

# CURRICULUM VITAE

## Hong Ren

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### ACADEMIC POSITION

08/2014-Current      Associate Professor of Management with tenure  
Lubar School of Business  
University of Wisconsin-Milwaukee

2008-07/2014      Assistant Professor of Management  
Lubar School of Business  
University of Wisconsin-Milwaukee

### EDUCATION

2008      Ph.D. Business Administration  
Concentration: Organizational Behavior  
Smeal College of Business  
The Pennsylvania State University, USA

2002      Master of Arts in Management  
Nottingham Business School  
University of Nottingham, UK

2001      Bachelor of Arts: English and International Business  
Beijing Foreign Studies University, People's Republic of China

### RESEARCH INTERESTS

Cross-cultural issues in

- diversity, networks and teams
- conflict management
- adjustment for those posted to (expatriates) and returning from (repatriates) international assignments
- international joint ventures

## JOURNAL PUBLICATIONS & PROCEEDINGS

- Ren, H., Gray, B., & Harrison, D. (In press). Triggering faultline effects in teams: The moderating effects of bridging friendship and breaching animosity ties. *Organization Science*.
- Ren, H., Yunlu, D., Shaffer, M., & Fodchuk, K. (In press). Expatriate success and thriving: The influence of job deprivation and emotional stability. *Journal of World Business*.
- Ren, H., Shaffer, M., Harrison, D., Fu, C., & Fodchuk, K. 2014. Reactive adjustment or proactive embedding? Multi-study, multi-wave evidence for dual pathways to expatriate retention. *Personnel Psychology*, 67: 203-239.
- Ren, H., Bolino, M., Shaffer, M., & Kraimer, M. 2013. The influence of job demands and resources on repatriate career satisfaction: A relative deprivation perspective. *Journal of World Business*, 48: 149-159.
- Kraimer, M., Shaffer, M., Harrison, D. A., & Ren, H. 2012. No place like home? An identity strain perspective on repatriate turnover. *Academy of Management Journal*, 55: 399-420.
- Ren, H., Gray, B., & Kim, K. 2009. Performance of international joint ventures: What factors really make a difference and How? *Journal of Management*, 35: 805-832.
- Ren, H., & Gray, B. 2009. Repairing relationship conflict: How violation types and culture influence the effectiveness of restoration rituals. *Academy of Management Review*, 34: 105-126.
- Gray, B., Susman, G., & Ren, H. 2005. Brokers' roles in knowledge management in teams: Expertise, influence and schema conflicts. *Best Paper Proceedings of 2005 Academy of Management*.

## BOOK CHAPTER

- Gray, B., & Ren, H. 2014. The importance of joint schemas and brokers in promoting collaboration for innovation. *Public innovation through collaboration and design*. Edited by Christopher Ansell & Jacob Torfing, Routledge.

## CONFERENCE PRESENTATIONS

- Yunlu, D., Ren, H., & Fodchuk, K. 2014. Home away from home: The role of community in expatriate work engagement. Accepted for presentation by 2014 *The Society for Industrial/Organizational Psychology Annual Meeting*, Honolulu, HI.

