

**Roy Chua**  
Singapore Management University  
Lee Kong Chian School of Business  
50 Stamford Road #5064  
Singapore 178899

**May 2024**

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## **EDUCATION**

Ph.D., Management (Organizational Behavior)  
Columbia Business School, Columbia University, New York

M.A., Philosophy  
Columbia Business School, Columbia University, New York

B.Sc., First Class Honors, Computer and Information Science  
National University of Singapore

## **ACADEMIC APPOINTMENTS**

Jan 1 2024 – present:

Professor of Organizational Behavior and Human Resources (with tenure)  
**Lee Kong Chian School of Business, Singapore Management University**

July 1 2014 – Dec 31 2023:

Associate Professor of Organizational Behavior and Human Resources (with tenure)  
**Lee Kong Chian School of Business, Singapore Management University**

July 1 2008–June 30 2014:

Assistant Professor of Business Administration,  
**Harvard Business School. Harvard University**

## **PUBLICATIONS**

**GOOGLE Scholar citations (May 2024): 4013**

### **Peer Reviewed Academic Articles**

**Chua, R.Y.J., \*Zhao, N., \*Han, M., (forthcoming) Cultural Tightness in Organizations: Investigating the Impact of Formal and Informal Cultural Tightness on Employee Creativity. *Organizational Behavior and Human Decision Processes.***

\*Jin, M., & **Chua**, R.Y.J. (*forthcoming*) Which Idea to Pursue? Gender Differences in Novelty Avoidance During Creative Idea Selection. *Organization Science*.

\*Qin, X.; **Chua**, R.Y.J.; Ling, T.; Chen, C. & Li W. (2023). Gender bias in cultural tightness across the 50 U.S. states, its correlates and links to gender inequality in leadership and innovation. *PNAS-Nexus*, Vol 2 Issue 8, pg 238.

**Chua**, R. Y J., Lim, J. H., & Wiruchnipawan, W. (2022). Unlocking the creativity potential of dialectical thinking: field investigations of the comparative effects of transformational and transactional leadership styles. *The Journal of Creative Behavior*, 56(2), 258-273.

**Chua**, R.Y.J. & Jin, M. 2020. Across the great divides: Gender dynamics influence how intercultural conflict helps or hurts creative collaboration. *Academy of Management Journal*. Vol. 63, No. 3, 903–934.

**Chua**, R.Y.J., Huang, K., & Jin, M. 2019. Mapping cultural tightness and its links to innovation, urbanization, and happiness across 31 provinces in China. *PNAS - Proceedings of the National Academy of Sciences of the United States of America*. 116(14): 6720-6725.  
<https://www.pnas.org/content/early/2019/02/27/1815723116>

**Chua** R.Y.J. 2018. Innovating at cultural crossroads: How multicultural social networks promote ideas flow and creativity. *Journal of Management*. 44 (3), 1119-1146 [An earlier version of this research is cited in a *U.S Supreme Court case on affirmative action program – Fisher vs University of Texas Austin - in 2016*]

**Chua**, R.Y.J. and Ng, K.Y. 2017. Not Just How Much You Know: Interactional Effect of Cultural Knowledge and Metacognition on Creativity in a Global Context, *Management and Organization Review*, 13(2): 281-300.

**Chua**, R.Y.J., \*Roth, Y., & Lemoine, J. 2015. The impact of culture on creativity: How cultural tightness and cultural distance affect global innovation crowdsourcing work. *Administrative Science Quarterly*, 60. 189-227.

**Chua**, R.Y.J. 2013. The costs of ambient cultural disharmony: Indirect intercultural conflicts in social environment undermine creativity. *Academy of Management Journal*. 56 (6), 1545-1577. [Winner of Academy of Management Journal Best Article Award, 2013]

**Chua**, R.Y.J. 2012. Building effective business relationships in China. *MIT Sloan Management Review*, Vol 53, Issue 4.

**Chua**, R.Y.J., Morris. M.W., & \*Mor, S. 2012. Collaborating across cultures: Cultural metacognition and affect-based trust in creative collaboration, *Organizational Behavior and Human Decision Processes*. 118, 116-131.

