

CHEN WANG

Department of Management, Haworth College of Business
Western Michigan University
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ACADEMIC EXPERIENCE

- Western Michigan University
 - Associate Professor, Department of Management, 2025-present
 - Co-director, Human Resource Management Program, 2025-present
 - Assistant Professor, Department of Management, 2020-2025
- Florida International University
 - Graduate Teaching Assistant, Department of Global Leadership and Management, 2018-2020
 - Graduate Teaching Assistant, Department of Management and International Business, 2015-2018

EDUCATION

- Ph.D. in Business Administration, Management (2020)
 - Florida International University, Miami, FL
- Master of International Business (2013)
 - Florida International University, Miami, FL
 - Graduated with *Dual Degree Highest GPA Award*
- Bachelor of Management, Tourism Management (2012)
 - Qingdao University, China
- Bachelor of Arts, Tourism and Leisure Management (dual degree) (2012)
 - IMC University of Applied Sciences Krems, Austria
 - Graduated with highest distinction

JOURNAL ARTICLES

([†]denotes equal contributors)

1. Xu, L., Ponnappalli, A. R., & **Wang, C.** (*in press*). CEO–TMT vertical pay gap and firm productivity: A tournament theory perspective. *Journal of Business Research*.
<https://doi.org/10.1016/j.jbusres.2025.115453>

2. Wang, X., **Wang, C.**, & Bott, J. (*in press*). Striking a balance: Unraveling the curvilinear relationship between CEO overconfidence and CSR engagement. *Journal of General Management*. <https://doi.org/10.1177/03063070251346843>
3. Banks, G., Pollack, J., ... **Wang, C.**, ... et al. 2025. Women's and men's authorship experiences: A prospective meta-analysis. *Journal of Management*, 51(4): 1273-1287. [Editorial Article] <https://doi.org/10.1177/01492063251315701>
4. Li, J., Zhang, H., Meng, F., Wang, W., **Wang, C.**, Wang, R., Cao, Y., Nizamani, M. M., Zhao, Z., Xue, H. 2025. The influence of environmental knowledge and religiosity on public preferences for ecosystem services in urban green spaces—an example from China. *Sustainability*. <https://www.mdpi.com/2071-1050/17/5/2166>
5. Gajendran, R. S.[†], Ponnappalli, A. R.[†], **Wang, C.**[†], & Javalagi, A.[†]. 2024. A dual pathway model of remote work intensity: A meta-analysis of its simultaneous positive and negative effects. *Personnel Psychology*, 77(4): 1351-1386. <https://doi.org/10.1111/peps.12641>

Media coverage by *The New York Times*:

<https://www.nytimes.com/2024/10/12/business/dealbook/executives-and-research-disagree-about-hybrid-work.html>

The Hill: <https://thehill.com/opinion/technology/4747313-remote-work-benefits-meta-analysis/>

WLRN: <https://www.wlrn.org/business/2024-05-16/remote-work-office-south-florida-real-estate-fiu-study>

FIU BizNews: <https://business.fiu.edu/news/2024/time-spent-working-remotely-positive-outweighs-negative-research-finds.html>

Wise Decision Maker Guide/Disaster Avoidance Experts:

<https://www.linkedin.com/pulse/data-debunks-remote-workmyths-dr-gleb-tsipursky-gky3c/?trackingId=C3G5YIP4RTKWDZ4lcHxXIA%3D%3D>

Aeon: https://aeon.co/essays/we-need-the-first-hand-experience-of-disabled-researchers?utm_source=rss-feed

The Globe and Mail: <https://www.theglobeandmail.com/business/careers/article-its-not-just-gen-z-who-look-for-better-work-life/#:~:text=work%2Dlife%20balance-,It's%20not%20just%20Gen%20Z%20who%20seek%20jobs,for%20better%20work%2Dlife%20balance&text=Some%20people%20might%20think%20that,on%20everyone's%20mind%20these%20days.>

