

Min-Hsuan Tu

State University of New York – University at Buffalo
School of Management
Dept. of Organization and Human Resources
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ACADEMIC POSITIONS

University at Buffalo, State University of New York
Assistant Professor

August 2019- Present

EDUCATION

Ph.D. in Management, University of Florida, August 2019
M.A. in International Business, University of Florida, December 2013
B.A. in Business Administration, National Chengchi University, June 2012
Human Resource Management (minor) & Secondary Education (minor)

RESEARCH INTERESTS

Leader identity and development; Abusive supervision and workplace aggression; Power and influence

PUBLICATIONS

- Tu, M., & Chi, N. (2023). How and When Abusive Supervision Leads to Recovery Activities: The Recovery Paradox and the Conservation of Resources Perspectives. *Journal of Organizational Behavior*. Conditional acceptance.
- Song, Y., Tu, M., Fang, Y., & Krishnan, S. Song, Y., Tu, M.-H., Fang, Y., & Krishnan, S. (2023). Looking forward or backward: A temporal lens to disentangle adaptive and maladaptive reactions to daily goal-performance discrepancy. *Journal of Applied Psychology*. Advance online publication.
- Chi, N., Tu, M., Wu, R., & Tsai, C. (2023). Why and When Proactive Helping Does Not Lead to Future Help: The Roles of Psychological Need Satisfaction and Interpersonal Competence. *Journal of Vocational Behavior*, 140, 103824.
- Tu, M., Gilbert, E. & Bono, J. E. (2022). Is beauty more than skin deep? Attractiveness, power, and nonverbal presence in evaluations of hirability. *Personnel Psychology*, 75(1), 119-146.
**Press Coverage by Forbes, Financial Post, Daily Mail (UK), The National Post, MSN Australia*

- Hwang, C., Phillips, S., **Tu, M.**, & Piano, M. (2022). Time to promote the awareness of unhealthy alcohol use among women. *Journal of Women's Health*.
- Lin, S.-H. (J.), Poulton, E. C., **Tu, M.**, & Xu, M. (2022). The consequences of empathic concern for the actors themselves: Understanding empathic concern through conservation of resources and work-home resources perspectives. *Journal of Applied Psychology*, 107(10), 1843–1863.
- Schaerer, M., Foulk, T. A., du Plessis, C., **Tu, M.**, & Krishnan, S. (2021). Just Because You're Powerless Doesn't Mean They Aren't Out to Get You: Low Power, Paranoia, and Aggression. *Organizational Behavior and Human Decision Processes*, 165, 1-20.
- Shum, C., Ausar, K., & **Tu, M.** (2020). When do abusive leaders experience guilt? *International Journal of Contemporary Hospitality Management*. 32(6), 2239-2256.
- Tu, M.**, Bono, J. E., Shum, C., & LaMontagne, L. (2018). Breaking the Cycle: The Effects of Role Model Performance and Ideal Leadership Self-Concepts on Abusive Supervision Spillover. *Journal of Applied Psychology*, 103(7), 689-702.
- Foulk, T.A., Lanaj, K., **Tu, M.**, Erez, A., & Archambeau, L. (2018). Heavy Is the Head That Wears the Crown: An Actor-Centric Approach to Psychological Power, Abusive Leader Behavior, and Perceived Incivility. *Academy of Management Journal*. 1. 61 (2): 661–684.
*Press Coverage by Washington Post; Business News Daily, Chicago Tribune, Science Daily, Daily Mail, Association for Psychological Science (APS)

MANUSCRIPT UNDER REVIEW AND BEING REVISED

- Foulk, T. A., **Tu, M.**, Schaerer, M., & Johnson, A. [Research on detachment and well-being] 2nd round Revise and Resubmit. *Journal of Applied Psychology*.

CONFERENCE PAPERS AND PRESENTATIONS

- Tu, M.**, Song, Y., Fang, Y., & Krishnan, S. (August 9, 2022). Looking Forward or Looking Backward: A Temporal Perspective to Disentangle Adaptive and Maladaptive Reactions to Daily Goal-Performance Discrepancy. In Song, Y. & **Tu, M.** (Chairs). Daily Goal Regulation in Various Work Contexts: Different Theoretical Perspectives. Symposium Presented at the 81st Academy of Management Meeting, Seattle, WA.
- Song, Y., **Tu, M.**, Fang, Y., & Krishnan, S. (August 9, 2022). Organized or Overwhelmed? A Within-Person Field Experiment to Understand How Goal Generation Intervention Shapes Daily Temporal Leadership's Effects. In Song, Y. & **Tu, M.** (Chairs). Daily Goal Regulation in Various Work Contexts: Different Theoretical Perspectives. Symposium Presented at the 81st Academy of Management Meeting, Seattle, WA.
- Tu, M.**, & Chi, N. (August, 2021). A Recovery Paradox Perspective on How and When Abusive Supervision Leads to Recovery Activities: The Roles of Employee Extraversion and Control over Leisure Time. Paper presented at the 81st Academy of Management Meeting, Seattle, WA.

