

Sheng (Monica) Wang

Department of Management, Entrepreneurship & Technology
Lee Business School
University of Nevada, Las Vegas
4505 Maryland Pkwy Box 456009
Las Vegas, NV 89154-6009
Phone: (702) 895-5394
Fax: (702) 895-4370
E-mail: sheng.wang@unlv.edu

EDUCATION

Ph.D. The Ohio State University

- Major – Human Resource Management/Organizational Behavior
- Minor – Quantitative Psychology

M.L.H.R. (Master in Labor and Human Resources)

Fisher College of Business, The Ohio State University

B.A. Beijing Foreign Studies University, Beijing, China

ACADEMIC EMPLOYMENT

Associate Professor, Department of Management, Entrepreneurship & Technology
Lee Business School, University of Nevada, Las Vegas (2011 – present)

Assistant Professor, Department of Management
College of Business, University of Nevada, Las Vegas (2005 – 2011)

Instructor, Department of Labor & Human Resource Management
Fisher College of Business, The Ohio State University (2003 – 2004)

PUBLICATIONS

Hu, C., Wang, S., Chen, C., Huang, J.-C., & Jiang, D.-Y. (in press). Understanding attraction in formal mentoring relationships from an affective perspective. *Journal of Vocational Behavior*.

Liu, D., Wang, S., & Wayne, S.J. (2015). Is being a good learner enough? An examination of the interplay between learning goal orientation and impression management tactics on creativity. *Personnel Psychology*, 68(1):109-142.

- Wang, S., Noe, R.A., & Wang, Z. (2014). Motivating knowledge sharing in knowledge management systems: A quasi field experiment. *Journal of Management*, 40, 978-1009.
- Hu, C., Wang, S., Wu, T.-Y., & Yang, C.-C. (2014). When mentors feel supported: Relationships with mentoring functions and protégés' perceived organizational support. *Journal of Organizational Behavior*, 35, 22-37.
- Tomlinson, E. C., Lewicki, R. J., & Wang, S. (2012). Trust therapy: The effects of impact and intent strategies on trust repair. In L. L. Neider & C. Schriesheim (Eds.), *Research in management* (Vol. 9: pp. 165-180). Information Age Publishing.
- Wang, S., Guidice, R., Tansky, J., & Wang, Z. (2010). When R&D spending is not enough: The critical role of culture when you really want to innovate. *Human Resource Management*, 49(4), 767-792.
- Wang, S., Tomlinson, E., & Noe, R.A. (2010). The role of mentor trust and protégé internal locus of control in formal mentoring relationships. *Journal of Applied Psychology*, 95(2), 358-367.
- Wang, S., & Noe, R.A. (2010). Knowledge sharing: A review and directions for future research. *Human Resource Management Review*, 20, 115-131.
* Top-Cited Paper (2009-2013) Award from Elsevier Publisher (cited by 730 based on Google Scholar as of Jan 29, 2016)
- Wang, S., Noe, R.A., Wang, Z., & Greenberger, D. (2009) What affects willingness to mentor in the future? An investigation of attachment styles and mentoring experiences. *Journal of Vocational Behavior*, 74, 245-256.
- Wang, S., Tong, T., Chen, G. & Kim, H. (2009) Expatriate utilization and foreign direct investment performance: The mediating role of knowledge transfer. *Journal of Management*, 35(5), 1181-1206.
- Guidice, R.M., Heames, J., & Wang, S. (2009) The indirect relationship between organizational-level knowledge worker turnover and innovation: An integrated application of related literature. *The Learning Organization*, 16(2), 143-167.
- Wang, S., Guidice, R., Tansky, J., & Wang, Z. (2009). The moderating role of organizational culture in innovation: Evidence from China. *The 2009 Academy of Management Best Papers Proceedings*, Chicago.
- Wang, Z. & Wang, S. (2008) Modelling regional HRM strategies in China: An entrepreneurship perspective. *The International Journal of Human Resource Management*, 19(5): 945-963.
- Wang, Z. & Wang, S. (2008) Modeling regional HRM strategies in China: An entrepreneurship perspective. In M. Warner (Ed.) *Human Resource Management with Chinese Characteristics*. London, UK: Routledge/Taylor and Francis. (reprint)

- Noe, R.A., Greenberger, D.B. & Wang, S. (2002). Mentoring: What we know and where we might go. In G. R. Ferris & J. J. Martocchio (Eds.), *Research in personnel and human resources management*, (vol. 21, pps. 129-174). Oxford, UK: JAI Press/Elsevier Science.
- Dixon, M., Wang, S., Calvin, J., Tomlinson, E., & Dineen, B. (2002). Panel interview: A review of empirical research and guidelines for practice. *Public Personnel Management*, 31, 397-428.
- Heneman, R. L., Tansky, J. W., Wang, S., & Wang, Z. (2002). Compensation practices in small entrepreneurial and high-growth companies in the United States and China: A comparative analysis. *Compensation and Benefits Review*, July/August, 13-22.
- Greenberger, D.B. & Wang, S. (2002) The virtual organization: Definition, description, and identification. In R. L. Heneman & D. B. Greenberger (Eds.), *Human resource management in virtual organizations* (pps. 3-32). Greenwich CT: Information Age Publishing.