DNYUZ: <https://dnyuz.com/2024/10/12/executives-and-research-disagree-about-hybrid-work-why/>

Phys.Org: <https://phys.org/news/2024-10-day-office-mandate-employee.html>

BizNews: <https://www.biznews.com/rational-perspective/2024/11/24/strict-office-mandates-sarah-green-carmichael>

The Mandarin: <https://www.themandarin.com.au/284562-aspiring-to-evidence-based-policy-the-curious-case-of-hybrid-working/>

Newsweek: <https://www.newsweek.com/wharton-professor-adam-grant-workplace-bonds-friendships-trends-interview-2036732>

6. **Wang, C.**, Ponnappalli, A. R. & Sin, H.P. 2024. A purposeful approach to LMX differentiation: The role of LMX with key members. *Group & Organization Management*, 49(2): 299-311. <https://doi.org/10.1177/10596011241230702>

Featured in the 2024 Special Conceptual Issue of *Group & Organization Management* (<https://journals.sagepub.com/toc/gomb/49/2>).

7. Sanchez, J. I., **Wang, C.**, Ponnappalli, A. R., Sin, H. P., Xu, L., Lapeira, M., & Song, M. 2024. Assessing common-metric effect sizes to refine mediation models. *Organizational Research Methods*, 27(3): 351-368. <https://doi.org/10.1177/10944281231169943>
8. Lei, L., **Wang, C.**, & Pinto, J. 2023. Do chameleons lead better? A meta-analysis of the self-monitoring and leadership relationship. *Personality and Social Psychology Bulletin*. <https://doi.org/10.1177/01461672231210778>
9. Zhou, Y., **Wang, C.**, & Sin, H. P. 2022. Being “there and aware”: A meta-analysis of the literature on leader mindfulness. *European Journal of Work and Organizational Psychology*, 32(3): 299-316. <https://doi.org/10.1080/1359432X.2022.2150170>
10. Zhao, Y., Xu, L., **Wang, C.**, & Ponnappalli, A. R. 2022. Corporate social responsibility and corporate reputation: The moderating roles of CEO and state political ideologies. *Social Responsibility Journal*. <https://doi.org/10.1108/SRJ-08-2020-0318>
11. Kim, K., Halliday, C. S., Zhao, Y., **Wang, C.**, & Von Glinow, M. A. 2018. Rewarding self-initiated expatriates: A skills-based approach. *Thunderbird International Business Review*, 60(1): 89-104. <https://doi.org/10.1002/tie.21832>

Featured in the “Special Section” in the *Thunderbird International Business Review* special issue of “Strategic Talent Management in Emerging Markets” (<https://onlinelibrary.wiley.com/toc/15206874/2018/60/1>).

BEST PAPER PROCEEDINGS

Frear, K., **Wang, C.**, Speights, S. L., & Heggstad, E. D. (2018). How I see it, how everyone else sees it: Personal and social schemas of career success. *Academy of Management Best Papers Proceedings*. <https://doi.org/10.5465/AMBPP.2018.271>

ACADEMIC PRESENTATIONS

1. Stamper, C. L., Metz, I., **Wang, C.**, (2025, August). Establishing construct validity for perceived workplace exclusion. In Stamper, C. & Metz, I. (Co-Chairs), Creating new knowledge about mistreatment, exclusion, and inclusion. *Presented at the 2025 Annual Meeting of the Academy of Management, Copenhagen, Denmark.*
2. Xu, L., Ponnappalli, A. R., & **Wang, C.** (2024, November). Tournament incentives and firm productivity in the context of CEO–TMT vertical pay gap. *Presented at the 2024 Annual Meeting of Southern Management Association, San Antonio, TX.*

