

YANG YANG

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Rohrer College of Business
Rowan University
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EDUCATION

Ph.D. in Business Administration, Ivey Business School, Western University, Canada
B.A. in Economics, Southwestern University of Finance and Economics, China

PROFESSIONAL APPOINTMENTS

September 2024	Full Professor, Rohrer College of Business, Rowan University
2018-2024	Associate Professor, Rohrer College of Business, Rowan University
2013-2018	Assistant Professor, Rohrer College of Business, Rowan University
2016-2020	Research Fellow, Center for Leadership and Innovation, China University of Political Science and Law
2013-2014	Senior Fellow, Wharton School, University of Pennsylvania
2009-2013	Postdoctoral Fellow, the Wharton School, University of Pennsylvania

RESEARCH GRANT, HONORS, AND AWARDS

2024	JOM Scholarly Impact Award finalist, Journal of Management
2024	Outstanding Reviewer, DEI Division, Academy of Management
2022-24	Insight Development Grant, Social Sciences and Humanities Research Council of Canada, with G-L (Frank) Jiang, \$40,755
2021	Professor of the Year Award, Bureau of Business Associations, Rohrer College of Business
2020	Best Research Paper Award, Organization Management Journal
2019	Transnational Faculty Research Paper Award, Gender and Diversity in Organizations Division, Academy of Management
2016	Rowan University Excellence in Diversity Award for a Group Project (with colleagues)

- 2015 Honorable Mention (with colleagues) for the 2015 Excellence in Diversity Award by Rowan Senate Diversity Committee
- 2015 Rohrer College of Business Alumni Advisory Council Award for Scholarly Achievement
- 2013 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, the Center for Families at Purdue University and the Boston College Center for Work & Family
- 2009-11 Postdoctoral Fellowship, Social Sciences and Humanities Research Council of Canada
- 2007 Best Paper Award, Gender and Diversity in Organizations Division, Administrative Science Association of Canada

RESEARCH AND PUBLICATIONS

Refereed Journal Articles

1. Yang, Y., Yang, Q., & Jiang, C. X. (in press). How cultural intelligence facilitates employee creativity: The roles of intercultural citizenship behavior and perceived disharmony. *International Journal of Cross Cultural Management*.
2. Yang, Y., Jiang, G-L, & Konrad, A.M. (in press). From home to corner office: How work-life programs influence women's managerial representation in Japan? *Journal of Management*.
3. Ali, M., Shin, D. J., & Yang, Y. (in press). The impact of management gender diversity on productivity. The contextual role of industry gender composition. *Australian Journal of Management*.
4. Rudin, J., Billing, T., Farro, A., & Yang, Y. (2023). When are trans women treated worse than trans men? *Equality, Diversity and Inclusion: An International Journal*, 42(6), 723-736.
5. Doshi, V., Mukherjee, S., & Yang, Y. (2023). Network centrality and negative ties in feminine and masculine occupations. *Asia Pacific Journal of Management*, 40(1), 243-264.
6. Yang, Y., Kulkarni, M., Baldrige, D., & Konrad, A. M. (2022). Earnings of persons with disabilities: Who earns more (less) from entrepreneurial pursuit? *Equality, Diversity and Inclusion: An International Journal*, 41(6), 847-865.
7. Vlas, C. O., Richard, O. C., Goce, Konrad, A. M., & Yang, Y. (2022). Dynamic capabilities for managing racially diverse workforces: Effects on competitive action variety and firm performance. *Journal of Business Research*, 141, 600-618.
8. Konrad, A.M., Richard, O. C., & Yang, Y. (2021). *Both diversity and meritocracy: Managing the diversity-meritocracy paradox with organizational ambidexterity. Journal of Management Studies*, 58(8), 2180-2206.
9. Cheung, H.K., Goldberg, C.B., Konrad, A.M., Lindsey, A., Nicolaides, V., & Yang, Y. (2020). A meta-analytic review of gender composition influencing employees' work outcomes: Implications for human resource development. *Human Resource Development International*, 23(5), 491-518.
10. Rudin, J., Billing, T., Farro, A., & Yang, Y. (2020). Bigenderism at work? Organizational responses to trans men and trans women employees. *Organization Management Journal*, 17(2), 63-81. (*Won the Journal's Best Research Paper Award*)

