

CHIA-YEN (CHAD) CHIU

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ACADEMIC EXPERIENCE

January 2018 ~ present **Senior Lecturer (Advanced Assistant Professor with Tenure)**
School of Management, University of South Australia, Australia

February ~ March 2018 **Visiting Scholar**
W. P. Carey Management and Entrepreneurship, Arizona State University, USA

August, 2015 ~ December 2017 **Lecturer (Assistant Professor)**
School of Management, University of South Australia, Australia

June, 2014 ~ June, 2015 **Post-Doctoral Research Fellow and Adjunct Faculty**
Center for Leadership and Organizational Effectiveness
Department of Organization and Human Resources
University at Buffalo, the State University of New York, USA

EDUCATION

Ph.D., 2014 **University at Buffalo, the State University of New York, USA**
Major Field: Organizational Behavior & Human Resource Management
Minor Field: Statistics

M.B.A., 2005 **National Sun Yat-sen University, Taiwan**

B.S., 2003 **National Cheng Kung University, Taiwan**
Major Field: Statistics

HONORS, AWARDS, AND RESEARCH GRANTS

1. Finalist of the Most Promising Research Proposal in Leadership, PDW of “Improving Leadership Research”, Academy of Management Conference, 2018
2. UniSA Business School ECR Research Award, 2017
3. Australia-Germany Joint Research Cooperation (DAAD) Scheme Grant (No. 57379159), 2017 (AUD \$30,500; Primary Investigator; shared with Brooke Gazdag and Jill Gould).

4. UniSA Business School Professional Development Fund, University of South Australia, 2017 (AUD \$7,000)
5. Early Career Researcher Networking Awards, University of South Australia, 2017 (AUD \$11,500)
6. Early Career Researcher Conference Grant, University of South Australia, 2016 (AUD \$3,000)
7. UniSA Business School Professional Development Fund, University of South Australia, 2015 (AUD \$5,000)
8. Research Fellowship, Center for Leadership and Organizational Effectiveness, University of Buffalo, 2014-2015
9. Research Fellowship, Wheatley Institution at Brigham Young University, 2013-2015
10. PhD Student Award, Department of Organization and Human Resources, University at Buffalo, 2013 (USD \$ 900)
11. Graduate Student Association Conference Grant, University at Buffalo, 2009 (USD \$ 500)
12. Graduate Student Assistantship, University at Buffalo, 2008-2012
13. American International Education Foundation (AIEF) Scholarship, Taiwan, 2008 (USD \$ 1,000)
14. Chung Hwa Rotary Scholarship, Taiwan, 2004 (NTD \$ 120,000)

RESEARCH

Research interests

- Team leadership (coordinating multiple team leadership sources; shared leadership)
- Leader humility (link to leadership effectiveness; cross-cultural comparison)
- Social network (positive and negative networks within and between work teams)

Journal articles

ABDC list = Australian Business Dean Council journal quality list; + denoted as student co-authors

1. Mao⁺, J., **Chiu, C.**, Owens, B., Liao, J., & Brown⁺, J. (2018). Growing followers: Exploring the effects of leader humility on follower self-expansion, self-efficacy, and performance. *Journal of Management Studies*, forthcoming. <https://doi.org/10.1111/joms.12395> (A* Journal on the ABDC list)

2. **Chiu, C.**, Balkundi, P., & Weinberg, F. J. (2017). When managers become leaders: The role of manager network centralities, social power, and followers' perception of leadership. *Leadership Quarterly*, 28, 334-348. <http://dx.doi.org/10.1016/j.leaqua.2016.05.004> (A* Journal on the ABDC list)
 - Finalist for best student paper award of MOC division, Academy of Management 2013
 - Reviewed by *I/O at Work*, [How Managers Becomes Leaders](#)

