

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

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., Poulton, E., **Tu, M.**, & Xu, M (2021). The Consequences of Empathic Concern for the Actors Themselves: Understanding Empathic Concern through a Conservation of Resources and a Work-Home Resources Perspectives. *Journal of Applied Psychology*.

Tu, M., Gilbert, E. & Bono, J. E. (2021). Is beauty more than skin deep? Attractiveness, power, and nonverbal presence in evaluations of hirability. *Personnel Psychology*.
**Press Coverage by Forbes, Financial Post, Daily Mail (UK), The National Post, MSN Australia*

Schaerer, M., Foulk, T. A., du Plessis, C., **Tu, M.**, & Krishman, 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.

Foulek, 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

Tu, M., & Chi, N. [Research on recovering from abuse]. 1st round Revise and Resubmit. *Journal of Organizational Behavior*.

Tu, M., Chi, N., Wu, R., & Tsai, C. [Research on proactive helping]. Under Review. *Journal of Organizational Behavior*.

SELECTED RESEARCH IN PROGRESS

Tu, M., Song, Y., Krishnan, S. & Norris, K. Daily Commute. *Prepare for Submission*.

Shao, Y., Song, Y., **Tu, M.**, Li, Y., Wang, M., & Xie, J. Voice Rejection. *Prepare for Submission*.

Poulton, E., Lin, S.-H., **Tu, M.**, & Xu, M. Help Receiving. *Prepare for Submission*.

Song, Y., **Tu, M.**, Krishnan, S. & Norris, K. Counterfactual Thinking. *Writing*.

Foulek, T. A., & **Tu, M.** Daily Identity Match. *Writing*.

Erez, A. Barsade, S., Lapalme, M. & **Tu, M.** Mood and Cognitive Functioning. *Data Analysis*.

Tu, M. & Lin, S.-H. Leader Identity Labor. *Data Analysis*.

Gilbert, E. & **Tu, M.** Nonverbal Impression Management Tactics. *Data Analysis*.

Tu, M., Wang, E. E., Lin, S.-H & Foulek, T. A. Power and Helping. *Data Analysis*.

Tu, M. & Yang, H. E. Attractiveness and Persistence in Negotiation. *Data Analysis*.

CONFERENCE PAPERS AND PRESENTATIONS

Poulton, E., Lin, S, -H, **Tu, M.**, & Xu, M. (August, 2021). The Dark Side of a Coworker Receiving Help. Symposium Conducted at the 80th Academy of Management Meeting, Virtual Conference.

Schaerer, M., Foulek, T. A., du Plessis, C., **Tu, M.**, & Krishman, 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.**, 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. 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 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

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

Research Subject Pool Faulty 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

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)
Society for Human Resource Management (SHRM)

Reviewer Experience

Ad Hoc Reviewer

Academy of Management Annual Meeting, OB Division
Southern Management Association Annual Meeting
International Association for Conflict Management Annual Meeting
Human Relations

Student Ad Hoc Reviewer

Personnel Psychology
Organizational Behavior and Human Decision Processes
Journal of Business and Psychology

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