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Ph.D. Candidate

Organisational Behaviour and Human Resources

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(Last updated: December, 2016)

EDUCATION

Ph.D.

June 2017 (expected)

Organisational Behaviour and Human Resources

Lee Kong Chian School of Business

Singapore Management University

Dissertation Title: Building trust through the dynamics of emotions and moods: A conceptual framework and empirical investigations on the role of affect in interpersonal trust development

Dissertation Chair: Donald L. Ferrin

M.Phil.

2012

Organisational Behaviour and Human Resources

Lingnan University

Hong Kong SAR, China

Thesis Chair: Dean Tjosvold

Bachelor of Management

2008

Marketing

Nanjing University of Technology

China

RESEARCH INTERESTS

Organizational trust; Organizational socialization; Negotiation; Moods and emotions; Self-esteem

RESEARCH METHODOLOGIES

Experimental research; Longitudinal research; Multilevel and cross-level research; Meta-analysis

AWARDS AND HONORS

2016 Academy of Management Showcase Symposium, Conflict Management, Managerial and Organizational Cognition, and Organizational Behavior Divisions of the Academy of Management (Lead author of the first paper). Anaheim, California. August.

2015 Academy of Management Best Paper Proceedings, Organizational Behavior Division of the

Academy of Management (Lead author). Vancouver, Canada. August.

RESEARCH PUBLICATIONS

Lu, C.H., Kong, D.T., Ferrin, D.L., & Dirks, K.T. (forthcoming). What are the determinants of interpersonal trust in dyadic negotiations? Meta-analytic evidence and implications for future research. *Journal of Trust Research*.

Lu, C. H.*, & Ferrin, D. L.* (forthcoming). Determinants, consequences, and functions of interpersonal trust within organizations: What is the empirical evidence? In Searle, R., Nienaber, A.-M., & Sitkin, S. B. (Eds.), *The Routledge Companion to Trust*. Routledge. UK.

* Both authors contributed equally to this review.

Lu, C.H., Paddock, L., & Reb, J. (2015). Self-esteem and women's performance in mixed-gender negotiation. *Academy of Management Proceedings*, 2015(1), 14296. doi:
<http://doi.org/10.5465/AMBPP.2015.152>

Lu, C.H. & Tjosvold, D. (2013). Socialization tactics: Antecedents for goal interdependence and newcomer adjustment and retention. *Journal of Vocational Behavior*, 83(3), 245-254. doi:
<http://dx.doi.org/10.1016/j.jvb.2013.05.002>

WORKING PAPERS AND RESEARCH IN PROGRESS

Lu, C.H., Paddock, L., & Reb, J. *When and why does implicit gender stereotype activation hurt women in negotiations? The roles of self-esteem, anxiety, and stereotypical Traits*. Experimental study comprising two separate experiments. Data are collected and analyzed. Target: Organizational Behavior and Human Decision Processes.

Kong, D.T., Lu, C.H., Ferrin, D.L., & Dirks, K.T. *Where do negotiators' trustworthiness perceptions come from? Disentangling the intra- and interpersonal effects of competitive negotiation behaviors on trustworthiness perceptions*. Laboratory study comprising four separate experiments. Data for three experiments are collected and analyzed; presently planning Study 4 data collection. Target: Academy of Management Journal.

CONFERENCE PRESENTATIONS

Lu, C.H. & Ferrin, D.L. (2016, August). *Much affected: The influence of affective processes in the development of interpersonal trust*. Paper presented at the Academy of Management annual meeting, Anaheim, California, USA.

Lu, C.H., Paddock, L., & Reb, J. (2016, June). *Self-esteem and women's performance in mixed-gender negotiations*. Paper presented at the seventh International Association for Chinese Management Research conference, Hangzhou, China.

Lu, C.H., Paddock, L., & Reb, J. (2015, August). *Self-esteem and women's performance in mixed-*

gender negotiations. Paper presented at the Academy of Management annual meeting, Vancouver, BC, Canada.

Lu, C.H., Paddock, L., & Reb, J. (2015, March). *Self-esteem and women's performance in mixed-gender negotiations*. Paper presented at the Asian Management Research Consortium, INSEAD, Singapore.

Kong, D.T., Lu, C.H., Ferrin, D.L., & Dirks, K.T. (2014, November). *Where do negotiators' trustworthiness perceptions come from? Disentangling the intra- and interpersonal effects of competitive negotiation behaviors on trustworthiness perceptions*. Paper presented at the First International Network on Trust (FINT) 8th biennial workshop, Coventry, UK.

Lu, C.H., Paddock, L., & Reb, J. (2014, May). *Self-esteem deepens or alleviates stereotypes in negotiations, depending on contingencies*. Paper presented at the Society for Industrial and Organizational Psychology annual meeting, Honolulu, Hawai'i, USA.

Kong, D.T., Ferrin, D.L., Dirks, K.T., & Lu, C.H. (2013, August). *Disentangling actor and partner effects to better understand the role of trust perceptions in interpersonal negotiations*. Paper presented at the Academy of Management annual meeting, Orlando, FL, USA.

Paddock, L. & Lu, C.H. (2013, May). *Managing justly and behaving creatively*. Paper presented at the congress of the European Association of Work and Organizational Psychology, Munster, Germany.

Lu, C.H. & Tjosvold, D. (2012, August). *Socialization tactics as antecedents for goal interdependence and employee adjustment and retention*. Paper presented at the Academy of Management annual meeting, Boston, MA, USA.

TEACHING INTERESTS

Organizational Behavior; Negotiation; Leadership and Team Development

TEACHING EXPERIENCE

As Instructor

Undergraduate: Management of People at Work (OBHR101); Negotiation (under Doctoral Student Teaching Mentorship Programme)

As Teaching Assistant

Full-time/Part-time MBA: Leading People and Organisations; Negotiations and Partnerships;
Negotiating in Business

Master of Science in Management: Managing People and Organizations; Teams for Learning

Undergraduate: Management of People at Work; Managing Gen Y in Multigenerational Workforce

PROFESSIONAL ACTIVITIES

Membership in Professional Institutions or Societies

Academy of Management (04/2012 Joined)

International Association for Chinese Management Research (02/2012 Joined)

At Singapore Management University

Member of the Organizing Committee for the *First International Network on Trust (FINT) 7th biennial workshop*, 21-23 November 2013, Singapore

As Reviewer

Academy of Management Conference, 2016

Academy of Management Conference, 2015

As Research Assistant

Luthra, P. (Lecturer, Singapore Management University), Facebook usage in the classroom (2014-2015)

Paddock, L. (Assistant Professor, Singapore Management University) & Bledow, R. (Assistant Professor, Singapore Management University), Creativity and justice (2013-2014)

Tjosvold, D. (Professor, Lingnan University), Anger and cooperation (2010-2011)

PROFESSIONAL CERTIFICATES

Teaching Certificate, awarded by the Centre for Teaching Excellence, Singapore Management University

Effective Communication Skills Certificate, awarded by the Centre for English Communication, Singapore Management University

OTHER PROFESSIONAL EXPERIENCE

Financial Advisor (August 2009 – November 2009): AXA-Minmetals Assurance Co., Ltd. (Jiangsu Branch), Nanjing China

Administrative and Human Resources Specialist (February 2009 – July 2009): Nanjing Yunmoy Gene Technology Ltd., Nanjing China

Salesperson (May 2008 – February 2009): Nanjing Yunmoy Gene Technology Ltd., Nanjing China