11. Desjardine, M., Bansal, P., & Yang, Y. (2019). Bouncing back: Building resilience through social and environmental practices in the context of the 2008 global financial crisis. *Journal of Management*, 45(4), 1434-1460. (2024 JOM Scholarly Impact Award finalist)
12. Baldrige, D., Konrad, A. M., Moore, M., & Yang, Y. (2017). Childhood onset disability, strong ties and employment quality. *Equality, Diversity and Inclusion: An International Journal*, 36(4), 290-305.
13. Konrad, A.M., Yang, Y., & Maurer, C. (2016). Antecedents and outcomes of diversity and equality management systems: An integrated institutional agency and strategic human resource management approach. *Human Resource Management*, 55(1), 83-107.
14. Rudin, J., Yang, Y., Farro, A., Ross, L., Ruane, S., & Billing, T. (2016). Transforming attitudes about transgender employee rights. *Journal of Management Education*, 40(1), 30-46.
15. Konrad, A. M., & Yang, Y. (2012). Is using work-life flexibility benefits a career-limiting move? An examination of women, men, lone parents, and parents with partners. *Journal of Organizational Behavior*, 33(8), 1095-1119. (Won the 2013 Rosabeth Moss Kanter Award for Excellence in Work-Family Research)
16. Konrad, A.M., Yang, Y., & Cannings, K. (2012). Pay dispersion and earnings for women and men: A study of Swedish doctors. *Gender in Management: An International Review*, 27(4), 249-270.
17. Moore, M. E., Konrad, A. M., Yang, Y., Ng, E. S. W., & Doherty, A. J. (2011). The vocational wellbeing of workers with childhood onset of disability: Life satisfaction and perceived workplace discrimination. *Journal of Vocational Behavior*, 79(3), 681-698.
18. Yang, Y., & Konrad, A.M. (2011). Diversity and organizational innovation: The role of employee involvement. *Journal of Organizational Behavior*, 32(8), 1062-1083.
19. Yang, Y., & Konrad, A. M. (2011). Understanding diversity management practices: Implications of institutional theory and resource based theory. *Group & Organization Management*, 36(1), 6-38.
20. Blau, G., Yang, Y., & Ward-Cook, K. (2006). Testing a measure of cyberloafing. *Journal of Allied Health*, 35(1), 9-17.
21. Konrad, A. M., Yang, Y., Goldberg, C., & Sullivan, S.E. (2005). Preference for job attributes associated with work and family: A longitudinal study of career outcomes. *Sex Roles*, 5, 303.

Non-refereed Article

Cappelli, P., & Yang, Y. Who gets the top job? Changes in the attributes of human resource heads and implications for the future. Knowledge@Wharton, Human Resources, 2010.05.12. Research sponsored by PricewaterhouseCoopers.

Conference Presentations (Papers published in proceedings indicated by a *)

1. Yang, Y., & Konrad, A.M. (August, 2024) A review of the effects of women on corporate boards. Paper presented at the *Academy of Management*, Chicago, IL.
2. Jiang, G-L., Yang, Y., & Makino, S. (October, 2023). Better governance or greater legitimacy? Examining the impact of transnational pressures on female board appointments. Paper presented at the *Southern Management Association*, St. Pete Beach, FL.
3. Jung, J. C., Im, J., & Yang, Y. (August, 2023). The roles of female leaders during crises. Paper presented at the *Academy of Management*, Boston, MA.