†*Received the 2024 “Best Paper Award” in the Strategic Management Track.*

3. **Wang, C.** & Sin, H.P. (2024, August). Team network centrality and LMX: A better way to differentiate? *Presented at the 2024 Annual Meeting of the Academy of Management, Chicago, IL.*
4. Xu, L., Ponnappalli, A. R., & **Wang, C.** (2024, August). CEO–TMT vertical pay gap and firm productivity: A tournament theory perspective. *Presented at the 2024 Annual Meeting of the Academy of Management, Chicago, IL.*
5. Stamper, C. L., Metz, I., **Wang, C.**, & Shore, L. (2024, August). A theory-based typology and measure of perceived workplace exclusion. in Köhler T. (Chair), Research methods advancements for studying workplace mistreatment. *Presented at the 2024 Annual Meeting of the Academy of Management, Chicago, IL.*

†*Selected as a “Showcase Symposium” by the RM and HR divisions.*

6. **Wang, C.**, Ponnappalli, A. R., & Nsair, I. (2023, October). A quantitative synthesis of the literature on authenticity at work. *Presented at the 2023 Annual Meeting of Southern Management Association, Tampa, FL.*
7. Lei, L., **Wang, C.**, & Pinto, J. (2023, August). Do Chameleons Lead Better? A Meta-analysis of the Self-monitoring and Leadership Relationship. *Presented at the 2023 Annual Meeting of the Academy of Management, Boston, MA.*
8. Gajendran, R. S., Ponnappalli, A. R., **Wang, C.**, & Javalagi, A. (2022, May). A quantitative synthesis of the remote work literature. *Presented at the 2022 Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.*

†*Received the “Top Poster Award” at the SIOP annual conference (top 1.7% among approximately 600 submissions).*

9. Sanchez, J. I., **Wang, C.**, Ponnappalli, A. R., Sin, H. P., Xu, L., Lapeira, M., & Song, M. (2022, May). Towards a common-metric of mediation effects in meta-analysis. *Poster session presented at the 2022 Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.*
10. Zhou, Y., Sin, H.P., & **Wang, C.** (2021, November). An examination of the antecedents and consequences of leader mindfulness: A meta-analysis. *Presented at the 2021 Annual Meeting of Southern Management Association, New Orleans, LA.*
11. Gajendran, R. S., Javalagi, A., **Wang, C.**, & Ponnappalli, A. R. (2021, August). Consequences of remote work use and intensity: A meta-analysis. *Presented at the 2021 Annual Meeting of the Academy of Management, Virtual Conference.*

Media coverage by *Science for Work*: <https://scienceforwork.com/blog/let-me-be-why-people-and-businesses-should-prioritize-work-life-boundaries-and-how-to-implement-them/>

12. Zhou, Y., Sin, H.P., & **Wang, C.** (2021, August). An examination of the antecedents and consequences of leader mindfulness: A meta-analysis. *Presented at the 2021 Annual Meeting of the Academy of Management, Virtual Conference.*
13. Sanchez, J. I., **Wang, C.**, Ponnappalli, A. R., & Sin, H. P. (2020, August). A meta-analysis of neglected artifacts in organizational behavior mediation research. *Presented at the 2020 Annual Meeting of the Academy of Management, Vancouver, BC, Canada.*
14. Zhou, Y., **Wang, C.**, Kim, K., Ponnappalli, A. R., & Von Glinow, M. A. (2020, June). Impacts of cross-cultural management training on cultural intelligence. *Poster presented at the 2020 Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.*
15. **Wang, C.** & Sin, H.P. (2020, March). LMX Differentiation and team performance: The role of key members. *Proposal accepted at the Annual Conference of Western Academy of Management, Waikoloa, HI. Conference cancelled due to the COVID-19 pandemic.*
16. Ponnappalli, A. R., **Wang, C.**, Gajendran, R. S., & Kundu, S. K. (2020, January). “Home is where the heart is”: How families influence International New Venture growth. In R.S. Gajendran and A. A. Saiyed (Chairs), *Entrepreneurship – Emerging Issues. Paper presented at the 6th Annual Meeting of the Indian Academy of Management, Tiruchirappalli, India.*