Cheng, C., **Chua**, R.Y.J., Morris, M.W., & Lee, L. 2012. Finding the right mix: How the composition of self-managing multicultural teams' cultural value orientation influences performance over time. *Journal of Organizational Behavior*. 33, 389-411.  
[First two authors contributed equally]

Jiang, C., **Chua**, R.Y.J., Kotabe, M., & Murray, J. 2011. Effects of cultural ethnicity, firm size, and firm age on senior executives' trust in their overseas business partners: Evidence from China. *Journal of International Business Studies*, 42(9), 1150-1173.  
[Equal authorship among all authors].

**Chua**, R. Y.J. & Iyengar, S. 2011. Perceiving freedom givers: Effects of granting decision latitude on personality and leadership perceptions. *The Leadership Quarterly*, 22, 863-880.

**Chua**, R. Y.J., Morris, M.W. & Ingram, P. 2010. Embeddedness and new idea discussion in professional networks: The mediating role of affect-based trust. *Journal of Creative Behavior*, 44(2), 85-104.

**Chua**, R.Y.J., Morris, M.W., & Ingram, P. 2009. *Guanxi* versus networking: Distinctive configurations of affect- and cognition-based trust in the networks of Chinese and American managers. *Journal of International Business Studies*, 40(3), 480-508.

**Chua**, R.Y.J., Ingram, P., & Morris, M.W. 2008. From the head and the heart: Locating cognition- and affect-based trust in managers' professional networks. *Academy of Management Journal*, 51(3), 436-452.

**Chua**, R.Y.J., & Iyengar, S. 2008. Creativity as a matter of choice: Prior experience and task instruction as boundary conditions for the positive effect of choice on creativity. *Journal of Creative Behavior*, 42(3), 164-180.

- Condensed version reprinted as "Creativity as a matter of choice: The positive effect of choice on creativity" in *Rotman Magazine* (2011).

**Chua**, R.Y.J., & Iyengar, S. 2006. Empowerment through choice?: A critical analysis of the effects of choice in organizations. *Research in Organizational Behavior*. Staw, B. (Ed), 27, 41-79.

Ng, K.Y., & **Chua**, R.Y.J. 2006. Do I contribute more when I trust more?: Differential effects of cognition- and affect-based trust. *Management and Organization Review*, 2(1), 43-66.

## Book Chapters

\*Eun, H., Chua, R., & \*Jin, M. (forthcoming). Multilevel theorizing of how gender influences trust and creativity. SIOP Volume – *Understanding Trust in Organizations: A Multilevel Perspective* Gillespie, N., Fulmer, A., and Lewicki, R. (Ed).

\* Wiruchnipawan, F & Chua, R.Y.J. 2018. Intercultural Relationships and Creativity: Existing Research and Future Directions. *Handbook of Culture and Creativity*. Leung, A., Liou, S., Kwan, L. (Ed). Oxford University Press.

\*Jang, S. & Chua, R.Y.J. 2011. Building intercultural trust at the negotiating table. In *Negotiation Excellence: Successful Deal Making*. Michael Benoliel (Ed). World Scientific Publishing Company.

Chua, R.Y.J., & Morris, M.W. 2006. Dynamics of trust in *guanxi* networks. *Research on Managing Groups and Teams: National Culture and Groups*. Neale, M.A. & Mannix, E.A. (Eds), 9, 95-113.

Tan, J.S. & Chua, R.Y.J. 2003. Training and developing cultural intelligence. In *Cultural Intelligence: Individual interactions across cultures*. (Earley, P.C. & Ang, S.). Stanford University Press, CA.

### **Other Publications**

Heng, A., & Chua, R.Y.J. 2024. Stuck at Home: Does the Virtual Office Stifle Creativity? *California Management Review Insights* (Frontier - Research-based analysis). University of California, Berkeley.

Chua, R.Y.J & Zremski, G. 2016. Can Asians Be Creative? *Asian Management Insights*, 6<sup>th</sup> Issue. Singapore Management University.

