

Sherry (Qiang) Fu

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ACADEMIC EMPLOYEMENT

Assistant Professor of Management

Colorado State University, College of Business, August 2022 – Present

EDUCATION

Oklahoma State University—Spears School of Business, Stillwater, Oklahoma

Ph.D., Organizational Behavior (Transferred in 2019–2022)

University of Nebraska-Lincoln—College of Business, Lincoln, Nebraska

Ph.D., Organizational Behavior (2016–2019)

City University of Hong Kong—College of Business, Hong Kong, China

M.S. Organizational Management (2014)

Tianjin University of Finance and Economics, Tianjin, China

B.S. Business Administration (2013)

San Diego State University (Exchange, Aug. 2011–Dec. 2011)

RESEARCH INTERESTS

Organizational Helping Behaviors/OCB; Employee Motivation and Stress; Research Methods

PEER-REVIEWED PUBLICATIONS

1. Yoon., S., Koopman, J., Dimotakis, N., Simon, L., Liang, L. H., Ni., D., Zheng, X., **Fu, S. (Q.)**, Lee, Y. E., Tang, P. M., Ng., C. T. S., Bush, J., Darden, T., Forrester, J., Tepper, B., & Brown, D. (in press). Consistent and low is the only way to go: A polynomial regression approach to the effect of abusive supervision inconsistency. *Journal of Applied Psychology*.
2. Kim K. Y., Messersmith, J. G., Pieper, J. R., Baik, K. & **Fu, S. (Q.)** (in press). High performance work systems and employee mental health: The roles of psychological empowerment, work role overload, and organizational identification. *Human Resource Management*.

3. Fu, H., **Fu, S. (Q.)**, Yu, J., Yang, M., Chen, W. (2023). Two sources of influence: A conditional trickle-down model of service performance in China. *Asia Pacific Business Review*, 29(1), 28–49.
4. Dimotakis, N., Lambert, L. S., **Fu, S. (Q.)**, Boulamatsi, A., Runnalls, B., Smith, T. A., Corner, A. J., Tepper, B. J., & Maurer, T. (2023). Gains and losses: Week-to-week changes in leader-follower relationships. *Academy of Management Journal*, 66(1), 248–275.
5. Min, S. W., Humphrey, S. E., Aime, F., Petrenko, O. V., Quade, M. J., & **Fu, S. (Q.)** (2022). Dealing with new members: Team members' reactions to newcomer's attractiveness and sex. *Journal of Applied Psychology*, 107(7), 1115–1129.
6. **Fu, S. (Q.)**, Greco, L. M., Lennard, A. C., & Dimotakis, N. (2021). Anxiety responses to the unfolding COVID-19 crisis: Patterns of change in the experience of prolonged exposure to stressors. *Journal of Applied Psychology*, 106(1), 48–61.

MANUSCRIPTS UNDER REVIEW

1. **Fu, S. (Q.)**, Lee Y. E., Dimotakis, N., Yoon, S., Koopman, J., & Tepper, B. J. [Unexpected workload] (under 3rd review at *Personnel Psychology*).
2. Greco, L. M., Lennard, A. C., Dimotakis, N., **Fu, S. (Q.)** [Dynamic Identification] (Under Review at *Personnel Psychology*).

SELECTED WORKS IN PROGRESS (titles are tentative)

1. **Fu, S. (Q.)**, Dimotakis, N., Lennard, A. C., Greco, L. M. [Task Motivation] (Preparing for submission).
2. Gooty, J., **Fu, S. (Q.)**, & Yammarino, F. J. [Dyadic Research in Organizations: Critical Steps in Conceptualization and Testing]. Writing phase.
3. Dimotakis, N., Lambert, L. S., Tepper, B. J., & **Fu, S. (Q.)** (in progress). [Needed and received leadership as a function of leader burnout] Writing phase.
4. Dimotakis, N., Koopman J., Rosen C. C., Gabriel, A. S., & **Fu, S. (Q.)** (in progress). [spousal venting] Data analysis phase.
5. Humphrey, S. E., Aime, F., **Fu, S. (Q.)**, Dimotakis, N. (in progress). [Team emergence] Data analysis phase.
6. Deng, Y., Greco, L. M., **Fu, S. (Q.)** (in progress). [Guilty pressure] Study 2 data collection

7. Greco, L. M., Lennard, A. C., **Fu, S. (Q.)**, Dimotakis, N. (in progress). [Direct vs. displaced aggression] Data collection phase.

