

## Sherry (Qiang) Fu

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**Last Updated: November 2021**

### **EDUCATION**

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

Ph.D., Organizational Behavior (Transferred in 2019-Present)

Anticipated Graduation: May 2022

Dissertation: *The effects of receiving and observing dysfunctional help at work*

Dissertation Committee: Dr. Nikolaos Dimotakis (Chair), Dr. Lindsey Greco,  
Dr. Federico Aime, Dr. Karen Flaherty

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

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

Comprehensive Exams Passed, June 2018

**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**

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

### **PEER-REVIEWED PUBLICATIONS**

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1. Dimotakis, N., Lambert, L. S., **Fu, S. (Q.)**, Boulamatsi, A., Runnalls, B., Smith, T. A., Corner, A. J., Tepper, B. J., & Maurer, T. (conditionally accepted). Gains and losses: Week-to-week changes in leader-follower relationships. *Academy of Management Journal*.
2. Min, S. W., Humphrey, S. E., Aime, F., Petrenko, O. V., Quade, M. J., & **Fu, S. (Q.)** (in press). Dealing with new members: Team members' reactions to newcomer's attractiveness and sex. *Journal of Applied Psychology*.

3. **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**

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1. **Fu, S. (Q.)**, Lee Y. E., Dimotakis, N., Koopman, J., & Tepper, B. J. [Title omitted to preserve the blind review process] (1<sup>st</sup> Revise and Resubmit at *Personnel Psychology*).
2. Fu, H., **Fu, S. (Q.)**, Yu, J., Yang, M., Chen, W. [Title omitted to preserve the blind review process] (1<sup>st</sup> Revise and Resubmit at *Asia Pacific Business Review*).
3. **Fu, S. (Q.)**, Dimotakis, N.\*, Greco, L. M.\*, Lennard, A. C.\* [Title omitted to preserve the blind review process] (Under Review at *Journal of Applied Psychology*).  
\* The three authors contribute equally

## **SELECTED WORKS IN PROGRESS** (titles are tentative)

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1. Kim K. Y., Messersmith, J. G., Pieper, J. R., Baik, K. & **Fu, S. (Q.)** [High Performance Work System and Employee Mental Health] Preparing for submission.
2. Deng, Y., Greco, L. M., **Fu, S. (Q.)** (in progress). [Guilty pressure] 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. Greco, L. M., Lennard, A. C., **Fu, S. (Q.)**, Dimotakis, N. (in progress). [Competing identities] Writing phase.
5. Dimotakis, N., Koopman J., Rosen C. C., Gabriel, A. S., & **Fu, S. (Q.)** (in progress). [spousal venting] Data analysis phase.
6. Humphrey, S. E., Aime, F., **Fu, S. (Q.)**, Dimotakis, N. (in progress). [Team emergence] Data analysis phase.
7. Greco, L. M., Lennard, A. C., **Fu, S. (Q.)**, Dimotakis, N. (in progress). [Direct vs. displaced aggression] Data collection phase.

## **CONFERENCE PRESENTATIONS**

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1. Deng, Y., Greco, L. M., **Fu, S. (Q.)** *Guilty pressure*, to be presented at the 2021 Academy of Management Meeting.

2. **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.
3. **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.
4. 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.
5. **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.
6. **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**

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### *Instructor:*

- 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**

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### **Academy of Management:**

- 2016-present: AOM annual meeting reviewer

### **Ad Hoc-Journal Reviewer:**

- Human Relations
- Applied Psychology: An International Review

## **PROFESSIONAL AFFILIATIONS**

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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**

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### **Downhole Technology Service Company, BHDC, CNPC**

Nov. 2014 – June 2016

Tianjin, China

*Compensation and benefits specialist, International Department*

## **AWARDS**

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- *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)

## **REFERNECES**

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### **Nikolaos Dimotakis**

Associate Professor of Management  
Raymond A. Young Chair  
Spears School of Business  
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### **Lindsey Greco**

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