Chua, R.Y.J & Roth, Y. 2016. Countries with tight social norms innovate less in the international arena. *LSE Business Review*. Published online February 22 2016.  
<http://blogs.lse.ac.uk/businessreview/2016/02/22/countries-with-tight-social-norms-innovate-less-in-the-international-arena/>

Chua, R.Y.J. 2014. Unleashing creativity across cultural borders. *Asian Management Insights*, 1<sup>st</sup> Issue. Singapore Management University.

Chua, R.Y.J. & Qin X. 2013. Creativity and cross-cultural collaborations. 创新:从跨文化合做出发。 *Peking University Review*. [In Chinese]

Chua R.Y.J. 2012. From building *guanxi* to mutual trust. 从“建立关系”到“相互信任” *The Economic Observer*, 15 October. [In Chinese]

### **Best Paper Conference Proceedings**

Chua, R. Y.J., Sullivan, B., & Morris, M.W. 2009. Compelled to help: Effects of direct and indirect exchange on perceived obligation in professional networks. *Best Paper Proceedings of the Academy of Management, Chicago*.

Note: \* denotes student collaborator.

## **Harvard Business School Cases & Teaching Notes**

Chua, R. Y.J., & Eccles, R.G. Managing Creativity at Shanghai Tang. Harvard Business School Case. 410-018

Chua, R. Y.J., & Kwan, L. Managing Creativity at Shanghai Tang. Harvard Business School Teaching Note. 5-411-026

Chua, R. Y.J., Chen, S., & Kwan, L. CDG: Managing in China's Economic Transformation. Harvard Business School Case. 411-067

Chua, R. Y.J., & Mozgai, S. CDG: Managing in China's Economic Transformation. Harvard Business School Teaching Note. 412-085.

Chua, R.Y.J. & Lau, D. Transitions Asia: Managing Across Cultures. Harvard Business School Case. 413-099.

Chua, Roy Y.J., Mozgai, S. & Lau, D. Transitions Asia: Managing Across Cultures. Harvard Business School Teaching Note 414-045,

## **SMU Cases & Teaching Notes**

Chua, R.Y.J. & Joshi, H.H. 2015. Matthew's Choices: Making critical career decisions – Cases A, B, C.

Chua, R.Y.J. & Joshi, H.H. 2015. Matthew's Choices: Making critical career decisions. SMU Teaching Note.

Chua, R.Y.J. 2016. Managing Workplace Diversity.

Chua, R.Y.J. & Joshi, H.H. 2016. Managing Workplace Diversity. SMU Teaching Note.

Chua, R.Y.J. & Wong, A. 2016. Building a 'Dream Team': Cross-cultural Entrepreneurship at QuikForce – Cases A, B.

Chua, R.Y.J. & Wong, A. 2016. Building a 'Dream Team': Cross-cultural Entrepreneurship at QuikForce. SMU Teaching Note.

Chua, R.Y.J. & Joshi, H.H. 2017. Rahzi's dilemma: decision-making at Samudera Pharma Corporation - Cases A, B, C.

Chua, R.Y.J. & Joshi, H.H. 2017. Rahzi's dilemma: decision-making at Samudera Pharma Corporation. SMU Teaching Note.

Chua, R.Y.J., Mittal S., & Ang. J. 2018. Driving Change in Appliances International, India. Cases A & B.

Chua, R.Y.J., Mittal S., & Ang. J. 2018. Driving Change in Appliances International, India. SMU Teaching Note.

Chua, R.Y.J. & Joshi, H.H. 2020. Anu at Tech-Edu. SMU-20-0007

Chua, R.Y.J. & Joshi, H.H. 2020. Anu at Tech-Edu. Teaching Note: <sup>[1]</sup><sub>[SEP]</sub>SMU-20-0007TN

Chua, R.Y.J., Eun, H., Jin, M. 2020. Women@Work. SMU-20-0022

Chua, R.Y.J., Joshi, H.H. Eun, H., Jin, M. 2020. Women@Work. Teaching Note SMU-20-0022TN

Chua, R.Y.J., Ramachandra, R., & Rao-Kachroo, M. 2023 Dai Viet and Chien Thang: Two Companies and a Family. Cases A, B, C. SMU-23-0027

