

CURRICULUM VITAE

SHUNG JAE SHIN

January, 2018

EDUCATION

1998-2003 Department of Management, Texas A&M University
Major: Organizational Behavior/ Human Resources
Minor: Psychology/ Research Methods
1989-1991 University of Sydney, Sydney, Australia
Master of Business Administration (MBA)
1984-1988 Seoul National University, Seoul, Korea
B.A. in Psychology

EMPLOYMENT

2011-present Associate Professor of Management, Portland State University
2017 Visiting scholar, Chiangmai University, Thailand (2017.9 – 10)
2010 Visiting scholar, Korea University Business School, Seoul, Korea (2010.8 - 12)
2009-2011 Associate Professor, Department of Management, Washington State University
2003-2009 Assistant Professor, Department of Management and Operations, Washington State University
1998-2003 Instructor/ Research Assistant, Department of Management, Texas A&M University
1995-1997 Assistant Manager, Corporate Planning Department, Daewoo Corporation, Seoul, Korea
1992-1995 Education Officer (1st Lieutenant), Republic of Korea Army
1988-1989 Staff, Personnel Department, Keehwa Corporation, Seoul, Korea

DISSERTATION

Title Facilitating inclusive identity: HR practices, perceived fairness, and intergroup cognitions in corporate mergers.
Date June, 2003
Advisor Angelo DeNisi

REFEREED PUBLICATIONS

Lee, S., Kwon, S., *Shin, S. J.*, Kim, M., Park, I. (In press). How team-level and individual-level conflict influences team commitment: A multilevel investigation. *Frontiers in Psychology*.

- Jeong, I. & Shin, S. J. (In press). High performance work practices and organizational creativity during organizational change: A collective learning perspective. *Journal of Management*. (The two authors contributed to the paper equally.)
- Kim, S. K., Shin, S. J., Miller, D., & Shin, J. (In press). Social networks and creativity: The role of individual differences. *Journal of Creative Behavior*.
- Shin, S. J., Jeong, I., & Bae, J. (In press). How and when high-involvement HRM systems influence employee creativity? A cross-level approach. *International Journal of Human Resource Management*.
- Shin, S. J., Yuan, F., & Zhou, J. (2017). Interest and reason: Joint effects of intrinsic interest and calculated personal or organizational benefit of compliance on the relation between perceived job requirement for innovation and innovative behavior. *Journal of Organizational Behavior*, 38(1): 68-86.
- Shin, S. J., Kim, T., Lee, J., & Bian, L. (2012). Cognitive team diversity and individual team member creativity: A cross-level interaction. *Academy of Management Journal*, 55(1): 197-212.
- Shin, S. J., & Kim, Y. (2012). Fall of a giant: A historical analysis of General Motor's bankruptcy. *Korea Business Review*, 16(3): 31-58. (In Korean)
- Zhou, J., Shin, S. J., Brass, D., Choi, J., & Zhang, Z. (2009). Weak ties, conformity, and creativity. *Journal of Applied Psychology*, 94(6): 1544-1552. (The first 3 authors contributed to the paper equally.)
- Yoo, J. W., Reed, R., Shin, S. J., & Lemak, D. (2009). Strategic choice and performance in late movers: Influence of the top management team's external ties. *Journal of Management Studies*, 46(2): 308-335.
- Zhou, J., Shin, S. J., & Cannella Jr., A. A. (2008). Employee self-perceived creativity after mergers and acquisitions: Interactive effects of threat-opportunity perception, access to resources, and support for creativity. *Journal of Applied Behavioral Science*, 44(4): 397-421.
- Shin, S. J., & Zhou, J. (2007). When is educational specialization heterogeneity related to creativity in research and development team? Transformational leadership as a moderator. *Journal of Applied Psychology*, 92(6): 1709-1721.
- Shin, S. J., Morgeson, F. P., & Campion, M. A. (2007). What you do depends on where you are: Understanding how domestic and expatriate work requirements depend upon the cultural context. *Journal of International Business Studies*, 38(1): 64-83.
- Dewett, T., Shin, S. J., Toh, S. M., & Semadeni, M. (2005). Doctoral student research as a creative endeavor. *College Quarterly*, 8(1): 1-22.
- Lemak, D. J., Shin, S. J., Montgomery, J. C., & Reed, R. (2005). Technology, transactional distance, and Instructor effectiveness: An empirical investigation. *Academy of Management Learning and Education*, 4(2): 150-159.
- Shin, S. J., & Zhou, J. (2003). Transformational leadership, conservation, and creativity: Evidence from Korea. *Academy of Management Journal*, 46(6): 703-714. (The two authors contributed to the paper equally.)

