

Danni WANG

Rutgers Business School-Newark and New Brunswick, Rutgers University
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ACADEMIC POSITION

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|---|---------------------|
| Rutgers Business School-Newark and New Brunswick, Rutgers University | 2016-present |
| Assistant Professor of Management and Global Business | |

EDUCATION

W. P. Carey School of Business, Arizona State University, 2016

PhD in Management

Guanghua School of Management, Peking University, 2011

MS in Management

RESEARCH INTERESTS

Leadership; Teams; Turnover; Organizational Neuroscience.

PEER-REVIEWED PUBLICATIONS (Google Scholar Cites: 2034; h-index:11)

Google Scholar Citation Link: <https://scholar.google.com/citations?user=4bK1NVwAAAAJ&hl=en>

15. **Wang, D.**, Zhu, Q., Avolio, B., Shen, W., & Waldman, D. Accepted. Do employees' views matter in corporate governance? The relationship between employee approval and CEO dismissal. *Strategic Management Journal*. <https://doi.org/10.1002/smj.3465>
14. **Wang, D.**, Liu, Y, Hsieh, A. Y, & Zhang, Z. 2022. Top down or bottom up: Examining reciprocal relationships between leader humility and team helping behavior. *Journal of Organizational Behavior*, 43: 1240-1250.
13. **Wang, D.**, Ou, A. Y., & Song, L. J. 2022. Stay humble and fly high: The roles of subordinate voice and competitive work context in the linkage between leader humility and career success. *Journal of Leadership and Organizational Studies*, 29: 147-166.
12. **Wang, D.**, Waldman, D., Balthazard, P., Stikic, M., Pless, N., Maak, T., Berka, C., & Richardson, T. 2021. Applying neuroscience to emergent processes in teams. *Organizational Research Method*, 24: 595-615. **(Best Published Article Award for AOM-NEU interest group)**
11. Javidan, M., Waldman, D, & **Wang, D.** 2021. How life experiences and cultural context matter: A multilevel framework of global leader effectiveness. *Journal of Management Studies*, 58: 1331-1362.
10. **Wang, D.**, Waldman, D. A., & Ashforth, B. E. 2019. Building relationship through accountability. *Organizational Psychology Review*, 9: 184-206.
9. Wellman, N., Newton, D. W., **Wang, D.**, Wei, W., Waldman, D. A., & LePine, J. A. 2019. Meeting the need or falling in line? The effect of laissez-faire formal leaders on informal leadership. *Personnel Psychology*, 72: 337-359.

8. Waldman, D. A., **Wang, D.**, & Fenters, V. 2019. The added value of neuroscience methods in organizational research. *Organizational Research Methods*, 22: 223-249.
7. Waldman, D. A., **Wang, D.**, Hannah, S. T., Owens, B. & Balthazard, P. A. 2018. Psychological and neurological predictors of abusive supervision. *Personnel Psychology*, 71: 399-421.
6. Waldman, D. A., **Wang, D.**, Hannah, S. T., & Balthazard, P. A. 2017. A neurological and ideological perspective of ethical leadership. *Academy of Management Journal*, 60: 1285-1306.
5. **Wang, D.**, Hom, P. W., & Allen, D. G. 2017. Coping with newcomer “Hangover”: How socialization tactics affect declining job satisfaction during early employment. *Journal of Vocational Behavior*, 100: 196-210.
4. **Wang, D.**, Waldman, D. A., & Zhang, Z. 2014. A meta-analysis of shared leadership and team effectiveness. *Journal of Applied Psychology*, 99: 181-198.
3. Yang, L., & **Wang, D.** 2014. The impacts of top management team characteristics on entrepreneurial strategic orientation: The moderating effects of industrial environment and corporate ownership. *Management Decision*, 52: 378-409.
2. Wang, H., Sui, Y., Luthans, F., **Wang, D.**, & Wu, Y. H. 2014. Impact of authentic leadership on performance: Role of followers' positive psychological capital and relational processes. *Journal of Organizational Behavior*, 35: 5-21.
1. Waldman, D. A., Sully de Luque, M., & **Wang, D.** 2012. What can we really learn about management practices across countries? *Academy of Management Perspectives*, 26: 34-40.

GRANT

2022-2024 Brain Health Institute/Center for Advanced Human Brain Imaging Research (CAHBIR) Grant

Primary Investigator: *How Third-Party Employees Respond to Abusive Supervision toward Coworkers.*

TEACHING INTERESTS

Management, Leadership, Organizational Behavior, Negotiations

TEACHING EXPERIENCE

Rutgers University

- Instructor, Management Skills
- Instructor, Executive Leadership
- Instructor, Negotiations

Arizona State University

- Instructor, Organizational Behavior
- Teaching Assistant, Organizational Behavior

- Teaching Assistant, Mindful Leadership

SERVICE

Service to Rutgers

- PhD advisor: Nguyen Pham (Fall 2022)
- PhD Dissertation Committee Member:
 - ❖ Mengying Xie; RBS doctoral student in OB; Graduated in 2020
 - ❖ Xiangyi Kong; RBS doctoral student in entrepreneurship; Graduated in 2019
- Undergraduate honor thesis advisor
- Course coordinator of Executive Leadership
- Coordination of Rutgers Management and Global Business Seminar Series in Fall 2017
- Involve in course redesign of management skills and organizational behavior (MBA)
- Involve in the management PhD students' application selection in 2018/2021/2022
- Faculty recruiting activities

Service to The Management Field

- Chair of the Membership Committee, Organizational Neuroscience (NEU) Interest Group-AOM, 2020-current
- Facilitator for Junior Scholars Group, Responsible Research Academic Summit, April 2021

REVIEWING EXPERIENCE

Editorial board member:

- Journal of Organizational Behavior (2022-current)
- Journal of Leadership and Organizational Studies (2022-current)

Ad hoc reviewer since 2016:

- Academy of Management Review
- Journal of Applied Psychology
- Organization Science
- Personnel Psychology
- Organizational Behavior and Human Decision Processes
- Journal of Management Studies
- Human Relations
- Journal of Business Ethics

- Journal of Vocational Behavior
- Personality and Social Psychology Bulletin
- Journal of Occupational and Organizational Psychology
- Academy of Management Annual Meeting

AWARDS

- Early Career Achievement Award, Organizational Neuroscience Interest Group, AOM (2022)
- Dean's Young Research Fellow (2019-2020)
- Rutgers Business School Junior Faculty Research Award (2018 & 2022)
- Bright Idea Award of New Jersey (2018)
- Outstanding Reviewer Award, Organizational Behavior Division, AOM (2013)