Chua, R.Y.J., Ramachandra, R., & Rao-Kachroo, M. 2023 Dai Viet and Chien Thang: Two Companies and a Family. Teaching Note. SMU-23-0027TN

## **KEY TEACHING EXPERIENCE**

- 2020- Masters in Innovation – Creativity as Precursor to Innovation
- 2016- PhD in Business (OBHR) Doctoral seminars
- 2016- DBA/ Doctoral of Innovation – Doctoral seminars
- 2016- EMBA – Leading in a Global Environment.  
Singapore Management University
- 2015- Core MBA course – Organizational Behavior and Leadership  
Singapore Management University.
- 2015-2016 Masters in CFO Leadership programme,  
Singapore Management University
- 2008-2014 Leadership and Organizational Behavior, LEAD (Core MBA course)  
Harvard Business School.
- 2011/2013 FIELD 2 global immersions to China. Harvard Business School.
  - Shanghai (2011/2012)
  - Chongqing (2012/2013)
  - Chengdu (2013/2014)
- 2011/2012 Executive Education: Driving Performance through Talent Management,  
Harvard Business School.

2001-2002 Organizational Behavior (undergraduate course) Nanyang Business School,  
Nanyang Technological University

### **Executive Teaching Experiences – select companies/organizations**

\*Singapore Institute of Directors, US Embassy (Singapore), Bank of China, Bank of East Asia, Goldman Sachs, Beazley group, SEACEN (South East Asian Central Banks), Shangri La hotel group, Sunway group, CP group (Thailand), A.S. Watson, Bank of American Merrill Lynch, San Miguel, Hitachi, Goldman Sachs, Barclays, DBS Bank, \*UOB (United Overseas Bank), \*Infineon, Unilab, Hikma Pharmaceuticals, Deutsche Knowledge Services, Deutsche Bank, Temasek Holdings, \*SempCorp, \*Johnson & Johnson, and John Clements Consulting, Vistage CEO Network (Malaysia).

\* *SMU executive education*

### **SELECT INVITED TALKS**

May 2016	NIDA Business School, Thailand
June 2016	Sorbonne University Paris, France.
June 2016	Zhejiang University, China
October 2016	National University of Singapore
October 2016	Yonsei University, S. Korea
November 2016	Peking University, China
June 2017	Sun Yat Sen University, China
June 2017	Zhejiang University, China
Oct 2017	National Taiwan University
May 2018	National Cheng Kung University
May 2018	National Taiwan University
May 2019	National Taiwan University
September 2019	US Embassy (Singapore)
September 2019	SMU Law Firm Management Symposium
October 2019	Peking University
April 2022	John Clements Leadership Seminar
September 2022	University of Sydney – NSW
November 2022	National Taiwan University
May 2023	National Taiwan University – Key Note Address (TAIOP)
November 2023	Zhejiang University
March 2014	Sun Yat Sen University, China

### **SELECT SMU SERVICES**

2020 – present	Associate Dean (Post Graduate programmes)
2018 - 2022	Academic Director, Doctor of Business Administration programmes
2017 – 2020	School Standing Evaluation Committee, LKCSB

2017 – 2020	Director for PhD programmes, LKCSB
2016 – 2018	MBA/EMBA Committee Co-chair
2016 - 2018	Faculty Recruiting Co-chair - OBHR
2016 – 2018	Faculty Senate – EXCO member
2015 – present	Member of Teaching Excellence Award Committee
2015 – present	Editorial board member for Asian Management Insights
2015 – 2016	Task force member to revamp postgraduate programs
2014 - 2017	Guest instructor at CTE teaching orientation
2014 – 2017	Faculty representative for SMU’s Diversity and Inclusion committee.
2014 – 2016	Doctoral program coordinator for OBHR group.