4. Schwartz, S., Cappelli, P., & Yang, Y. (August, 2023). A longitudinal study of gender differences in careers. Paper presented as part of the Symposium, “Novel Perspectives on Gender and Careers”, *Academy of Management*, Boston, MA.
5. Yang, Y., & Konrad, A.M. (August, 2023). Gender and racial diversity on corporate boards: A review. Paper presented as part of the Symposium, “Diversity in Elite Leadership: Global Effects, New Outcome Variables, and Deep Dives Into Processes”, *Academy of Management*, Boston, MA.
6. Rudin, J., Billing, T., Jonsen, R., Qu, Y-M, Yang, Y. (May, 2023). Can We Reduce Student Bias against Individuals with Autism? Paper presented at the *Eastern Academy of Management*, Philadelphia, PA.
7. Yang, Y., Jiang, G-L, & Konrad, A.M. (August, 2022). Work-life programs and women in management: Evidence from Japan. Paper presented synchronously at the *Academy of Management*, Zoom.
8. Yang, Y., & Baldrige, D. (August, 2021). Persons with disabilities: Who earns more (less) from entrepreneurial pursuit. Paper presented asynchronously at the *Academy of Management*, Zoom.
9. Ali, M., Shin, D.J., & Yang, Y. (May, 2021). The effects of gender diversity on organizational performance. Paper presented asynchronously at the *Eastern Academy of Management*, Zoom.
10. Yang, Y., & Zheng, W. (August, 2020). Three pillars of inclusive leadership: A paradox approach. Paper presented asynchronously at the *Academy of Management*, Zoom.
11. Wu, X. H., Yang, Y., & Konrad, A.M. (June, 2020). How does age diversity benefit team outcomes: A moderated mediation model. Paper presented synchronously at the *Administrative Science Association of Canada*, Zoom.
12. Yang, Y., Chen, H., Konrad, A.M., Richard, O., & Beydoun, A. R. (August, 2019). Embrace merit and inclusion: Creative gains from linking identity conscious to identity blind climate. Paper presented at the *Academy of Management*, Boston, MA. (*Won the Transnational Research Paper Award by Gender and Diversity in Organizations Division*)
13. Zheng, W., Yang, Y., & Khattab, J. (August, 2019). What works for gender equality: An integrative review based on a problem solution model. Paper presented at the *Academy of Management*, Boston, MA.
14. Baldrige, D., Yang, Y., & Konrad, A.M. (April, 2019). Self-employment and earnings: Influence of age, gender, disability, and intersectionality. Paper presented as part of the Research Incubator, “Studying the Early Career Experiences of People with Disabilities”, *Society for Industrial and Organizational Psychology*, Washington D.C.
15. Yang, Y., & Konrad, A. M. (August, 2018). Organization or market oriented HRM practices: Examining their effects on wages. Paper presented at the *Academy of Management*, Chicago, IL.
16. Yang, Y., & Wu, X. H. (August, 2018). Team age diversity, leader moral identity, and perceived team outcome. Paper presented as part of the Symposium, “Equity, Diversity, and Inclusion in Organizations: What Impact does Leader Identity Have?”, *Academy of Management*, Chicago, IL.
17. Yang, Y., & Zhu, F. (May, 2018). The roles of cultural intelligence in facilitating altruism. Paper presented at *Asia-Pacific Conference on Social Sciences and Management*, Shanghai, China.

18. Konrad, A.M. & Yang, Y. (August, 2017). A dynamic capabilities approach to managing the diversity-meritocracy paradox. Paper presented at the *Academy of Management*, Atlanta, GA.
19. Yang, Y., Jiang, G-L. (August, 2017). Work-life programs, demographic composition, and organizational outcomes. Paper presented at the *Academy of Management*, Atlanta, GA.
20. Moore, M. & Yang, Y. (August, 2016). The importance of social ties for employees with disabilities: Implications for utilization and social capital theory. Paper presented at the *Academy of Management*, Anaheim, CA.
21. Rudin, J., Billing, T., Farro, A., & Yang, Y. (August, 2016). Penis panic in the workplace: Differential response to MTF and FTM transgender employees. Paper presented at the *Academy of Management*, Anaheim, CA.
22. Yang, Y., Konrad, A.M., & Corbett, B. (August, 2016). Can high Involvement work practices enhance equity in career advancement through promotions? Paper presented at the *Academy of Management*, Anaheim, CA.
23. Cappelli, P., & Yang, Y. (May, 2016). Career advancement and skill requirements. Paper presented at the *Labor and Employment Relations Association (LERA)*, Minneapolis, MN.
24. DesJardine, M., & Yang, Y. (August, 2015). The impact of social and environmental practices on organizational resilience. Paper presented at the *Academy of Management*, Vancouver, Canada.
25. Rudin, J., Yang, Y., Farro, A., Ross, L., Ruane, S., & Billing, T. (August, 2015). Are FTM and MTF transgender employees equally transgressive? Paper presented at the *Academy of Management*, Vancouver, Canada.
26. Yang, Y., & Konrad, A. M. (August, 2015). Underemployment of workers with disabilities: Antecedents and moderating factors. Paper presented at the *Academy of Management*, Vancouver, Canada.
27. Weidman, S., Kyj, L. S., & Yang, Y. (April, 2015). Budgetary slack: The interaction of ethics, risk and information asymmetry. Paper presented at the *American Accounting Association Mid-Atlantic Region*, Cherry Hill, New Jersey.
28. Yang, Y., Bansal, T., & DesJardine, M. (August, 2014). What doesn't kill you makes you stronger: A multi-level process theory for organizational resilience. Paper presented at the *Academy of Management*, Philadelphia, PA.
29. Yang, Y., & Konrad, A. M. (August, 2014). Gender diversity, business strategy, and organizational performance. Paper presented at the *Academy of Management*, Philadelphia, PA.
30. *Rudin, J., Yang, Y., Farro, A., Ross, L., Ruane, S., & Billing, T. (May, 2014). Reducing the transphobia of undergrad business students. Paper presented at the *Eastern Academy of Management*, Newport, RI.
31. Yang, Y., & Konrad, A. M. (August, 2013). Gender and promotion: The cross-level effects of congruence of human resource practices. Paper presented at the *Academy of Management*, Lake Buena Vista (Orlando), Florida.
32. Moore, M. E., Konrad, A. M., Yang, Y., Ng, E. S. W., & Doherty, A. J. (August, 2011). The vocational wellbeing of workers with childhood onset of disability: Life satisfaction and perceived workplace discrimination. Paper presented at the *Academy of Management*, San Antonio, TX.