PRESENTATIONS

- Wang, S., Hu, C., Noe, R., & Wang, Z.-M. (2016, August). An examination of the role of protégé information seeking in formal mentoring. Paper to be presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Hu, C., Wang, S., Chen, C., Huang, J.-C., & Jiang, D.-Y. (2016, August). Understanding attraction in formal mentoring relationships from an affective perspective. Paper to be presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Wang, S., Guidice, R., Zhou, Y., & Wang, Z.-M. (2015, October). *It's more complicated than we think: The implications of social capital on innovation*. Paper presented at the annual meeting of Southern Management Association, St. Pete Beach, Florida.
- Zhou, Y. & Wang, S. (2011, June). *The moderating role of social capital in innovation: Evidence from China*. Paper presented at the annual meeting of the Academy of International Business, Nagoya, Japan.
- Wang, S., Hu, C., & Wang, Z. (2010, August). *The role of protégé previous mentoring experience and information seeking*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Liu, D., Wang, S., & Wayne, S.J. (2009, November). *Good learners and good performers: The interactive effect of learning goal orientation and impression management tactics on creativity through mentoring provision*. Paper presented at the annual meeting of the Southern Management Association, Asheville, NC.
- *The SMA Outstanding Doctoral Student Paper
 - *The Best Doctoral Student Paper in the Human Resources/Careers track

- Wang, S., Tomlinson, E., & Noe, R.A. (2009, August). *Trust and mentoring functions: The role of protégé locus of control*. Paper presented at the annual meeting of the Academy of Management, Chicago.
- Wang, S., Guidice, R., Tansky, J., & Wang, Z. (2009, August). *The moderating role of organizational culture in innovation: Evidence from China*. Paper presented at the annual meeting of the Academy of Management, Chicago.
* The 2009 Academy of Management Best Paper Proceedings.
- Liu, D. & Wang, S. (2008, August) *Managing mentoring and creativity: The moderating role of impression management tactics*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Wang, S., Noe, R.A., Wang, Z., & Greenberger, D.B. (2008, July). *What affects willingness to mentor in the future? An investigation of attachment styles and mentoring experiences*. Paper presented at the annual conference of the Academy of International Business, Milan, Italy.
- Wang, S., & Kim, H. (2007, June). *Expatriate utilization, knowledge transfer, and FDI performance*. Paper presented at the annual conference of the Academy of International Business, Indianapolis, IN.
- Guidice, R., Heames, J., & Wang, S. (2007, March). *The mediating role of organizational learning on employee turnover and firm innovation*. Paper presented at the annual conference of Western Academy of Management, Missoula, MT.
* Nominated for Best Paper Award of the conference.
- Wang, Z., Wang, S., & Xu, X. (2006, July). New approaches to assessment of entrepreneurial competence for adaptive performance. In B. Hesketh (Chair), *New approaches to selecting and training for adaptive performance*. Symposium conducted at the International Association of Applied Psychology's (IAAP) 26th International Congress of Applied Psychology, Athens, Greece.
- Wang, S., Noe, R.A., & Wang, Z. (2006, June). *The role of goal orientation and accountability in knowledge sharing*. Paper presented at the annual conference of the Academy of International Business, Beijing, China.
- Wang, S., Noe, R.A., & Wang, Z. (2006, April). *An exploratory examination of the determinants of knowledge sharing*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Wang, S. (2004, August). *A cross-analysis of the effects of mentoring functions on competency development*. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA

Wang, Z., & Wang, S. (2004, August). *Adaptive assessment and validation for entrepreneurial competence*. Presentation at the 28th International Congress of Psychology, Beijing, China.

Wang, S., Greenberger, D. B., & Noe, R. A. (2003, August). *The psychological base for mentoring relationships: An attachment perspective*. Paper presented at the annual meeting of the Academy of Management, Seattle, WA

Noe, R. A., Greenberger, D. B., & Wang, S. (2002, April). *Mentor and protégé benefits from cross-functional mentoring relationships*. Paper presented in session “Underlying processes responsible for beneficial mentorship: Implications of emerging research” at the 17th annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada

Greenberger, D. B. & Wang, S. (2001). *Mentoring in contemporary organization: New directions for programs and research*. International Conference on Human Resources and Business Strategy, Hangzhou, China

Greenberger, D. B. & Wang, S. (2000). *Managing the virtual organization: Definition and modeling*. International Conference on Human Resource Management, Hangzhou, China.