BOOK CHAPTERS

- Shin, S. J. (2015). Leadership and creativity: The mechanism perspective. In J. Zhou, C. Shalley, and M. Hitt (Eds), *Handbook of Creativity, Innovation, and Entrepreneurship* (pp. 17-30), Oxford University Press.

DeNisi, A., & Shin, S. J. (2005). Communication interventions in mergers and acquisitions. In M. Mendenhall & G. Stahl (Eds.), *Managing culture and human resources in mergers and acquisitions* (pp. 228-249). Stanford, CA: Stanford University Press.

PRESENTATIONS AT PROFESSIONAL MEETINGS (Refereed Paper Submissions)

- Shin, S. J., Jeong, I., & Park, O. (2017). The More Creative Members, the Better Creative Performance? Presented at the 32nd *Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
- Jeong, I., Lee, J., & Shin, S. J. (2017). Non-linear Relationships between Feedback-seeking Behavior and Creativity: A Dual-benefit Perspective. Presented at the 32nd *Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
- Shin, S. J., & Jeong, I. (2015). Strategic organizational change and organizational creativity: A complexity perspective. Presented at 75th *Annual Meeting of the Academy of Management*, Vancouver, BC, Canada.
- Shin, S. J., & Jeong, I. (2014). High performance work systems, organizational change, and creativity. Presented at the 29th *Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.
- Shin, S. J., Zhou, J., Song, L. J., & Wu, J. (2014). When a “good” leadership style is bad for creativity. Presented at the 29th *Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.
- Yuan, F., Shin, S. J., & Zhou, J. (2013). Social status and employee creativity in work teams: A multi-level and multi-source investigation. In N. M. Ashkanasy, M. Erez, and C. Lee (Chairs), *Innovation and Creativity in Teams*. Symposium at the 73rd *Annual Meeting of the Academy of Management*, Orlando, FL.
- Shin, S. J., Jeong, I., & Bae, J. (2012). The high-commitment human resource management systems, intrinsic motivation, and individual creativity: A cross-level approach. Presented at the 72nd *Annual Meeting of the Academy of Management*, Boston, MA.
- Yuan, F., Shin, S. J., & Zhou, J. (2012). Job requirement for innovation and employee innovative behavior at work. In N. R. Anderson (Chairperson), *International advances in innovation and creativity in the workplace*. Symposium at the 27th *Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Lee, S., Kwon, S., & Shin, S. J. (2011). Conflict and team commitment in work teams: A multilevel investigation. Presented at the 71st *Annual Meeting of the Academy of Management*, San Antonio, TX.
- Shin, S. J., Kim, T., Lee, J., & Bian, L. (2010). Cognitive diversity and creative self-efficacy: A cross-level interaction on creativity. Presented at the 70th *Annual Meeting of the Academy of Management*, Montreal, Canada.
- Shin, S. J., & Yuan, F. (2009). When the true color shines: Creative self-efficacy and employee creativity in China. Presented at the 69th *Annual Meeting of the Academy of Management*, Chicago, IL.
- Shin, S. J. (2008). HR practices, perceived fairness, and intergroup cognitions in corporate mergers. Presented at the 68th *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Shin, S. J. (2008). Acculturation, organizational identity, and commitment to post-merger implementation. Presented at the 68th *Annual Meeting of the Academy of Management*, Anaheim, CA.