33. Yang, Q, Yang, Y., Meyer, K., & Mudambi, R. (August, 2011). Knowledge flows and foreign subsidiary performance: The moderating role of market diversity change. Paper presented at the *Academy of Management*, San Antonio, TX.
34. Konrad, A.M., & Yang, Y. (August, 2009). Work-life flexibility, job satisfaction and promotions: Impact of gender and lone parenthood. Paper presented at the *Academy of Management*, Chicago, IL.
35. Yang, Y., & Konrad, A.M. (August, 2009). Diversity and job satisfaction: A cross-level examination of high performance work systems. Paper presented at the *Academy of Management*, Chicago, IL.
36. *Konrad, A.M., Deckop, J., & Yang, Y. (June, 2009). Human resource management configurations for low-wage workers: Does industry matter? Paper presented at the *Administrative Science Association of Canada*, Niagra Fall, Ontario.
37. Konrad, A.M., Yang, Y., Maurer, C., Purdy, L., & Rothstein, M. (June, 2008). Making the invisible visible: A quantitative measure of relational practice. Paper presented at the *Administrative Science Association of Canada*, Halifax, Nova Scotia.
38. Konrad, A.M., Yang, Y., & Maurer, C. (August, 2008). Strategy diversity management: A Configurational approach to diversity-related HRM practices. Paper presented at the *Academy of Management*, Anaheim, CA.
39. Yang, Y. (August, 2008). Diversity and organizational innovation: The role of employee involvement. Paper presented at the *Academy of Management*, Anaheim, CA.
40. Ayoko, O.B., Yang, Y., & Konrad, A. (August, 2007). Diversity and group conflict: The importance of leadership. Paper presented at the *Academy of Management*, Philadelphia, PA.
41. *Yang, Y., Konrad, A.M. (June, 2007). The impact of racial diversity on innovation: The moderating effect of organizational context. Paper presented at the *Administrative Science Association of Canada*, Ottawa, Ontario.
42. Konrad, A.M., Yang, Y., & Maurer, C. (August, 2006). Provide access to diversity through human resource management practices. Paper presented at the *Academy of Management*, Atlanta, GA.
43. *Konrad, A.M., Yang, Y., & Maurer, C. (June, 2006). Human resource management practices for achieving diversity advantage: Determinants and outcomes of the configurations of diversity management structures. Paper presented at the *Administrative Science Association of Canada*, Banff, Alberta.
44. Yang, Y., Konrad, A.M. (August, 2006). Creating change intermediaries: The role of middle managers' commitment to diversity. Paper presented at the *Academy of Management*, Atlanta, GA.
45. Konrad, A.M., Maurer, C., & Yang, Y. (June, 2005). Human resources management practices for diversity: Antecedents and outcomes in Canada. Paper presented at the *Administrative Science Association of Canada*, Toronto, Ontario.
46. *Yang, Y. (August, 2005). Developing cultural diversity advantage: The impact of diversity structures. Paper presented at the *Academy of Management*, Honolulu, HI.
47. Yang, Y., Konrad, A.M., & Cannings, K. (August, 2005). Pay dispersion and earnings for women and men: A study of Swedish doctors. Paper presented at the *Academy of Management Conference*, Honolulu, HI.

48. * Yang, Y., Cannings, K., & Konrad, A.M. (June, 2005). Pay dispersion and job attitudes for women and men: A study of Swedish doctors. Paper presented at the *Administrative Sciences Association of Canada*, Toronto, Ontario.
49. Konrad, A.M, Goldberg, C., Sullivan, S.E., & Yang, Y. (August, 2004). Preference for job attributes associated with work and family: A longitudinal study of career outcomes. Paper presented at the *Academy of Management*, New Orleans, LA.