3. **Chiu, C.**, Owens, B.*, & Tesluk, P.* (2016). Initiating and utilizing shared leadership in teams: The role of leader humility, team proactive personality, and team performance capability. *Journal of Applied Psychology*, 101, p. 1705-1720. <http://dx.doi.org/10.1037/apl0000159> (A* Journal on the ABDC list) (*The two authors contribute equally)
 - Dissertation paper
 - Reviewed by *I/O at Work*, [Shared Leadership Can Boost Team Performance](#)
 - Presented at *UBSOM Youtube Channel*, [Shared leadership builds better teams - Two Minute Tuesdays](#)

4. Brouer, R., **Chiu, C.**, & Wang, L. (2016). Political skill dimensions and transformational leadership in China. *Journal of Managerial Psychology*, 31, 1040-1056. <http://dx.doi.org/10.1108/JMP-05-2014-0166>

5. Dansereau, F., Seitz, S., **Chiu, C.**, Shaughnessy, B.A., & Yammarino, F. (2013). What makes leadership, leadership: Using self-expansion theory to integrate traditional and contemporary approaches. *Leadership Quarterly*, 24, 798-821. <http://dx.doi.org/10.1016/j.leaqua.2013.10.008> (A* Journal on the ABDC list)
 - Lead article

Book chapters & other publications

1. Wallace, A.S., **Chiu, C.** & Owens, B.P. (2016). Organizational humility and the better functioning business nonprofit and religious organizations, in E Worthington, D Davis & J Hook (eds.), *Handbook of Humility* (pp. 246-259), Routledge, United Kingdom.

2. Kim, K., Dansereau, F., Kim, I. S., Wang, L., Cho, J., & **Chiu, C. Y.** (2013). Addendum: Extending the Concept of Charismatic Leadership Further. *In Transformational and Charismatic Leadership: The Road Ahead 10th Anniversary Edition* (pp. 195-199). Emerald Group Publishing Limited.

3. Ostroff, C., & **Chiu, C.** (2017, July). [Culturally Diversity Teams: Risks and Rewards](#). *UniSA Business School Magazine*, 10, 18-29.

Manuscripts under review

1. Xu⁺, N., **Chiu, C.**, Treadway, D., & Bentley, J. Manuscript on team diversity and shared leadership. Under 2nd Review at *Small Group Research*. (A Journal on the ABDC list)
2. **Chiu, C.**, Nahrgang, J., Bartram⁺, A., & Tesluk, P. Manuscript on informal leadership in teams. 1st R&R at *Personnel Psychology*. (A* Journal on the ABDC list)
3. **Chiu, C.**, Lin, H., & Ostroff., C. Manuscript on team learning and behavioral integration. Under 1st Review at *Human Resource Management*. (A* Journal on the ABDC list)
4. **Chiu, C.**, & Marrone, J. Manuscript on team humility and workplace incivility. Under 1st Review at *Journal of Applied Psychology*. (A* Journal on the ABDC list)
5. Sanner, B., Evans, K., & **Chiu, C.** Manuscript on shared leadership in teams. Under 1st Review at *Organizational Behavior and Human Decision Process*. (A* Journal on the ABDC list)

Selected Research in Progress

1. **Chiu, C.**, Balkundi, P., Owens, B., & Tesluk, P. Manuscript on leader humility and intragroup social networks. Target: *Organizational Behavior and Human Decision Process*. (writing stage; A* Journal on the ABDC list)
2. Sinha, R., & **Chiu, C.** Manuscript on shared leadership, team composition, and team performance. Target: *Journal of Applied Psychology* (writing stage; A* Journal on the ABDC list).
3. Gazdag, B. A., **Chiu, C.**, Hoobler, J., & Gould, J. Manuscript on gender social roles and female leadership. Target: *Organizational Behavior and Human Decision Process* (data collection stage; A* Journal on the ABDC list).
4. **Chiu, C.** Manuscript on human resource management practices and managers' humble behavior. Target: *Human Resource Management Review* (draft development stage; A* Journal on the ABDC list).