CONFERENCE PRESENTATIONS

1. Kim K. Y., Messersmith, J. G., Pieper, J. R., Baik, K. & **Fu, S. (Q.)**, *High Performance Work System and Employee Mental Health*, presented at the 2022 meeting of the Southern Management Association, Little Rock, AR.
- *SMA 2022 Best Paper in the Human Resources/Research Methods Track (Track 4)*
2. **Fu, S. (Q.)**, Dimotakis, N., Lennard, A. C., Greco, L. M., *Dynamic motivation*, presented at the 2022 Academy of Management Meeting, Seattle, WA.
3. Deng, Y., Greco, L. M., **Fu, S. (Q.)** *Guilty pressure*, presented virtually at the 2021 Academy of Management Meeting.
4. **Fu, S. (Q.)**, Lee Y. E., Dimotakis, N., Koopman, J., & Tepper, B. J. *Effects of workload expectations*. Part of the Symposium: Extending the Study of Within-Person Affect: Theoretical and Methodological Advances, Kaplan, S. A., and Aitken, J. (Chairs), presented virtually at the 2021 meeting of the Society for Industrial and Organizational Psychology.
5. **Fu, S. (Q.)**, Dimotakis, N., Lambert, L. S., Tepper, B. J., Carr, J. *Leadership behaviors needed and received*. Part of the Symposium: Novel Applications and Extensions of Person-Environment Fit Theory, Zabinski, A. and Lambert, L. S. (Chairs), presented virtually at the 2021 meeting of the Society for Industrial and Organizational Psychology.
6. Fu, H., **Fu, S. (Q.)**, Yu, J., Chen, W., & Yang, M. *Conditional trickle-down effects on employee service performance*. Presented at the 2019 meeting of the Southern Management Association, Norfolk, VA.
7. **Fu, S. (Q.)**, Lee Y. E., Dimotakis, N., Koopman, J., & Tepper, B. J. *Effects of workload expectations*. Part of the Symposium: Employee Reactions to Uncertainty at Work, Forrester, J., (Chair), presented at the 2019 Academy of Management Meeting, Boston, MA.
8. **Fu, S. (Q.)**, Yu, J., & Chen, W. *A latent profile analysis of HPWS on employee service performance and depression*. Part of the Symposium: HRM, Well-being and Performance: New Avenues, Van De Voorde, K. & Kilroy, S. (Chairs), presented at the 2019 Academy of Management Meeting, Boston, MA.

TEACHING EXPERIENCE

Instructor:

- MGT 320, Colorado State University: *Contemporary Management Principles & Practices*
Spring 2022 (Course Enrollment: 75 & 88 for two sections)
Fall 2022 (Course Enrollment: 88). Changed student feedback process since 2019 with no ratings
- MGMT 3123, Oklahoma State University: *Managing Behavior in Organizations*,
Spring 2021 (Course Enrollment: 34). Overall Instructor Rating 4.28/5.00.
- MNGT 361, University of Nebraska-Lincoln: *Human Resource Management*, Spring 2019 (Course Enrollment: 50). Overall Instructor Rating: 4.16/5.00.

Graduate Assistant:

- MGMT 6553: *Management Research Methods III (Executive PhD; Dr. Nikolaos Dimotakis)*, Fall 2020, Fall 2019
- BADM 6100: *Management Research Methods III (Traditional PhD; Dr. Nikolaos Dimotakis)*, Spring 2020
- MGMT 4543: *Human Resource Analytics (Undergraduate; Dr. Nikolaos Dimotakis)*, Spring 2020

Guest Lecturer:

- MGMT 6553: *Management Research Methods III (Executive PhD; Dr. Nikolaos Dimotakis)*, Fall 2020

PROFESSIONAL ACTIVITIES

Academy of Management:

- 2016-present: AOM annual meeting reviewer

Ad Hoc-Journal Reviewer:

- Human Relations
- Applied Psychology: An International Review

PROFESSIONAL AFFILIATIONS

Member, Academy of Management (2016 – Present)

Divisions: Research Methods, Organizational Behavior, Human Resources

Member, Southern Management Association (2019 – Present)

Member, Society for Industrial and Organizational Psychology (2020 – Present)

WORK EXPERIENCE

Downhole Technology Service Company, BHDC, CNPC

Nov. 2014 – June 2016

Tianjin, China

Compensation and benefits specialist, International Department

AWARDS

- *Pappas Family Doctoral Endowed Scholarship*, Oklahoma State University, 2021-2022
- *Graduate College Robberson Summer Research and Creative Activity Grant*, Oklahoma State University, 2021
- *Outstanding Doctoral Student for Management*, Watson Graduate School of Management, Oklahoma State University, 2021
- *Chancellor's and Ogle Fellowship*, University of Nebraska-Lincoln, 2016-2018
- *Ogle and Othmer Fellowship*, University of Nebraska-Lincoln, 2018-2019
- *Merit-based Scholarship*, Tianjin University of Finance and Economics (2010)
- *Tianjin People's Government Scholarship* (2010)