#### **DOCTORAL DISSERTATION COMMITTEES**

- 2013 **Sujin Jang**, Harvard Business School [Committee member]  
 - candidate won INFORMS dissertation proposal competition 2013.  
 - Placed at INSEAD – Assistant Professor
- 2013 **Qin Xin**, Peking University [Committee member]  
 - Placed at Sun Yat-Sen University – Assistant Professor
- 2014 **Zhan Siran**, PhD in Business. Nanyang Business School, Nanyang Technological University [Committee member]  
 - Placed at University of New South Wales – Assistant Professor
- 2016 **Tan Boon Heon**, PhD (General Management) program. Singapore Management University [Committee member] – Graduated.
- 2017 **Amy Lim Jiaying**. PhD in Psychology Program. SOSS. Singapore Management University [Committee member]
- 2019 **Ramesh Ramachandra**, Doctor of Innovation Program. LKCSB. Singapore Management University [Supervisor & Committee Chair] – Graduated.
- 2019 **Jin Mengzi**. PhD in Business (OBHR). LKCSB. Singapore Management University. [Supervisor & Committee Chair]



- Placed at Peking University – Assistant Professor.
- 2020 **Lim Jiahui**. PhD in Business (OBHR). LKCSB. Singapore Management University. [Committee member]
  - Placed at Baptist Hong Kong University.
- 2020 **Eun Hye Jung**. PhD in Business (OBHR). LKCSB. Singapore Management University. [Supervisor & Committee Chair]
  - Placed at NEOMA Business School, France
- 2020 **Hoe Kok Wei**, Doctor of Innovation Program. LKCSB. Singapore Management University [Supervisor & Committee Chair] - Graduated
- 2023 **Zhao Na**, PhD in Business (OBHR). LKCSB. Singapore Management University. [Supervisor & Committee Chair]
  - Placed at University of Macau, China
- 2023 **Andrew Heng**, Doctor of Business Administration Program. LKCSB. Singapore Management University [Supervisor & Committee Chair] - Graduated
- 2023 **Caleb Chu**, PhD General Management. LKCSB. Singapore Management University [Supervisor & Committee Chair]
- 2023 **Tan Choon Nee**, Doctor of Business Administration Program. LKCSB. Singapore Management University [Supervisor & Committee Chair]
- 2024 **John Chen**, PhD General Management. LKCSB. Singapore Management University [Supervisor & Committee Chair]

## AWARDS AND HONORS

- 2022 **Best instructor in MBA and EMBA programs** (by student voting)
- 2022 **Teaching Excellence Award**. EMBA Teaching
- 2019 **Teaching Excellence Award**. MBA Teaching.
- 2019 **Dean’s Teaching Honour List**. Top faculty member (Postgraduate Programme).
- 2018 **“Boardroom to Classroom” Award**. MBA Teaching.
- 2017 **Best Reviewer Award**, *Academy of Management Journal*.
- 2016 **“Mind Opener” Award (MBA): award** for opening the class to new ideas and mindsets.

2015 -2017 **Best Core Professor Award (MBA)**: The Best Core Professor has earned the highest evaluation scores for core modules in the MBA program.

2015/2016 “**Appreciation in Years to Come**” **Award (MBA)**: The Appreciation in Years to Come Award goes to one for whom MBA students will be thankful for making a difference in one’s professional life in 5 years’ time.

2014 **Winner of Best Article Award for 2013 – Academy of Management Journal**  
Chua, R.Y.J. 2013. The costs of ambient cultural disharmony: Indirect intercultural conflicts in social environment undermine creativity. *Academy of Management Journal*. 56 (6), 1545-1577

2012 **Best Reviewer Award**, *Management and Organization Review*.

2011 **Outstanding Reviewer Award**, *Journal of Trust Research*.

2009 Article as one of top 5 articles in international human resources (HR) for 2009 by International HR Scholarly Research Award committee, Human Resources Division, Academy of Management.

2005 **Merriweather Fellowship** for academic excellence and progress in the Ph.D program.

2005 **Donald C. Hambrick Award** for excellence in the Ph.D. program, Columbia Business School.

## GRANTS

2022 Lee Kong Chian Research Fellowship, S\$30,000

2020 **MOE Tier 2 Research Grant**. Cultural tightness in Asian firms and its impact on creativity and innovation. S\$317,168.

2019 Asean Business Research Initiative (ABRI) Grant. Closing The Gender Gap In Entrepreneurial Funding in Asia. S\$10,000.