- Nam, D., Cullen, J., Arthurs, J., & Shin, S. J. (2008) Cultural ambivalence and firm innovation: A multi-level analysis. Presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
- Zhou, J., Shin, S. J., & Cannella Jr., A. A. (2007). Employee creativity after mergers and acquisitions: Interactive effects of opportunity-threat perception, access to resources, and support for creativity. Presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Shin, S. J., & Zhou, J. (2007). When is heterogeneity related to creativity in research and development teams? Evidence from Korea. In P. Tierney (Chairperson), Toward a global understanding of innovation and creativity. Symposium at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York City, NY.
- Yoo, J. W., Reed, R., & Shin, S. J. (2006). Top management team external ties as determinants of strategy and performance in late mover. Presented at the 66th Annual Meeting of the Academy of Management, Atlanta, Georgia.
- Shin, S. J. (2004). "Us vs. Them" in a corporate merger: An intergroup cognition model during post-merger implementation. Presented at the 64th Annual Meeting of the Academy of Management, New Orleans, LA. (Published in the best papers proceedings)
- Shin, S. J., & Zhou, J. (2003). We believe we can: Role of collective creativity efficacy and its antecedents on group creativity in Korea. Presented at the 63rd Annual Meeting of the Academy of Management, Seattle, WA.
- Toh, S. M., Shin, S. J., Srinivas, E. S., & Varma, A. (2002). The relationship between cultural values and the importance of contextual performance: A Two-country comparison. Presented at the 62nd Annual Meeting of the Academy of Management, Denver, CO.
- Dewett, T., Shin, S. J., Toh, S. M., & Semadeni, M. (2002). Understanding management doctoral student: Research as a creative endeavor. Presented at the 62nd Annual Meeting of the Academy of Management, Denver, CO.
- Shin, S. J., & Zhou, J. (2002). Transformational leadership, individual values, and creativity: Evidence from Korea. Presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Shin, S. J., Morgeson, F. P. & Campion, M. A. (2002). Expatriate assignments: How the requirements of international jobs differ domestic jobs and how cultural values impact work behavior. In M. Erez (Chairperson), HRM across cultures: From selection, through adaptation to performance appraisal. Symposium at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Toh, S. M., Shin, S. J., & Varma, A. (2002). Understanding the influence of raters on ratings of contextual performance. Presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Shin, S. J., Morgeson, F. P. & Campion, M. A. (2001). Expatriate managers: Understanding skill requirements and cultural influences on work. Presented at the 61st Annual Meeting of the Academy of Management, Washington D.C.
- Shin, S. J. (2000). Effects of mergers and acquisitions on employee attitudes and behaviors: A socio-cognitive model. Presented at the 60th Annual Meeting of the Academy of Management, Toronto, Canada.

HONORS, GRANTS, AND FELLOWSHIPS

- Emerald Citations of Excellence for 2015 Award (2015) “Cognitive team diversity and individual team member creativity: A cross-level interaction” (Academy of Management Journal, 2012) was selected as a winning paper.
- Academy of Management OB Division 2013 Outstanding Reviewer Award (2013)
- WSU, College of Business, Dean’s Excellent Fellowship (2007, 2008, 2009)
- Washington Technology Center RTD Grant (\$20,000) (July, 2005) - “Three Dimensional Modeling Technology for Emergency Response Virtual/Simulation Training.” As a principal investigator, I scientifically validated the effectiveness of the technology in emergency response training.
- May Business School Distinguished Research Award (2003)
- May Business School Doctoral Student Mini-grant (2002)
- Research grant (\$ 2,000), Center for International Business Studies, Texas A&M University (2001)
- Regent’s Graduate Fellowship, Texas A&M University (1998-2001)
- Graduated first in class for officer training, Republic of Korea Army (1992)

OTHER TEACHING, MENTORING AND CURRICULAR ACHIEVEMENTS

- Undertook re-development or initial preparation of the following courses:
 - Global Human Resource Management (MIM 564) (2013-present)
 - Organizational Behavior (BA 302), Portland State University (2011-present)
 - Doctoral Seminar in Organizational Behavior, *Washington State University* (2008) - PhD level 3-credit seminar
 - Research and Professional Development Seminar, *Washington State University* (2005-2006) – PhD level 1-credit colloquial seminar (Co-teaching)
 - Managerial Leadership & Productivity, Personnel and Human Resource Management, *Washington State University* (2003-2009) – *MBA courses*
 - Principles of Management and Organization, Leadership Skills for Managers, Personnel & Human Resources Management, Comparative International Management, *Washington State University* (2003-2008) – *Junior and senior level courses.*
 - Human Resource Management, Texas A&M University (2001-2002)
 - Organizational Behavior, Texas A&M University (2000-2002)
- Advising Students
 - Advising and/or consulting MBA 702 projects: 28 MBA students, Washington State University.
 - Doctoral Dissertation Committees: Jae Wook Yoo (2004-2005), Marsha Neilson (2007-2008), Washington State University.