TECHNICAL REPORT

Wang, S., Noe, R.A., & Greenberger, D.B. (2002). Cardinal Health mentoring program: Mentees’ reactions to program participation. Prepared for Cardinal Health.

RESEARCH GRANTS, AWARDS, AND HONORS

- Department Service of the Year Award, MET Department, UNLV 2015
- Top Cited Paper (2009-2013) Award from Elsevier Publisher for the following article:
 - Wang, S., & Noe, R.A. (2010). Knowledge sharing from a human resource perspective: A review and directions for future research. *Human Resource Management Review*, 20, 115-131.
- Academy of Management Best Paper Proceedings, 2009
- *Summer Research Support*, Lee Business School, University of Nevada, Las Vegas (2009, 2010, 2014).
- Department Research of the Year Award, Management Department, UNLV 2009
- The University Faculty Travel Fund award (\$1,000) in support to the annual conference of the Academy of International Business, Milan, Italy, 2008

- *New Investigator Award*, University of Nevada, Las Vegas (3/2007-3/2009). Awarded \$9,061 to examine mentoring relationships in China.
- Certificate of Achievement from the Nevada System of Higher Education. *2nd Annual Regents' Academy*. Las Vegas, NV, June 2007.
- Attended the Human Resource Division junior faculty consortium at the 2007 annual meeting of the Academy of Management.
- *SIOP Small Grant Program*, Society for Industrial and Organizational Psychology (9/2004-9/2006). Awarded \$2,500 to examine knowledge sharing via knowledge management systems.
- Letter of Commendation for teaching evaluations from Senior Associate Dean for Academic Programs, Summer, 2004.
- *CIBER Ph.D. International Research Awards*, Fisher College of Business, The Ohio State University (2003, 2004). Awarded \$2,000.
- HR Student of the Month of Human Resources Association of Central Ohio, December, 2003
- Selected as Ohio State University representative for the Human Resources Division doctoral consortium at the 2003 annual meeting of the Academy of Management.
- Fisher College of Business travel award (\$600) in support to the annual meeting Academy of Management, Seattle, WA 2003
- Fisher College of Business travel award (\$600) in support to annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada, 2002
- PEGS Fellowship, Fisher College of Business, The Ohio State University, Autumn, 2002
- Selected for membership in Phi Kappa Phi.

TEACHING

Courses Taught:

At UNLV:

- Human Resources Management (sizes ranging from 45 -180 per section)
- Seminar in Human Resource Management
- Principles of Management

At OSU:

- Training and Development

- Introduction to Organizational Behavior
- Introduction to Human Resource Management

Student Advising:

Doctoral Dissertation and Comprehensive Exam Committee member

- Heidi Batiste (graduated Spring 2016) “The relationship between career aspiration and mentoring needs for contingent faculty”
- Derek Smith (2015 – present) “A case study on organizational change”

Master’s thesis committee member

- Donghwa Lee (graduated Summer 2014) “Integrated casino resort plan in Korea”
- Audrey Szuchnicki (graduated Fall 2009) “Examining the influence of restaurant green practices on customer return intention”
- Jung-in Bae (graduated Spring 2009) “The relationship between benefit satisfaction and intent to leave: A study of finance departments in Las Vegas”

SERVICES

Editorial review board member, *Group & Organization Management* (2014 - present)

Reviewer for Research Grants Council, Hong Kong, China

Ad Hoc Reviewer

Journal of Applied Psychology

Personnel Psychology

Journal of Organizational Behavior

Journal of Vocational Behavior

Human Relations

Journal of World Business

Human Resource Management

Journal of Occupational and Organizational Psychology

Asian Pacific Journal of Management

Management and Organization Review

Asian Journal of Social Psychology

American Journal of Industrial and Business Management

Conference Reviewer

Academy of Management Conference (2005-2010, 2012)

Academy of International Business Conference (2005-2008, 2011-2012)

Southern Academy of Management (2013)

Southwest Academy of Management Conference (2011)

Contributor, *Career Forum Abstracts*, Careers Division, Academy of Management, 2009 - 2011

Ph.D. Job Search panelist at Academy of Management Conference in 2006

UNLV Faculty Development Leave Committee, 2014 - present

UNLV The Lincy Institute’s Social Service Collaborative Advisory Board member, 2014 - present

College Peer Evaluation Committee, 2014-present

College MBA advisory team, 2015 - present

College Advising Center Advisory board, 2015 - present

College Research Committee, 2015

College Academic Standard Committee, 2010-2012
College Ad Hoc Committee on Campus Climate Survey, 2012

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- Society for Industrial/Organizational Psychology (SIOP)