†**Received the “Best Paper Award” in the Entrepreneurship & Small Business Management Track.**

17. **Wang, C.**, Ponnappalli, A. R., Gajendran, R. S., Kundu, S. K., & Sin, H. P. (2020, January). The initiation, development, and maintenance of relationships in International New Venture networks. In R.S. Gajendran and A. A. Saiyed (Chairs), *Entrepreneurship—emerging issues. Paper presented at the 6th Annual Meeting of the Indian Academy of Management, Tiruchirappalli, India.*

18. **Wang, C.**, Ponnappalli, A. R., Gajendran, R. S., Kundu, S. K., & Sin, H. P. (2019, August). Applying role theory to International New Ventures. In M. O. Vural (Chair), *Entrepreneurial roles and identities. Paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.*
 19. Ponnappalli, A. R., **Wang, C.**, Gajendran, R. S., & Kundu, S. K. (2019, August). When work comes first at the cost of family: Consequences for International New Ventures. In R. Mudambi (Chair), *Emerging topics of international management. Paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA.*
 20. Ponnappalli, A. R., **Wang, C.**, & Sin, H. P. (2019, June). Ex-offenders and work: An interdisciplinary review and research agenda. In C. McCluney (Facilitator), *(In)Equity and (in)Justice in organizations seeking to do good. Paper presented at the 2019 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.*
 21. **Wang, C.**, Ponnappalli, A. R., Buckman, B. R., & Viswesvaran, C. (2019, June). Establishing a nomological net for 'authenticity at work' using meta-analysis. *Poster session presented at the 2019 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, MI.*
 22. Sin, H. P., Ponnappalli, A. R., & **Wang, C.** (2019, May). Working for the greater good: A comprehensive review of ex-offenders at work. *Poster session presented at the 2019 Congress of European Association for Work & Organizational Psychology, Turin, Italy.*
 23. Ponnappalli, A. R., **Wang, C.**, Buckman, B. R., & Snihur, A. (2019, April). Authenticity at work: Establishing a nomological net using meta-analysis. *Poster session presented at the 2019 Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.*
- †Received the “Top Poster Award” at the SIOP annual conference (top 1.6%).**
24. **Wang, C.**, Ponnappalli, A. R., Kundu, S. K., Gajendran, R. S., & Sin, H. P. (2018, December). The line that connects the dots: Building high-quality ties in International New Venture networks. *Paper presented at the 2018 Special Conference of Strategic Management Society, Hyderabad, India.*
 25. Ponnappalli, A. R., **Wang, C.**, Kundu, S. K., Gajendran, R. S., & Sin, H. P. (2018, December). Founder work-life balance and International New Venture expansion: A conservation of resources perspective. *Paper presented at the 2018 Special Conference of Strategic Management Society, Hyderabad, India.*
 26. Ponnappalli, A. R., **Wang, C.**, Sin, H. P. (2018, November). Ex-offender at work: A research agenda. In J. Griffith, J. (Facilitator), *Improving Lives: Exploring the relationship between criminal history and work. Symposium conducted at the 2018 Annual Conference of Southern Management Association, Lexington, KY.*

27. Frear, K., **Wang, C.**, Speights, S. L., & Heggstad, E. D. (2018, August). How I see it, how everyone else sees it: Personal and social schemas of career success. In B. Z. Larson (Chair), The role of social schemas and teams in subjective career success. *Paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.*

†Selected as a Best Paper and nominated for the Careers Division Overall Best Paper Award.