OTHER COMMUNITY OUTREACH ACHIEVEMENT

- Busan Forum: Arranged interview with Columbia Sportsware to help Busan Forum’s (from Korea) research on how to prevent brain drain in a community.

SCHOLARLY WORK IN PROGRESS

- Papers under Review

Nam, D, Cullen, J., *Shin, S. J.*, & Arthurs, J. Cultural ambivalence and firm innovation: A multi-level analysis. *Invited for 1st revise and resubmit* from ***Strategic Management Journal***.

- Scholarly Works in Progress

Shin, S. J., Jeong, I., & Park, O. (2017). The More Creative Members, the Better Creative Performance? To be submitted to ***Organizational Science***.

Jeong, I., *Shin, S. J.*, & Zhou, J. Feedback-seeking behavior and creativity in the team context: Reflection on the different motives behind feedback-seeking behavior. To be submitted to ***Journal of Applied Psychology***.

Jeong, I., Shin, S. J., & Qian, L. Organizational change, market uncertainty, and radical vs. incremental innovation. (Collecting data)

Kim, T., & *Shin, S. J.* Team knowledge stock and individual creativity. (Analysis)

Shin, S. J., Kim, T., Jeong, I. “Why leadership”, intrinsic motivation, and creativity. (Writing).

Jeong, I., *Shin, S. J.*, & Zhou, J. Self-transcendence, humble leadership, and creativity. To be submitted to ***Academy of Management Journal***.

Lee, J., *Shin, S. J.*, & Jeong, Team management, learning orientation, and creativity. Rethinking.

Shin, S. J., & DeNisi, A. How to breed common in-group identity in M&As: the roles of HR practices and perceived fairness. (Rewriting).

GOVERNANCE ACTIVITIES FOR THE UNIVERSITY, COLLEGE, DEPARTMENT

- PSU Undergraduate curriculum committee (2013-current)
- SBA Diversity committee (2014-2015)
- SBA Student success committee (2013-2014)
- SBA Undergraduate curriculum committee (2012-2013)
- SBA Research committee (2011-2012)
- SBA Scholarship committee (2011-2012)
- Undergraduate Program Policy Committee member, at WSU (2009-2010)
- Space Committee, at WSU, Tri-Cities campus (2007-2008)
- Faculty Senator, at WSU, Tri-Cities campus (2006-2008)

PROFESSIONALLY-RELATED SERVICE

- Editorial Board, *Journal of Applied Psychology* (2013-current)
- Editorial Board, *Management and Organization Review* (2015-current)
- Principal reviewer, *Journal of Applied Psychology* (2010-2012)
- Ad hoc reviewer for *Academy Management Journal* (2004-current)
- Ad hoc reviewer for *Organizational Behavior and Human Decision Processes* (2012-current)

- Ad hoc reviewer for *Journal of Management* (2012)
- Ad hoc reviewer for *Human Relations* (2010-current)
- Ad hoc reviewer for *European Journal of Work and Organizational Psychology* (2011)
- Ad hoc reviewer for *Journal of Occupational and Organizational Psychology* (2008-2010)
- Ad hoc reviewer for *Journal of Applied Psychology* (2007-2009)
- Ad hoc reviewer for *Journal of Creative Behavior* (2007)
- Ad hoc reviewer for *Journal of World Business* (2006)
- Ad hoc reviewer for *Journal of Management Studies* (2004)
- Ad hoc reviewer for *Organization Studies* (2004)
- Reviewer for the Academy of Management Meetings, Organizational Behavior Division (1999-current)
- Reviewer for Society for Industrial and Organizational Psychology Conference (2001-current)
- Academy of Management, OB Division, Making Connection Committee (2007)
- Secretary for Association of Korean Management Scholars (2008- 2011)

MEMBERSHIPS IN PROFESSIONAL SOCIETIES

- Academy of Management
- Society for Industrial and Organizational Psychology
- Association of Korean Management Scholars