- Poulton, E., Lin, S., -H, **Tu, M.**, & Xu, M. (August, 2021). The Dark Side of a Coworker Receiving Help. Paper presented at the 80th Academy of Management Meeting, Virtual Conference.
- Schaerer, M., Foulk, T. A., du Plessis, C., **Tu, M.**, & Krishnan, S. (August 2, 2021). The Effects of Low Power on Paranoia and Aggression. In Yoon, S., & Courtright, S. (Chairs). The Third-decade of the Affective Revolution: How Affect and Emotions Extend Organizational Research. Symposium Presented at the 80th Academy of Management Meeting, Virtual Conference.
- Tu., M.** (August 10, 2019). Lessons learned in the job search: Recent perspectives. Presented at the HR Doctorial Consortium of the 79th Academy of Management Meeting, Boston, MA.
- Schaerer, M., Foulk, T. A., du Plessis, C., **Tu, M.**, & Krishnan, S. (August 12, 2019). Powerless and Paranoid: The Effects of Powerlessness on Paranoia and Hostile Behaviors. In Pai, J., Whitson, J., & Anicich, E. (Chairs). Looking at the Full Spectrum of Hierarchy. Symposium Presented at the 79th Academy of Management Meeting, Boston, MA.
- Lin, S-H., Poulton, E., Xu, M., & **Tu, M.** (August 12, 2019). The Top of the Top: Psychological Entitlement as a Mediator in Explaining High Performers' Social Behavioral Outcomes. In Song, Y., **Tu, M.**, & Koopmann, J. (Chairs). Citizenship Behavior: Different Theoretical Perspectives to Understand the Predictors and Outcomes. Symposium Chaired at the 79th Academy of Management Meeting, Boston, MA.
- Wu, R., & **Tu, M.** (August 12, 2019). The Top of the Top: Psychological Entitlement as a Mediator in Explaining High Performers' Social Behavioral Outcomes. In Song, Y., **Tu, M.**, & Koopmann, J. (Chairs). Citizenship Behavior: Different Theoretical Perspectives to Understand the Predictors and Outcomes. Symposium Chaired at the 79th Academy of Management Meeting, Boston, MA.
- Tu, M.**, & Gilbert, E. (August 2017). Women Power: The Gendered Effects of Sense of Power on Interview Behavior. In Csillag, B., Zhou, L., & Campbell, E. (Chairs). Gender Matters in Interpersonal Interactions in the Workplace: Job and Career Implications. Presented at the 77th Academy of Management Meeting, Atlanta, GA. **Selected as a showcase symposium*
- Foulk, T. A., Lanaj, K., **Tu, M.**, Erez, A., & Archambeau, L. (August 2016). Heavy is the head that wears the crown: An actor-centric approach to abusive leader behavior. In Lanaj, K., & Wellman, N. (Chairs). The ebbs and flows of leadership: Exploring within-person variation in in leader behaviors. Symposium Conducted at the 76th Academy of Management Meeting, Anaheim, CA.
- Tu, M.**, Bono, J. E., Shum, C., and VanScotter, L. (August 2015). Breaking the cycle of abusive supervision: The role of leader performance and self-concept. In Shum, C., and Van Scotter, L.

(Chairs). Beyond displaced aggression: Re-examining the antecedents of abusive supervision. Presented at the 75th Academy of Management Meeting, Vancouver, BC.

MEDIA

- Tu, M.** Creating a positive workplace. *On Leadership*. November 15, 2022. <https://ubwp.buffalo.edu/school-of-management-leadership/2022/11/15/creating-a-positive-workplace/>
- Tu, M., Gilbert, E. & Bono, J. E.** Why Good-Looking People Get the Job? *Character and Context*. May 18, 2022. <https://spsp.org/news/character-and-context-blog/why-do-good-looking-people-get-job>
- Tu, M., Gilbert, E. & Bono, J. E.** This 5-minute trick can help you get the job. *Fast Company*. November 21, 2021. <https://www.fastcompany.com/90697206/this-5-minute-trick-can-help-you-get-the-job>
- Tu, M.** Break the cycle - How abusive leaders create a toxic work culture. *On Leadership*. January 9, 2020. <https://ubwp.buffalo.edu/school-of-management-leadership/2020/01/09/break-the-cycle/>