28. Sanchez, J. I., **Wang, C.**, Ponnappalli, A. R., Lapeira, M., Pineda, I., Quiroz, V., Song, M., & Xu, L. (2018, April). Mediation analysis in organizational psychology: A meta-analysis of rarely acknowledged statistical artifacts. *Poster session presented at the 2018 Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.*
29. **Wang, C.**, Ponnappalli, A. R., Buckman, B. R., Viswesvaran, C. (2018, April). Factors influencing the reliability of authenticity scales: A reliability generalization meta-analysis. *Poster session presented at the 2018 Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.*
30. **Wang, C.**, Ponnappalli, A. R., & Sin, H. P. (2017, October). Ex-offenders and employment: A comprehensive literature review. In D. Rice (Facilitator), The workplace and stigma. *Paper presented at the 2017 Annual Conference of Southern Management Association, St. Pete Beach, FL.*
31. Halliday, C. S., Ponnappalli, A. R., **Wang, C.**, Kim, K., & Newburry, W. (2017, October). The role of sub-national institutions on the corporate social responsibility and corporate reputation relationship. In S. Mesdaghinia (Facilitator), CSR and leader behavior. *Paper presented at the 2017 Annual Conference of Southern Management Association, St. Pete Beach, FL.*
32. **Wang, C.**, Ponnappalli, A. R., & Buckman, B. R. (2017, August). Authentic leadership and employee engagement: The role of employee authenticity. In B. R. Buckman, H. Leroy, & E. Steckler (Chairs) Exploring essential drivers and antecedents of workplace authenticity. *Symposium conducted at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.*
33. Kim, K. & **Wang, C.** (2017, July). Cultural intelligence and intercorrelation: A multiple group comparison study. *Paper presented at the 2017 Annual Meeting of the Academy of International Business, Dubai, UAE.*
34. **Wang, C.**, Ponnappalli, A. R., & Buckman, B. R. (2017, April). Authentic leadership and employee engagement. *Poster session presented at the 2017 Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.*
35. Ponnappalli, A. R., Sin, H. P., & **Wang, C.** (2016, October). Employing ex-offenders: What we know so far and where do we go from here?. In A. V. Hall (Facilitator), Stigma and discrimination: Workplace experiences of outgroup members. *Paper presented at the 2016 Annual Conference of Southern Management Association, Charlotte, NC.*

36. Kim, K., **Wang, C.**, & Von Glinow, M. A. (2016, July). Making the connection: Cross-cultural management course and cultural intelligence. *Paper presented at the 2016 Annual Conference of Academy of International Business, New Orleans, LA.*

INVITED RESEARCH TALK

Lei, L., **Wang, C.**, & Pinto, J. (2024, February). *Do chameleons lead better? A meta-analysis of the self-monitoring and leadership relationship*. Invited Talk. Presented at the University of Alabama, the Culverhouse College of Business, Tuscaloosa, AL.

MEDIA COVERAGE & INTERVIEWS

- *Current trends in remote work*. The Business Magazine 2023 issue, Kalamazoo, MI, August 2023.
- *Office occupancy sets a new norm for breaking into the industry*. Western Herald, Kalamazoo, MI, February 2023.
- *Work from home could be here to stay as people move to smaller cities*. MIRS.News, Kalamazoo, MI, February 2023.
- *“Quiet quitting”: Just a fad? Or Something else?* Western Herald, Kalamazoo, MI, November 2022.
- *What’s all this noise about “quiet quitting”?* Webinar Panelist, Michigan Small Business Development Center (SBDC), Grand Rapids/Kalamazoo, MI, October 2022.
- *The factors driving Michigan’s worker shortage*. WWMT News Channel 3, Kalamazoo, MI, November 2021.

HONORS THESES COMMITTEES/PH.D. DISSERTATION ASSIGNMENTS

Honors Thesis Committee Chair

- Sierra Ward, Sales and Business Marketing (2024-2025)
 - Thesis: Podcast “[Truly We Speak: Uplifting Faith, Community, and Education Through the Voice of the People](#)”
 - Available on [YouTube](#), [Instagram](#), [Apple Music](#), [Spotify](#)
- Megan Baldry, Human Resource Management and Spanish (2023-2024)
 - Thesis: [A comparative study of monolingual and multilingual employees](#)

Honors Thesis Committee Member

- Mia VandenBerg, Human Resource Management (2023-2024)

Doctorate Dissertation Committee Member

- Courteney Buchanan, Wayne State University (2025-present)