Conference presentations

1. **Chiu, C.**, & Marrone, J. (2018) *Enhancing helping behavior in teams: The effects of team humility composition and leader morality on team incivility norm*. In Lehmann, M., & Ou, A. (co-Chairs), Humility: A cascade of benefits and its tributaries. Symposium conducted at Academy of Management Annual Meeting, Chicago, USA.
2. Gazdag, B. A., **Chiu, C.**, & Gould., J. (2018). *The role of perceived networking ability in the selection of male and female leaders*. In Gloor, J., & Peus, C. (co-Chairs), Retain-not

retrain: A focus on fit for early career female leaders. Symposium conducted at Academy of Management Annual Meeting, Chicago, USA.

3. Sinha, R., & **Chiu, C.** (2017). *Does informal leadership always benefits team performance? Role of variance in team personality composition*. Paper presented at the Australia & New Zealand Academy of Management (ANZAM), Melbourne, Australia.
4. Gazdag, B. A. & **Chiu, C.** (2017). The role of networks and resilience in gendered social roles. Poster presented at the joint European Association for Social Psychology (EASP) and Society for Personality and Social Psychology (SPSP) Meeting, Berlin, Germany.
5. Sinha, R., & **Chiu, C.** (2017). *Does shared leadership always benefits team performance? Role of variance in team personality composition*. In **Chiu, C.** & Sinha, R. (co-Chairs), A network approach to understanding the antecedents and consequences of team leadership. Symposium conducted at Academy of Management Annual Meeting, Atlanta, USA.
6. This symposium has been selected as a showcase symposium
7. Xu, N., & **Chiu, C.** (2016). *Mitigating the negative effects of team diversity on shared leadership: The moderating effect of team political skill*. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA, USA.
8. Mao, J., **Chiu, C.**, & Liao, J. (2016). Why humble leaders are effective? A self-expansion perspective. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA, USA.
9. **Chiu, C.**, & Tesluk, P. (2016). *Stepping up to lead: Antecedents and consequences of informal leadership in work teams*. Paper presented at the Human Resource International Conference, Sydney, Australia.
10. **Chiu, C.**, Balkundi, P., Owens, B., & Tesluk, P. (2015). *Managing positive and negative network density in teams: Role of leader expressed humility*. In Goering, D (Chair), Multilevel investigation of the relationships of leader humility as a form of bottom-up governance. Symposium conducted at Academy of Management Annual Meeting, Vancouver, Canada.
11. **Chiu, C.** (2014). *Managing positive and negative network density in teams: Role of leader expressed humility*. Paper presented at the Southern Management Association Annual Meeting, Savannah, GA, USA.
12. Ou, Y., Su, Q., **Chiu, C.**, & Owens, B. (2014). *Cross-cultural comparisons of humility and charisma relationship with status incongruence as moderators*. In **C. Chiu (Chair)**, Leader humility: The boundary conditions, cross-cultural comparisons, and practical implications. Symposium conducted at Academy of Management Annual Meeting, Philadelphia, PA, USA.