INVITED PRESENTATION AND RESEARCH TALKS

Invited Speaker

- University at Buffalo Center for Leadership and Organizational Effectiveness. Leadership Accelerator Program. *Working in Teams*. April 2022.
- University at Buffalo Center for Leadership and Organizational Effectiveness. Leading Ethically in the New World of Work. *Aggression and Abusive Leadership Behaviors at Workplace in Times of COVID-19*. April 2022.
- University at Buffalo Center for Leadership and Organizational Effectiveness. Global Program. *The Dark Side of Leadership*. Oct 2021, March 2022, & December 2022.
- EforAll Buffalo. The Small Business Accelerator Program. *Testing Assumptions through Surveys*. January 2022.
- University at Buffalo School of Management Global Program. *Cultural Differences in Communications, Teams, and Leadership*. September 2021 & September 2022.
- University at Buffalo Center for Leadership and Organizational Effectiveness. The Future of Leadership Conference: Changing the Way We Live and Work. *How to Create an Abuse-Free Environment*. June 2021.
- University at Buffalo Center for Leadership and Organizational Effectiveness. 52 Weeks of Leadership Webinar. *The Dark Side of Leadership*. May 2021.
- University at Buffalo Alumni Association Webinar. *Abusive Bosses in the Workplace*. May 2020
- National Sun Yat-Sen University, the Institute of Human Resource Management. May 2018.
- National Chengchi University, the Department of Business Administration. June 2018.

Invited Panelist

- University of Maryland, the Career and Professionalization Seminar Series (CAPSS), *Panel Discussion: Research Project Management and Co-Authorship*, October, 2022
- University of Miami, Anti-Racism in the Workplace. *Panel Discussion: "Incivility, Harassment,*

Anti-racism, and Micro/macro Aggression in the Workplace, February, 2021

University of Florida, the Department of Marketing. *Panel of Experienced TAs*. July 2017

University of Florida, the Psychology Club. *Panel of Psychology RAs*. April 2018

TEACHING EXPERIENCE

Instructor

August 2019- Present, SUNY Buffalo

MGB702 Organizational Behavior Ph.D. Seminar. (6 *students*). Fall 2022. Too few students to provide evaluations.

MGB301 Organizational Behavior and Admin. (50 & 50 *undergraduate students*). Fall 2022

Instructor rating 4.60 & 5.00 for the two sections, respectively.

MGB301 Organizational Behavior and Admin. (50, 50, & 40 *undergraduate students*). Fall 2021

Instructor rating 4.90, 5.00, 4.90 for the three sections, respectively.

MGB301 Organizational Behavior and Admin. (48, 49, & 48 *undergraduate students*). Fall 2020

Instructor rating 4.90/5.00 for all three sections. Online courses.

MGB301 Organizational Behavior and Admin. (43, 49, & 46 *undergraduate students*). Fall 2019

Instructor rating 4.90/5.00 for all three sections.

August 2014- April 2019, University of Florida

MAN 3240 Organizational Structure and Behavior (53 *undergraduate students*). Spring 2019

Instructor rating (co-teach with Yifan Song) 4.86/5.00

MAN 3240 Organizational Structure and Behavior (73 *undergraduate students*). Spring 2018

Instructor rating (co-teach with Yifan Song) 4.66/5.00

MAN 4301 Human Resource Management (44 *undergraduate students*). Fall 2016

Instructor rating 4.56/5.00

PROFESSIONAL ACTIVITIES

Editorial Board Member, Personnel Psychology (2023-Present)

Ad Hoc Reviewer

Personnel Psychology

Organizational Behavior and Human Decision Processes

Human Relations

Journal of Occupational Health Psychology

Career Development International

Academy of Management Annual Meeting, OB Division

Southern Management Association Annual Meeting

International Association for Conflict Management Annual Meeting

Honors Program Faculty Mentor (2022 - Present), School of Management, SUNY Buffalo

Research Subject Pool Faculty Contact (2021 - Present), School of Management, SUNY Buffalo

Doctoral Dissertation Committees

Ernie Wang, Committee Member, SUNY Buffalo
Huiru (Evangeline) Yang, Committee Member, SUNY Buffalo

Other Committee Memberships and Responsibilities

Honors Program Admissions Committee (2022 – Present), School of Management, SUNY Buffalo
Decanal Grievance Committee (2020 - Present), School of Management, SUNY Buffalo
OHR Faculty Search Committee (2019- Present), OHR Department, SUNY Buffalo
OHR PhD Admissions Committee (2019- Present), OHR Department, SUNY Buffalo
Coordinator, OHR Speaker Series (2019- Present), OHR Department, SUNY Buffalo
Committee chair, Department of Management Invited Speaker Series, University of Florida

Professional Affiliations

Academy of Management (AOM)
Society for Industrial and Organizational (SIOP)

PROFESSIONAL EXPERIENCE

HR Assistant, Novartis Pharmaceuticals Corporation, Taipei, Taiwan. June 2011-July 2012
PR Assistant (Summer Internship), Global View Monthly, Taipei, Taiwan. June 2009-November 2009