

DISHI HU

Department of Management
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ACADEMIC APPOINTMENT

University of North Carolina Greensboro, Bryan School of Business and Economics
 Assistant Professor of Management 2023 - Present

EDUCATION

Ph.D., Temple University, Fox School of Business Philadelphia, PA
Major: Human Resource Management & Organizational Behavior (HRMOB) 2018-2023

M.A., Rutgers University, School of Management and Labor Relations Piscataway, NJ
Major: Human Resources Management 2016-2018

B.S., Sun Yat-Sen University, Lingnan College Guangzhou, China
Major: Logistics Management 2012-2016

Research Interests

Workplace interactions, HR systems, meta-analysis, leadership

REFEREED PUBLICATIONS

(*equal contributions)

***Hu, D.**, *Deng, Y., Song, Y., Lian, H., Daniels, S.R., Yang, M., & Chen, S. (in press).
 Gossiping the (recipient's) day away: The impact of supervisor-directed gossip on recipients'
 rumination, sleep quality, vitality, and work outcomes. *Journal of Applied Psychology*.

Oh, I.-S., Le, H., **Hu, D.**, & Robbins, S. (2024). Any Port in a Storm: Emotional Stability as a
 Stabilizer for the Job Performance-Voluntary Turnover Relationship. *Journal of Vocational
 Behavior*.

Hu, D., & Oh, I.-S. (2022). The “why” and “how” of human resource (HR) practices: A critical
 review of the antecedents and consequences of employee HR attributions research. *Research in
 Personnel and Human Resource Management*, 40, 157–204.

Hu, D., Oh, I.-S., Han, J.H., & Pan, Y. (2022). Antecedents of high-performance work systems:
 A meta-analysis. *Academy of Management Best Paper Proceedings*, 2022(1)

Hu, D., & Oh, I.-S. (2021). Beyond Individuals' Use of Information and Communication Technologies (ICTs): A Multi-level Approach in Research on ICTs. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 441–443

RESEARCH UNDER REVIEW

Hu, D., Oh, I.-S., Han, J. H., Jiang, K., Pan, Y., & Bentley, F.S. (under review). Title omitted to preserve blind-review process. *Personnel Psychology*

Oh, I.-S., **Hu, D.**, Park, H.S., & Huang, J. (1st R&R). Title omitted to preserve blind-review process. *Journal of Applied Psychology*.

Hu, D., Oh, I.-S., & Agolli, A. (under 2nd review). Title omitted to preserve blind-review process. *Human Resource Management*.

CONFERENCE PAPERS AND PRESENTATIONS

Deng, Y., & **Hu, D.** (2024, August). *Career Advancement Towards Leadership: An Examination Through the Lens of Role Identity Management*. Paper to be presented at the 84th Annual Meeting of the Academy of Management (AOM), Chicago, IL, United States.

Xiao, X., Oh, I.-S., & **Hu, D.** (2024, April). *Age Diversity and Organizational Performance: A Meta-Analysis*. Poster to be presented at the 39th Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Hu, B., Lu, D., Meng, L., & **Hu, D.** (2023, August). *Whether and Why do Time Theft Motives Matter?* Paper presented at the 83rd Annual Meeting of the Academy of Management (AOM), Boston, WA, United States.

Hu, D., Oh, I.-S., Le, H., & Robbins, S. (2023, April). *Any Port in a Storm: Emotional Stability as a Stabilizer for the Job Performance-Voluntary Turnover Relationship*. Poster presented at the 38th Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Agolli, A., **Hu, D.**, & Oh, I.-S. (2023, April). *A Meta-Analytic Study of the Outcomes of HR Attributions*. Poster presented at the 38th Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Hu, D., Oh, I.-S., Han, J. H., & Pan, Y. (2022, August). *Antecedents of high-performance work systems: A meta-analysis*. Paper presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, WA, United States.

*Deng, Y., ***Hu, D.**, Daniels, S. R., Yang, M., & Chen, S. (2022, August). *Impact of hearing negative and positive gossip about supervisor: A within-person investigation*. Paper presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, WA, United States.

*Equal contribution

Hu, D., Oh, I.-S., & Hu, B. (2021, April). *Why and when helping others is helping yourself? A supervisor attribution perspective*. Poster presented at the 36th Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA, United States (Online due to COVID-19).

Park, H. S., Oh, I.-S., Huang, J., & **Hu, D.** (2021, April). *A meta-analysis of adaptive, task, and contextual performance and their predictors*. Poster presented at the 36th Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA, United States (Online due to COVID-19).

Kim, J., Oh, I.-S., Holtz, B.C., Han, S., & **Hu, D.** (2019, August). *The antecedents and consequences of impression management across culture: A meta-analysis*. Paper presented at the 79th Annual Meeting of the Academy of Management (AOM), Boston, MA, United States.

TEACHING EXPERIENCES

University of North Carolina Greensboro, Bryan School of Business and Economics
Stand-alone Instructor

- Global Human Resource Management (graduate level), Fall 2023
- Recruitment and Selection (undergraduate level), Fall 2023, Spring 2024
- Training and Development (graduate level), Spring 2024

Temple University, Fox School of Business
Stand-alone Instructor

- Leadership & Organizational Management (undergraduate level), Fall 2021, Spring 2022

Guest Lecturer

- PhD seminar in Meta-Analysis Research Method, Fall 2020-2023

AWARDS AND RESEARCH GRANTS

- 2021 Cochran Award for Excellence in Research, Fox School of Business
- 2021-2022 Young Scholars Forum Research Grant, Fox School of Business (\$2,300)
- 2020-2021 Young Scholars Forum Research Grant, Fox School of Business (\$1,850)
- 2019-2020 Young Scholars Forum Research Grant, Fox School of Business (\$2,600)
- 2018-2019 Young Scholars Forum Research Grant, Fox School of Business (\$1,600)

PROFESSIONAL ACTIVITIES AND MEMBERSHIPS

Professional Service

- Ad hoc reviewer
 - *Journal of Organizational Behavior, Human Resource Management, The International Journal of Human Resource Management, and Mindfulness*
- Conference Paper Reviewer
 - Academy of Management Conference (HR & OB divisions), Society for Industrial and Organizational Psychology Conference

Professional Affiliations

- Academy of Management (HR, OB, and Research Method divisions)
- Society for Industrial and Organizational Psychology (SIOP)