

## Danni WANG

Rutgers Business School-Newark and New Brunswick, Rutgers University  
 Email: [dwang@business.rutgers.edu](mailto:dwang@business.rutgers.edu)

### ACADEMIC POSITION

---

#### **Rutgers Business School-Newark and New Brunswick, Rutgers University**

Associate Professor of Management and Global Business (2023-present)

Assistant Professor of Management and Global Business (2016-2023)

### EDUCATION

---

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

PhD in Management

#### **Guanghua School of Management, Peking University, 2011**

MS in Management

#### **Economics and Management School, Wuhan University, 2009**

BS in Human Resource Management

### RESEARCH INTERESTS

---

Leadership; Teams; Organizational Neuroscience; Turnover.

### PEER-REVIEWED PUBLICATIONS

---

18. Fan, X., **Wang, D.**, Wang, F., & Kraimer, M. 2023. The indirect effects of leaders' reluctant staying on subordinates' performance. *Journal of Organizational Behavior*. <http://doi.org/10.1002/job.2743>

17. Wei, W., Zhou, Y., & **Wang, D.** 2023. Learning to integrate conflicts: Paradoxical leadership fosters team innovation. *Journal of Business Research*. <https://doi.org/10.1016/j.jbusres.2023.114076>

16. Feng, J., **Wang, D.**, Huang, L., & Zhang, R. 2023. Hidden treasures or red flags? A recruiter's view of (not) hiring former entrepreneurs into corporate jobs. *Personnel Psychology*, 1-21.

<https://doi.org/10.1111/peps.12607>

15. **Wang, D.**, Zhu, Q., Avolio, B., Shen, W., & Waldman, D. 2023. Do employees' views matter in corporate governance? The relationship between employee approval and CEO dismissal. *Strategic Management Journal*, 44: 1328-1354.

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 EXPERIENCE**

---

### *Rutgers University*

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

### *Arizona State University*

- Instructor, Organizational Behavior

## **SERVICE**

---

### *Service to Rutgers*

- PhD advisor: Nguyen Pham
- Rutgers Life Sciences Alliance Task Force Committee (2023-2024)

### *Service to The Management Field*

- Representative at large, Organizational Neuroscience (NEU) Interest Group-AOM, 2024-2025
- Chair of the Membership Committee, Organizational Neuroscience (NEU) Interest Group-AOM, 2020-2023

## **EDITORIAL BOARD**

---

- Journal of Applied Psychology
- Journal of Organizational Behavior
- Journal of Leadership and Organizational Studies
- Management and Organizational Review

## **AWARDS**

---

- Best Symposium Award, Organizational Neuroscience Interest Group, AOM (2023)
- Management and Organizational Review Best Reviewer Award (2023)
- Rutgers Business School Junior Faculty Research Award (2018 & 2022)
- Early Career Achievement Award, Organizational Neuroscience Interest Group, AOM (2022)
- Best Published Article Award, Organizational Neuroscience Interest Group, AOM (2021)
- Dean's Young Research Fellow (2019-2020)
- Bright Idea Award of New Jersey (2018)
- Outstanding Reviewer Award, Organizational Behavior Division, AOM (2013)