undergraduate required) Spring 2019 (Instructor evaluation – 4.5/5.0)

MGB 301 Organizational Behavior and Administration (Undergraduate required) Fall 2018 (Instructor evaluation – 4.8/5.0)

MGI 301 Human Resource Management (Undergraduate required) Spring 2018 (Instructor evaluation – 4.9/5.0)

MGB 301 Organizational Behavior and Administration (Undergraduate required) Fall 2017 (Instructor evaluation – 4.7/5.0)

MGB 301 Organizational Behavior and Administration (Undergraduate required) Fall 2016 (Instructor evaluation – 4.6/5.0)

MGB 301 Organizational Behavior and Administration (Undergraduate required) Summer 2016 (Instructor evaluation – 4.8/5.0)

MGB 359 Leadership Development I Spring 2018 & Spring 2019 (Guest lecturer in social networks)

MGB 301 Organizational Behavior and Administration 2017 (Guest lecturer in social networks)

Singapore Institute of Management

MGB 301 Organizational Behavior and Administration (undergraduate required) Summer 2018 (Instructor evaluation – 4.5/5.0)

PROFESSIONAL SERVICE ACTIVITIES

Stockholm School of Economics

Co-organizer of the department research seminar series

Master thesis supervision (Inga Eriksson & Jakob Sevelin)

PhD advisor (Megan Chan)

Ad hoc Reviewer

Academy of Management Review

Human Relations

Journal of Leadership and Organizational Studies

Entrepreneurship Theory and Practice

Small Group Research

Personnel Review

Journal of General Management

Conference Review

PC member: Emonet 12 annual conference

Academy of Management Annual Conference (OB/MOC; 2014-2023)

Southern Management Association Annual Meeting (2014-2020)

INGRoup Annual Conference (2016-20223)

ACADEMIC AFFILIATIONS

Academy of Management (AoM)

Interdisciplinary Network for Group Research (INGRoup)

International Network for Social Network Analysis (INSNA)

PAST EXPERIENCE

Instructor: University at Buffalo (2016 – 2018)

Research Assistant: University at Buffalo (2013 – 2017)

Lecturer: University of South Florida (2011 – 2013)

Research Assistant: Purdue University (2008 – 2011)

Research Associate: National Key Laboratory of Biotherapy (2004-2008)