TEACHING EXPERIENCES

Rohrer College of Business, Rowan University

- Honors Organizational Behavior (undergraduate)
- Organizational Behavior (undergraduate)
- Employee Engagement and Performance (MBA)
- Designing, Developing, and Leading High-Performance Organizations (MBA)

The Wharton School, University of Pennsylvania

Lecturer

- Industrial Relations and Human Resource Management (undergraduate) (Summer 2012 and Spring 2013)

UNIVERSITY SERVICE

Department Service

- Assistant Department Chair 2022-2025 and Spring 2015
- Member, Management Curriculum Task Force, 2022-2023
- Member, HRM Search Committee 2022
- Member, Tenure & Recontracting Committee 2019-21
- Chair, Management Search Committee 2019
- Member, Curriculum Committee 2013-20
- Alternate Senate Representative 2014-20
- Academic Advisor 2013-15

College Service

- Co-Chair, DEI Committee 2022-2024
- Course Coordinator for Organizational Behavior, DDLHPO, and Employee Engagement and Performance 2019-present
- Member, Research Quality and Impact Committee 2013-present

University Service

- Member, Women's and Gender Studies Council 2018-2021
- Member, Women's and Gender Studies Advisory Group 2013-2018
- Member, Intercollegiate Athletics Committee 2015-2020

WIDER AND PROFESSIONAL COMMUNITY SERVICE

Thesis and Dissertation Committees

- External Examiner, Ph.D. Dissertation: Thato Tshepo Shuping (July 2022), University of Pretoria, South Africa
- Member, EdD Dissertation Proposal and Dissertation Examination Committee: Nikki Lombard (Fall 2018- Fall 2021), Rowan University
- External Examiner, Ph.D. Dissertation: Sadia Mansoor (Fall 2020 - Spring 2021), Queensland University of Technology, Australia
- Member, Master's Thesis Examination Committee: Lei Jing (Spring 2017), University of Lethbridge, Canada

Editorship and Reviewing

- Associate Editor, *Equality, Diversity and Inclusion: An International Journal* 2024-26
- Associate Editor, *Frontiers in Organizational Psychology* 2023-26
- Associate Editor, Gender and Diversity in Organizations Division, Academy of Management 2021
- Reviewer, Harlow Best Paper Award Committee, Diversity, Equity and Inclusion Division, Academy of Management 2024
- Reviewer, Saroj Parasuraman Outstanding Publication Award Committee, Gender and Diversity in Organizations Division, Academy of Management 2022
- Reviewer for the following refereed journals:
 - Academy of Management Journal (2008-2010)
 - Academy of Management Perspective (2018)
 - Australian Journal of Management (2023)
 - Business & Society (2024)
 - Equity, Diversity, and Inclusion: An International Journal (2015, 2021)
 - Group & Organization Management (2006, 2011, 2013)
 - Human Relations (2013)
 - Human Resource Management (2006, 2015, 2017, 2023)
 - Human Resource Management Review (2016, 2018)
 - Journal of Management (2019, 2021, 2022, 2023)
 - Journal of Managerial Psychology (2008, 2011, 2012)
 - New England Journal of Entrepreneurship (2019, 2021)
 - Personnel Review (2014)
 - South Asian Journal of Business Studies (2020)
- Reviewer for the following conferences:
 - Eastern Academy of Management (2018)
 - Academy of Management (2005-06; 2009-24)
 - Administrative Sciences Association of Canada (2006-09)

Professional Association Service

- Secretary, Diversity, Equity, and Inclusion Division, Academy of Management (2021-2027)

- Global Ambassador, Gender and Diversity in Organizations Division, Academy of Management (2020-24)
- Co-organizer, Broadening the AOM Experience for Emerging International Members, PDW (workshop) at the Academy of Management (August 2024)
- Discussion Co-Facilitator, Symposium entitled “Diversity in Elite Leadership: Global Effects, New Outcome Variables and Deep Dives into Processes”. Accepted for presentation at the Academy of Management (August 2023)
- Diversity Metrics Co-Chair and Executive Member, Diversity and Inclusion Theme Committee, Academy of Management (2018-19)
- Co-Organizer, Symposium entitled “Equity, Diversity, and Inclusion in Organizations: What Impact Does Leader Identity Have?” Presented at the Academy of Management (2018)
- Co-Organizer, Symposium entitled “Diversity and Inclusion Management: Theory and Research at the Organizational Level of Analysis” Presented at the Academy of Management (2017)
- Developer, National Standards in Diversity & Inclusion for Society of Human Resource Management (SHRM) (2010-15)

Advising and Consulting

- Expert Witness, California Department of Justice (2021-25)
- Nomination and Personnel Committee Chair, Strategic Planning Committee Member, and Board Director, Respond, Inc., Camden, New Jersey (2021-24)