- This proposal was selected as a sample proposal for AOM annual conferences.
13. **Chiu, C.,** Reeves, M., & Chiu, S. (2014). *Lead more, perform better, but become less satisfied: A multi-level investigation of informal leadership in work teams*. Paper presented at Academy of Management Annual Meeting. Philadelphia, PA, USA.
 - Included in the Best Paper Proceedings
 14. Ou, Y., **Chiu, C.,** Su, Q., & Owens, B. (2014) *Leader humility and follower responses: How does status incongruence matter?* Paper presented at the International Association for Chinese Management Research Conference. Beijing, China.
 - This paper was selected in the finalist for the best paper award.
 15. **Chiu, C.,** Balkundi, P., & Weinberg, F. (2013). *Powerful leaders and satisfied followers: Roles of social worth and leadership prototypes*. Paper presented at the Academy of Management Annual Meeting. Orlando, FL, USA.
 - This paper was selected in the finalist for the best MOC student paper award.
 - Included in the Best Paper Proceedings
 16. **Chiu, C.,** & Owens, B. (2013). *Exploring the relationship between humility and perceived leader charisma: The moderating effect of gender*. Paper presented at the Academy of Management Annual Meeting. Orlando, FL, USA.
 - Included in the Best Paper Proceedings
 17. **Chiu, C.,** & Balkundi, P. (2012). *Powerful leaders and satisfied followers: Roles of social proximity and leadership prototypes*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting. San Diego, CA, USA.
 18. **Chiu, C.** (2011). *Modeling the effectiveness of transformational leadership in teams*. Paper presented at Southern Management Association Annual Meeting. Savannah, GA, USA.
 19. **Chiu, C.,** Wang, L., Brouer, R., & Dansereau, F. (2011). *Political skill and transformational leadership effectiveness: an examination among sub-construct relationships*. Paper presented at Academy of Management Annual Meeting. San Antonio, TX, USA.
 20. **Chiu, C.,** Lin, H., & Cheng, S. (2009). *Transformational leadership and team behavioral integration: the mediator role of team learning*. Paper presented at Academy of Management Meeting. Chicago, IL, USA.
 - Included in the Best Paper Proceedings

TEACHING EXPERIENCE

*Master level course; + Undergraduate level course

Satisfactory rate = % of students who strongly agree or agree that they were satisfied with the teaching effectiveness

University of South Australia (2015 ~ present)

1. BUSS 5397* *Decision Making in Business Research* (Satisfactory rate: 87%)
2. BUSS 2043+ *Human Resource Management* (Satisfactory rate: 90%)
3. BUSS 3050+ *Organisational Leadership* (Satisfactory rate: 85%)

University at Buffalo (2011 ~ 2015)

1. MGI 301+ *Human Resource Management* (Average rating: 4.3; school average = 3.8)
2. MGB 301+ *Organizational Behavior* (Average rating: 4.2/5.0; school average = 3.8/5.0)

EMPLOYMENT EXPERIENCE

June, 2007 – July, 2008 **Research Project Coordinator**, Transparency International
Taiwan, Taipei, Taiwan

January, 2006 – June, 2007 **Military Service**, the Republic of China Army (ROCA), Taiwan

ACADEMIC SERVICE

Ad Hoc Reviewer for Journals

A* Journals (from the ABDC list):

Academy of Management Journal
Organizational Behavior and Human Decision Process
Leadership Quarterly
Journal of Organizational Behavior
Human Relations

Other Journals:

Management and Organization Review
Journal of Business Ethics
Small Group Research
Group Dynamics
Journal of Managerial Psychology
Social Behavior and Personality

Conference Reviewer

Academy of Management (AOM), Society of Industrial and Organizational Psychology (SIOP), and Southern Management Association (SMA).

Conference Session Chair & Committee

Conference Committee Member for the *CARMA conference Australia, Adelaide, 2017*

PhD Consortium Committee Member for the *2nd Human Resource International Conference (HRIC), Sydney, 2016.*

Track Chair (Global Business Leadership) for the *ANZIBA Conference 2017.*

UNIVERSITY SERVICE (UNISA)

PhD Supervision (co-supervisor): Affan Bokhari, Gayathri Wickramasinghe

CARMA Short Course Coordinator at UniSA (2016 ~ present)

CWeX Research Associate Recruiting Committee (2017)

INVITED TALKS/PRESENTATIONS

HPE Internship Workshop (5th July 2016). Topic: *Managing Internship*

CWeX-Voice Project Forum: Insights into Networking as a Developmental Tool for Leaders (7 September 2016). Topic: *How Social Networks Enhance Leadership Effectiveness*

Strategic Management Presentation at EIC Australia Annual Meeting (1 December 2016). Topic: *Social Network Approach to Leadership Development*

UniSA Executive Partnership Program Meeting (24 March 2018).

Topic: *Leading with Humility.*

REFERENCES

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