- Gajendran, R., Ren, H., & Harrison, D. 2013. Cooperative outcome interdependence, interpersonal knowledge, subgroup formation and team performance: A transactive memory system perspective. 2013 *Academy of Management Annual Meeting*, Orlando, FL.
- Ren, H., & Yunlu, D. 2013. Thriving and retention of expatriates: A conservation of resources perspective. 2013 *Academy of International Business Annual Meeting*, Istanbul, Turkey.
- Feng, B., & Ren, H. 2013. Team faultlines and team effectiveness: An optimization model. *International Symposium on Management and Social Sciences*, Beijing, China.
- Gajendran, R., & Ren, H. 2013. Transactive memory and team performance: Moderating effect of diversity. 2013 *The Society for Industrial/Organizational Psychology Annual Meeting*, Houston, TX.
- Feng, B., & Ren, H. 2012. Business continuity plan for U.S. hospitals. 2012 *Decision Sciences Institute Annual Meeting*, San Francisco, CA.
- Ren, H., Yunlu, D., & Fodchuk, K. 2012. Engagement of self initiated expatriates: Personality and information seeking. 2012 *The Society for Industrial/Organizational Psychology Annual Meeting*, San Diego, CA.
- Ren, H., Yunlu, D., Shaffer, M., & Fodchuk, K. 2012. Self-initiated expatriates' decision to stay: Job deprivation and thriving. 2012 *The Society for Industrial/Organizational Psychology Annual Meeting*, San Diego, CA.
- Ren, H., Yunlu, D., Fodchuk, K., & Shaffer, M. 2011. Cultural intelligence, role clarity and thriving: Implications for self-initiated expatriate experiences. 2011 *Academy of Management Annual Meeting*, San Antonio, TX.
- Ren, H., Chen, Y., & Zhang, L. 2011. When you feel lonely at work: Social loneliness, work strains, and performance. *Global Business and Social Science Research Conference*, Beijing, China.
- Feng, B., & Ren, H. 2010. A diversity based model for effective team formation. 2010 *Decision Sciences Institute Annual Meeting*, San Diego, CA.
- Ren, H., Fodchuk, K., & Miller, G. 2010. A proactive perspective on expatriate retention. 2010 *Academy of Management Annual Meeting*, Montreal.
- Ren, H., Gray, B., & Harrison, D. 2009. Triggering faultline effects in teams: The role of bonding, breaching and bridging social ties. 2009 *Academy of Management Annual Meeting*, Chicago, IL.

- Kraimer, M., Shaffer, M., & Ren, H. 2009. Expatriate embeddedness and repatriate turnover: An identity distress perspective. *2009 Academy of Management Annual Meeting*, Chicago, IL.
- Fu, C., Hsu, Y., Shaffer, M., & Ren, H. 2009. Socialization tactics and expatriate outcomes: The mediating roles of social integration and adjustment. *2009 Academy of International Business Annual Meeting*, San Diego, CA.
- Chiaburu, D., Harrison, D. A., & Ren, H. 2008. Do in- and out-group boundaries determine social support in teams? Potential, active, attenuated, and accentuated distinctions. *2008 Academy of Management Annual Meeting*, Anaheim, CA.
- Ren, H. 2007. Surface and deep level faultlines and network ties in multicultural teams. *2007 Academy of Management Annual Meeting*, Philadelphia, PA.
- Gray, B., & Ren, H. 2007. The role of brokers in resolving transdisciplinary conflict and promoting scientific collaboration. *2007 International Association of Conflict Management Conference*, Budapest.
- Ren, H., & Gray, B. 2006. Repairing relationship conflict: How violation types and culture determine appropriate restoration rituals. *2006 Academy of Management Annual Meeting*, Atlanta, GA.
- Ren, H., Harrison, D., Shaffer, M., & Bhaskar-Shrinivas, P. 2006. Beyond adjustment: Complex roles of personality and health-related strains in expatriate experiences. *2006 Academy of Management Annual Meeting*, Atlanta, GA.
- Kraimer, M., Shaffer, M., Harrison, D. A., & Ren, H. 2006. Back aboard after going abroad: Skill (under-)utilization and identity conflict for returning expatriates. *2006 Academy of Management Annual Meeting*, Atlanta, GA.
- Gray, B., Susman, G., & Ren, H. 2006. Brokers as conflict handlers in knowledge management teams. *2006 The First Annual INGRoup Conference*, Pittsburgh, PA.
- Ren, H., & Gray, B. 2006. Cultural impacts on interpreting and resolving relationship conflict. *2006 International Association of Conflict Management Conference*, Montreal.
- Kraimer, M. L., Shaffer, M. A., Harrison, D. A., & Ren, H. 2006. A role identity perspective for repatriation effectiveness. *2006 The Society for Industrial/Organizational Psychology Annual Meeting*, Dallas, TX.
- Gray, B., Susman, G., & Ren, H. 2005. Brokers' roles in knowledge management in teams: Expertise, influence and schema conflicts. *2005 Academy of Management Annual Meeting*, Honolulu, HI.

