

# Min-Hsuan Tu

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## ACADEMIC POSITIONS

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University at Buffalo, The State University of New York  
*Assistant Professor*

August 2019- Present

## EDUCATION

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**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

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

## REFEREED PUBLICATIONS

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**Tu, M.\***, & Chi, N.\* (2024). How and when abusive supervision leads to recovery activities: The recovery paradox and the conservation of resources perspectives. *Journal of Organizational Behavior*. \*Equal contribution

Song, Y., **Tu, M.**, Fang, Y., & Krishnan, S. (2024). Looking forward or backward: A temporal lens to disentangle adaptive and maladaptive reactions to daily goal-performance discrepancy. *Journal of Applied Psychology*, 109(1), 99–114.

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.  
\* *Finalist of the Personnel Psychology Best Article Award, 2024*  
\* *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 OR BEING REVISED**

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- Foulk, T. A., **Tu, M.**, Schaerer, M., & Johnson, A. [Research on detachment and well-being] 4<sup>th</sup> round Revise and Resubmit. *Journal of Applied Psychology*.
- Song, Y. **Tu, M.**, Fang, Y., & Krishnan, S. [Research on temporal leadership] 1<sup>st</sup> round Revise and Resubmit. *Organizational Behavior and Human Decision Processes*.
- Chi, N. Chou, Y. & **Tu, M.** [Research on supervisor helping] 1<sup>st</sup> round Revise and Resubmit. *Journal of Organizational Behavior*.

#### **CONFERENCE PAPERS AND PRESENTATIONS**

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- Poulton, E. C., Lin, S.-H., **Tu, M.**, & Xu, M. (August 12, 2024). I'm jealous of your help: The distinct consequences of task- and person-focused help for third-party observers. In Y. E. Lee & M. Ong (Chairs), Novel Perspectives on Organizational Citizenship Behavior: Expanding the OCB literature. Symposium presented at the 84th Academy of Management Annual Meeting, Chicago, IL.
- Tu, M.** (August 5, 2023). Leveling the Playing Field: Reducing Between-Person Variation on Within-Person. Panelist. At the 82th Academy of Management Meeting, Boston, MA.

- 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 81<sup>st</sup> 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 81<sup>st</sup> 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 81<sup>st</sup> 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 80<sup>th</sup> 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 80<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 79<sup>th</sup> 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 77<sup>th</sup> 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 76<sup>th</sup> 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 75<sup>th</sup> Academy of Management Meeting, Vancouver, BC.

## **MEDIA**

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**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**

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### **Invited Speaker**

University at Buffalo Center for Leadership and Organizational Effectiveness. Leadership Accelerator Program. *Power & Influence*. March 2025.

National Fuel Leadership Training Program. *Power & Influence*. February 2025.

University at Buffalo Center for Leadership and Organizational Effectiveness. Global Program. *The Dark Side of Leadership*. October 2021, March 2022, December 2022, December 2023, & December 2024.

University at Buffalo Alumni Association Webinar. *Everyday Leadership*. December 2023.

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.

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**

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### **Instructor**

August 2019- Present, SUNY Buffalo

MGB625 Power and Influence in Organization (*15 undergraduate students*). Fall 2024  
Instructor rating 5.00.

MGB425 Power and Influence in Organization (*29 undergraduate students*). Fall 2024  
Instructor rating 4.90.

MGB301 Organizational Behavior and Admin. (*55 undergraduate students*). Fall 2024  
Instructor rating 4.70.

MGB301 Organizational Behavior and Admin. (*54 & 54 undergraduate students*). Fall 2023  
Instructor rating 4.80 & 4.90 for the two sections, respectively.

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**

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### **Editorial Board Member**

Personnel Psychology (2023-Present)

Human Relations (2024-Present)

### **Ad Hoc Reviewer**

Personnel Psychology

Organizational Behavior and Human Decision Processes

Human Relations

Journal of Occupational Health Psychology

Journal of Leadership and Organizational Studies

Group & Organization Management

Career Development International

Academy of Management Annual Meeting, OB Division

Southern Management Association Annual Meeting

International Association for Conflict Management Annual Meeting

### **Doctoral Dissertation Committees**

Dongwon Yun, External Committee Member, College of Hospitality, University of Nevada, Las Vegas, 2025

Huiru (Evangeline) Yang, Committee Member, School of Management, SUNY Buffalo, 2022

### **Ph.D. Student 1st/2nd Year Paper Committee Memberships**

Meirgul Kaleshova (1st & 2nd year paper committees, spring 2024 and spring 2025)

Sara Hoseingholizade (1st & 2nd year paper committees, fall 2023 and spring 2024)

### **Other Committee Memberships and Responsibilities**

Honors Program Admissions Committee (2022 – Present), School of Management, SUNY Buffalo

UB Behavioral Research Lab Steering Committee (2024 – Present), School of Management, SUNY Buffalo

Faculty Director of Psychology at Work Lab (2023-Present), OHR Department, SUNY Buffalo

Research Subject Pool Faculty Contact (2021–2024), School of Management, SUNY Buffalo

OHR PhD Admissions Committee (2019, 2021, 2022, 2023, 2025), OHR Department, SUNY Buffalo

OHR Faculty Search Committee (2019, 2023), OHR Department, SUNY Buffalo

Coordinator, OHR Speaker Series (2019- 2023), OHR Department, SUNY Buffalo

Decanal Grievance Committee (2020 - 2023), School of Management, SUNY Buffalo

Committee Chair, Department of Management Invited Speaker Series, University of Florida

## **PROFESSIONAL EXPERIENCE**

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HR Assistant, Novartis Pharmaceuticals Corporation, Taipei, Taiwan. June 2011-July 2012

PR Assistant (Summer Internship), Global View Monthly, Taipei, Taiwan. June 2009-November 2009