Doctorate Dissertation External Reviewer

- Safeena Yaeen, Institute of Business Management (IoBM), Pakistan (2021)

TEACHING EXPERIENCE

Average student rating of 4.7 out of 5 across multiple courses

Western Michigan University

- MGMT 2500 HC: Organizational Behavior (Honors Section)
- MGMT 2500: Organizational Behavior
- MGMT 3540: HR Analytics
- MGMT 4320: Total Rewards
- MGMT 4100: Global HRM
- MGMT 4120: Management Internship
- MGMT 4950: Independent Study
- HNRS 4990: Honors College Thesis

Florida International University

As Instructor:

- MAN 4301: Human Resource Management
†The online format of this course was certified by the board of [Quality Matters](#) in recognition of the high-quality online course design in 2019.
- MAN 4151: Organizational Behavior
- MAN 3025: Organization and Management

As Teaching Assistant:

- MAN 6316: HR Analytics
- MAN 4151: Organization and Management
- GEB 2011: Introduction to Business
- MAN 3025: Organizational Behavior

SERVICE TO UNIVERSITY

• **Western Michigan University**

University

- Academic Integrity Committee (2021-present)
- Panelist, New Faculty Orientation (2021, 2022)

Haworth College of Business

- Undergraduate Program Council (2022-present)
- The 30 Selection Committee (2021-2024)
- Judge, K.C. O'Shaughnessy Bronco Pitch Competition and Showcase (2021, 2023)
- Academic College Kickoff event (2023-present)

Department of Management

- Department of Management Executive Committee (2020-present)
- Department of Management Curriculum Committee (2020-present)
- Bachelor of Business Administration (BBA) orientation (2020-present)

- Department of Management Search Committee (2021)

HR Program

- Co-director (2025-present)
- Co-advisor, The Society for Excellence in Human Resources (SEHR) (2021-present)

† ***The student chapter has consistently received the SHRM Student Chapter Superior Merit Award, 2021-2025.***

- Mentored and coached HR students in the state-level HR Competition (2022-present)

† ***Student team placed top three in the MISHRM HR Competition, 2022-2024.***

- HR Program Faculty Advisor (2020-present)
- LinkedIn page for the HR program (2023-present)
 - Established and actively managed the program's [LinkedIn page](#)

- **Florida International University**

- Judge, Conference for Undergraduate Research at FIU (2019)

SERVICE TO ACADEMIA

Reviewing

- Editorial Review Board:
 - *Journal of Organizational Behavior* (2025-present)
- Ad Hoc Reviewer:
 - *Journal of Organizational Behavior*
 - *Journal of Business Research*
 - *Human Relations*
 - *Group & Organization Management*
 - *Journal of Occupational and Health Psychology*
 - *Journal of Leadership and Organizational Studies*
 - *International Journal of Human Resource Management*
 - *Management Decision*
 - *Management and Organizational Review*
 - *Cross Cultural & Strategic Management Journal*
 - *American Journal of Business*
 - *Behaviour & Information Technology*
- Conference Reviewer:
 - *Academy of Management*

† ***Received the OB Division “Best Reviewer” Award (2024)***
 - *Southern Management Association*
 - *Society for Industrial and Organizational Psychology*
 - *Western Academy of Management*