## TEACHING

### Interests

- International Management
- Human Resource Management
- Organizational Behavior
- Industrial/Organizational Psychology

### Teaching Experience

- *University of Wisconsin-Milwaukee*
  - Fall 2014:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Spring 2014:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 735 Staffing Organizations (graduate level)
  - Fall 2013:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Spring 2013:
    - BUS ADM 735 Staffing Organizations (graduate level)
    - BUS ADM 442 Industrial Psychology
  - Fall 2012:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Spring 2012:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Fall 2011:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Spring 2011:
    - BUS ADM 735 Staffing Organizations (graduate level)
    - BUS ADM 442 Industrial Psychology
  - Fall 2010:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Spring 2010:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Fall 2009:
    - BUS ADM 443/448 Staffing/Human Resource Management
    - BUS ADM 442 Industrial Psychology
  - Spring 2009:

- BUS ADM 735 Staffing Organizations (graduate level)
  - BUS ADM 442 Industrial Psychology
- Fall 2008:
  - BUS ADM 443/448 Staffing/Human Resource Management
  - BUS ADM 442 Industrial Psychology
- *The Pennsylvania State University*
  - Organizational Behavior and Design, 09/2005-12/2005
  - Business Ethics, 07/2007-08/2007

### **Teaching Assistantship**

- *The Pennsylvania State University*
  - Complex Negotiations (MBA course), Spring 2007
  - Team Facilitation (MBA course), Fall 2006
  - Survey of Management, Fall 2003, Spring 2004

### **Other Teaching Related Activities:**

- *Chair of Doctoral Student Dissertation*  
Longzhu Dong
- *Member of Doctoral Student Dissertation Committee*  
Mihaela Dimitrova  
Yushan Hsu  
Gloria J. Miller  
Dianne Murphy  
Joline Robertson  
Barjinder Singh  
Dilek Gulistan Yunlu
- *Supervised 13 undergraduate Human Resource Management internships and 5 independent studies*

### **GRANTS, ACADEMIC HONORS AND AWARDS**

- Business Advisory Council Research Fellowship Awards, May 2014
- Project Assistant Support Award for the 2014-2015 academic year
- Izzet Sahin Research Award, May 2013
- Gold Star teaching award, Fall 2012, BUS ADM 442 *Industrial Psychology*
- Gold Star teaching award, Spring 2012, BUS ADM 448 *Staffing Human Resources*
- Project Assistant Support Award for the 2012-2013 academic year
- Faculty Development Grant for Enhancing Business Ethics Dimensions in the Lubar School Curriculum, 2011-2012
- Project Assistant Support Award for the 2011-2012 academic year
- Faculty Development in International Business Grant, June, 2011

- Minigrant Award, University of Wisconsin-Milwaukee, July, 2009
- Smeal Doctoral Dissertation Award, Smeal College of Business, the Pennsylvania State University, October, 2006
- Smeal Doctoral Dissertation Award, Smeal College of Business, the Pennsylvania State University, April, 2007
- Jeanne and Charles Rider Graduate Fellowship, Smeal College of Business, the Pennsylvania State University, 2007-2008
- Jeanne and Charles Rider Graduate Fellowship, Smeal College of Business, the Pennsylvania State University, 2006-2007
- OB Division's Outstanding Reviewer of 2006 Academy of Management, Atlanta

## **UNIVERSITY SERVICE**

Go Milwaukee recruitment event, Spring 2014

Member, AACSB Committee (2013-2014, 2014-2015)

Member, "Ask A Mentor" Teaching Mentoring Program

Member, Committee on Collegiality (2012-2013)

Convener, Scholarship Committee (2011-2012)

Member, Undergraduate Program Committee (2010-2011)

Presenter at the UWM Open House, Fall 2010

Human Resource Management Undergraduate Major Review Task Force (2009-2010)