

# Ning Xu

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Nationality (American)

## ACADEMIC EMPLOYMENT

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Stockholm School of Economics Assistant Professor, Tore Browaldh Fellow	August 2021 --
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

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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

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Social networks, leadership, emotions and creativity.

## PUBLICATIONS

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**Xu, N.,** Ghahremani, H., Lemoine, G. J. & Tesluk, P. E. (2021). Emergence of shared leadership networks in teams: An adaptive process perspective. In press. *The Leadership Quarterly*.

- 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.

## **PUBLICATIONS IN BIOLOGY**

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- 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.

## **CURRENT PROJECTS**

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### ***Social Networks and Leadership:***

- Xu, N.**, Balkundi, P., Waldman, D. A., & Galvin, B. M. Trouble between formal and informal leaders: The effects of unrequited friendship and network accuracy. Preparing for submission to *Personnel Psychology*.
- 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*.

### ***Moral Emotions:***

- Xu, N.**, Ghahremani, H, D. M. Payne. A little thanks may not go a long way: How expressing gratitude leads to deviant behaviors. Writing in process, target journal: *Journal of Applied Psychology*.
- Xu, N.**, Kim, D., Lee, J. H., & Elfenbein, H. A. Thank for the negotiation: How gratitude expressions improve joint gains and subjective value. Data analysis, no target journal as of yet.

### ***Creativity:***

- 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*.
- Xu, N.**, Balkundi, P, & Harrison, D. Brokering or bridging: The different routes to the competitive advantage. Preparing for submission to *Journal of Management*.

## PEER-REVIEWED CONFERENCE PRESENTATIONS

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- Xu, N.,** & Kiker, J. (2020). *Shared leadership in context: The mutual influences of situation and process*. Presenter Symposium accepted 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 4<sup>th</sup> 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 2<sup>nd</sup> 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 11<sup>th</sup> 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.

## RESEARCH GRANTS

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**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

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- 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

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- 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**

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### **Washington University in St. Louis**

OB 360 Organizational Behavior within Firms: Instructor

Spring 2020 (Instructor evaluation – 8.8/10)

### **University at Buffalo, The State University of New York**

MGB 301 Organizational Behavior and Administration: Instructor

Spring 2019 (Instructor evaluation – 4.5/5.0)

Fall 2018 (Instructor evaluation – 4.8/5.0)

Fall 2017 (Instructor evaluation – 4.7/5.0)

Fall 2016 (Instructor evaluation – 4.6/5.0)

Summer 2016 (Instructor evaluation – 4.8/5.0)

MGI 301 Human Resource Management: Instructor

Spring 2018 (Instructor evaluation – 4.9/5.0)

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

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

### **Singapore Institute of Management**

MGB 301 Organizational Behavior and Administration: Instructor

Summer 2018 (Instructor evaluation – 4.5/5.0)

### **University of South Florida**

PSY 3204 Psychological Statistics: Lab Instructor (Spring 2012 – Spring 2013)

PSY 3213 Research Methods in Psychology: Lab Instructor (Fall 2011)

### **Purdue University**

Anatomy and Physiology: Lab Instructor (Spring 2011)

## **PROFESSIONAL SERVICE ACTIVITIES**

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### **Journal Review**

Ad hoc reviewer:

Academy of Management Review  
Small Group Research  
Journal of General Management

### **Conference Review**

PC member: Emonet 12 annual conference  
Academy of Management Annual Conference (OB/MOC; 2014-2021)  
Southern Management Association Annual Meeting (2014-2020)  
INGRoup Annual Conference (2016-2020)

### **Other Service**

Organizer: Professional Development Workshop of “Introduction to Social Networks” at Academy of Management Annual Conference (2013-2020)

## **ACADEMIC AFFILIATIONS**

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Academy of Management (AoM)  
Interdisciplinary Network for Group Research (INGRoup)  
International Network for Social Network Analysis (INSNA)

## **PAST EXPERIENCE**

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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)