Professional Membership & Additional Service

- Academy of Management (AOM)
 - **Session Chair** (2024). *When Leaders and Members Exchange*, OB Division, Academy of Management Annual Conference, Chicago, IL.
 - **Career Coach** (2023-present), Academy of Management Career Services Center
 - Provided guidance and mentorship to 20+ job candidates
 - Supported candidates in career development and job search
 - **Committee Member** (2018-2020), IM Division Research Resources Committee at the Academy of Management
- Southern Management Association (SMA)
 - **Session Chair** (2024). *Power to the Positive: Effects of Positive OB at Work*, Organizational Behavior Track, Southern Management Association Annual Meeting, San Antonio, TX.
 - **Session Chair** (2020). *Will They Go or Will They Stay: Understanding Employee Withdrawal and Turnover*, Human Resources/Research Methods Track, Southern Management Association Annual Meeting, St. Pete Beach, FL (virtual meeting).
 - **Session Chair** (2018). *The Blame Game: Social Responsibility, Distance, and Stigma*, Organizational Behavior Track, Southern Management Association Annual Meeting, Lexington, KY.
- Society for Industrial and Organizational Psychology (SIOP)
 - **Ambassador** (2024-present)
 - **Organizer** (2017-2018), “*Finding Research Partners: ‘Speed Dating on Research Interests’*” event for Chinese scholars at the SIOP Annual Conference

AWARDS, FUNDINGS, AND GRANTS

Recognitions for Research:

- Best Paper Award, Southern Management Association, Strategic Management Track (2024)
- Best Reviewer Award, Academy of Management, Organizational Behavior Division (2024)
- Top Poster Award, Society for Industrial and Organizational Psychology (2022)
- Best Paper Award, Indian Academy of Management, Entrepreneurship & Small Business Management Track (2020)
- Top Poster Award, Society for Industrial and Organizational Psychology (2019)
- Finalist, Overall Best Paper Award for the Careers Division at the Academy of Management Annual Conference (2018)

Grants & Funding:

- Principal Investigator — *A validation study of the perceived workplace exclusion scale*. Haworth College of Business Mini-Grant, Western Michigan University, Wang, C. (PI), Budget: \$750. (2024)
- Co-Principal Investigator — Exploring perceived workplace exclusion. Stamper, C. (Co-PI) and Wang, C. (Co-PI). Budget: \$6,067

- Principal Investigator — *The Optimal Combination for Remote Workers: A Fuzzy Set Analysis Study*. Support for Faculty Scholars Award (SFSA), Western Michigan University (03/01/2024 – 02/28/2025), Wang, C. (PI), Budget: \$2,000
- WMUx Office of Faculty Development (OFD) Instructional Travel Grant. Budget: \$2,000. Western Michigan University (2023-2024)
- Co-Investigator — *My Name is My Identity: Examining the Impact of Name Mispronunciation at Work*, Social Sciences Research Support, Wayne State University (06/01/2023 – 05/31/2025), Ponnappalli, A. R. (PI), Liu, X. (Co-I), Wang, C. (Co-I), Buchanan, C. L. (Co-I). Budget: \$10,000.
- Principal Investigator — *How emotion regulation goals influence depletion and authenticity in entrepreneurial pitches*. Haworth College of Business Mini-Grant, Western Michigan University, Wang, C. (PI), Budget: \$750. (2023)
- Principal Investigator — *What does it mean to be authentic in the workplace*. Support for Faculty Scholars Award (SFSA), Western Michigan University (02/01/2022 – 01/31/2023), Wang, C. (PI), Budget: \$2,000.
- FIU Center for International Business Education and Research (CIBER) research grant, Florida International University (2020)
- FIU Provost Online Course Design Initiative funding (\$2,000), based on *Quality Matters* Certified Course: Human Resource Management, Florida International University (2019)
- Business Doctoral Student Association (BDSA) travel grant, Florida International University (2019)
- Graduate & Professional Student Committee (GPSC) travel grant, Florida International University (2019)

Recognitions for Teaching

- FIU Provost Award for Outstanding Graduate Teaching Assistant, Florida International University (2019)
 - *In recognition of exceptional contributions made by a Graduate Teaching Assistant to the educational excellence of FIU (awarded to one recipient by the provost at the university level)*
- *Remote Teach Ready Certificate* for online Continuing, Professional, and Executive Education, Florida International University (2020)
- [Quality Matters Certification](#) for *Human Resource Management* course, Florida International University (2019)

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- Southern Management Association
- Society for Industrial and Organizational Psychology
- Society for Human Resource Management

Updated July 2025