2019 Asean Business Research Initiative (ABRI) Grant. Case Study About Woman Innovators. S\$5,000.

2018 **Social Science Research Council Grant**. Women in Innovation and Entrepreneurship: Understanding the barriers and opportunities in Singapore - S\$366,562.

2017 Gender Effects of Women in Creativity and Innovation Work. MOE Tier 1 (CAT B) Grant – S\$88,222.

2015 The impact of cultural norms on creativity and innovation in Asia. MOE Tier 1 (CAT B) Grant – S\$123,486.

- 2015 Exploratory Study on How Gender affects Cross-Cultural Collaboration. MOE Tier 1 (CAT A) Grant – S\$33,931.
- 2007 Columbia University's Center for International Business Education and Research (CIBER) Doctoral Research Grant, US\$1000.
- 2005 Columbia University, Graduate School of Business, Management Division Doctoral Student Research Grant, US\$3000.

## **PROFESSIONAL ACTIVITIES**

### Memberships

- 2022-present Member of the European Group of Organizational Studies (EGOS)
- 2002-present Member of the Academy of Management
- 2007-present Member of the Society of Personality and Social Psychology
- 2007-present Member of International Association for Chinese Management Research

### Editor Appointment

- 2018-2021 Senior Editor, Management and Organization Review

### Reviewer Appointments

- 2015-present Editorial Review Board member for Academy of Management Journal
- 2010-present Editorial Review Board member for Management and Organization Review
- 2017-present Editorial Review Board member of Academy of Management Discovery Journal
- 2019-present Reviewer for the Research Grants Council (RGC) of Hong Kong
- 2010-2021 Editorial Review Board member for Journal of Trust Research

Ad hoc reviewer for Administrative Science Quarterly, Organization Science, Organizational Behavior and Human Decision Processes, Decision Sciences, Management Science, Human Relations, Journal of Experimental Psychology, Journal of Organizational Behavior, Journal of Business Venturing, Journal of Creative Behavior, Journal of Experimental Social Psychology, Creativity and Innovation Management Journal, Journal of Organizational and Occupational Psychology, Journal of Cross-cultural Psychology, Journal of Trust Research, Journal of International Management, Journal of Personality, European Journal of Social Psychology, Asian Journal of Social Psychology, and Personality and Social Psychology Review.

Reviewer (book proposal) for MIT Press.

Reviewer for Organization Science INFORMS dissertation proposal competition 2014/2015.

Invited external examiner for Nanyang Business School doctoral thesis.

Judge for International HRM Scholarly Impact Award, 2015.

Judge for Best Innovative Student paper award, OB Division, Academy of Management Conference, 2016.

### **SELECT INVITED KEYNOTE ADDRESSES**

- 2024 SMU Overseas Center Bangkok – talk on unlocking Asian creativity.
- 2024 SMU Dine and Dialogue Luncheon series – Women’s Day edition.
- 2023 Taiwan Industrial and Organizational Psychology Conference (TAIOP) - Keynote
- 2022 SMU International Advisory Committee event, Singapore.
- 2019 Vistage CEO Summit, September, Kuala Lumpur.
- 2018 Sunway Group Leaders Conference. October, Kuala Lumpur.
- 2014 Diversity and Inclusion in Asia Conference; organized by Community Business, a non-profit entity in Hong Kong.
- 2014 Extraordinary Leadership: The key to building a new Philippines. [Conference] Makati. November 17 to 19.

### **SELECT COMMUNITY / OUTREACH PRO BONO WORK**

- 2024 Interview panelist for Lee Kuan Yew Postgraduate Scholarship (administered by Public Service Commission)
- 2023 Invited talk on Creativity at Health Science Authority (Singapore).
- 2019 Invited talk at US Embassy (Singapore).
- 2016 EdukCircle DLSU-D International Convention on Marketing Communication. [Research talk for Philippines college students]
- 2016 Diversity and Inclusion workshop for Community Business, Hong Kong.
- 2014 Public lecture for the HEAD foundation, a philanthropic entity in Singapore.
- 2013 Led a case discussion for high school students at Hwa Chong Institution (Singapore)

2013 Conducted a case method teaching workshop for high school teachers, staff, and principals at Methodist Girls School (Singapore)

**LANGUAGES**

English and Mandarin