

Michelle Xue Zheng

Department of Organizational Behavior and Human Resource Management
China Europe International Business School (CEIBS)

Shanghai, China

E-mail: xzheng@ceibs.edu

Phone: (+86) 21-28905641

ACADEMIC POSITIONS

- **Assistant-P**

affects you: the influence of coworker psychological contract breach by the supervisor on third-party perceptions of supervisor interactional justice. *The International Journal of Human Resource Management* (ABDC A)

- **Zheng, M.X.,** Schuh, S. C*., De Cremer, D., & Van Dijke, M. (2021.25 652.75/.TQ EMC 4W

- Why Envious Leaders Become Laissez-Faire Leaders: the role of follower benevolence and leader hubristic pride. Presented at the *Academy of Management Meeting*, Atlanta, USA.
- **Zheng, X.**, Schuh, S. C., De Cremer, D., & Van Dijke, M. (2015). Procedural Justice Enactment as a Function of Position Protection: The Moderating Roles of . Presented at the *Academy of Management Meeting*, Vancouver, Canada.
 - Giurge, L.M., Van Dijke, M., **Zheng, X.**, & De Cremer, D. (2015). Timeliness: What and Why Facilitates Timely Decision-making. Presented at the *Academy of Management Meeting*, Vancouver, Canada.
 - **Zheng, X.**, Van Dijke, M., Narayanan, J. & De Cremer, D. (2015). How Low-power Victims Gain Compliance in the Workplace: Withholding Forgiveness Leads to Transgressor Compliance. Presented at the *Society of Personality and Social Psychology*, Long beach, USA.
 - **Zheng, X.**, Van Dijke, M., Leunissen, J.M., Giurge, L.M., & De Cremer, D. (2014). When Saying Sorry May Not Help: Power of the Transgressor Moderates the Effect of An Apology on Forgiveness in the Workplace. Presented at the *European Association of Social Psychology*. Amsterdam, the Netherlands.
 - **Zheng, X.**, Van Dijke, M. & De Cremer, D. (2013). When You Resp
Reciprocity on Trust Development. Presented at the *First International Network of Trust*, Singapore.
 - **Zheng, X.** & Narayanan, J. (2013). Power and Forgiveness. Presented at the *Academy of Management Meeting*, Orlando, USA.
 - **Zheng, X.**, Fehr, R., Tai., K., Narayanan, J. & Gelfand, M. (2013). Forgiveness Empowers Victims After Conflict. Presented at the *Society of Personality and Social Psychology*, New Orleans, USA.
 - Fehr, R., **Zheng, X.**, Tai., K., Narayanan, J. & Gelfand, M. (2012). Barriers and Gateways to Forgiveness in the Workplace: New Directions in Theory and Research. Presented at the *Academy of Management Meeting*, Boston, USA.
 - **Zheng, X.**, Soman, D., & Narayanan, J. (2012). Sad and Heavy: the Bi-directional Link between Emotional and Physical Heaviness. Presented at the *Society for Personality and Social Psychology*, San Diego, USA.
 - **Zheng, X.**, Tai., K., & Narayanan, J. (2011). The Unbearable Heaviness of Being: Embodied Unforgiveness. Presented at the *International Association for Conflict Management*, Istanbul, Turkey.

- **Zheng, X.**, Soman, D., & Narayanan, J. (2011). Embodying Heaviness using Conceptual and Emotional Primes. Presented at the *Association of Psychology Science Annual Convention*, Washington, DC, USA.
- **Zheng, X.** & Lim, V.K.G. (2011). Lonely and Sleepless: The Interaction Effect of Social Exclusion and Insomnia on Cyberloafing. Presented at the *Australian and New Zealand Academy of Management*, Wellington, New Zealand.
- Tai, K., **Zheng, X.**, & Narayanan, J. (2010). Tactile Warmth Mitigates Negative Effects of Social Exclusion to Increase Pro-Social Behavior, with *Society for Personality and Social Psychology*, Las Vegas, USA.

TEACHING INTERESTS

I have experience teaching in diverse, international settings including Singapore, the Netherlands, and China. My key teaching areas are in the fields of organizational behavior, leadership, decision-making, negotiation skills, and power and politics in organizations. I use a variety of student-centered experiential learning techniques to encourage knowledge retention and application such as experiential exercises, negotiation exercises, and multi-media case discussion. For most of the courses listed below, I participated in their planning and development.

TEACHING EXPERIENCE

Courses Taught at China Europe International Business School with the Most Recent Evaluations

- Average teaching evaluation in three years: 2021 (**4.76 / 5**), 2022 (average evaluation: **4.82 / 5.0**), 2023 (average evaluation: **4.85 / 5**).
- *MBA Orientation*. Core course in the MBA program focusing on team dynamics, interpersonal skills, cross-cultural cooperation, and effective learning. Evaluation: **4.95 / 5.0**.
- *Organizational Behavior*. Core course in the MBA program focusing on personality, motivation, high-performance teams, and trust. Evaluation: **4.82 / 5.0**.
- *Leadership Journey*. Core course in the MBA program using experiential exercises, multi-source feedback, and skills. Term 1 Evaluation: **4.87 / 5.0**. Term 2 Evaluation: **4.89 / 5.0**. Term 3 Evaluation: **4.85 / 5.0**.
- *Managerial Decision Making across Boundaries*. Elective course in the MBA program focusing on pro-active and debiased decision-making strategies at the individual, team, and organizational level. Evaluation: **4.96 / 5.0**.

PROFESSIONAL CERTIFICATES

- International Teachers Programme, ISBM. Intensive 10-day course for faculty from leading business schools with focus on effective teaching methods in business education.
- Hogan Assessment Certification. Certified Hogan assessor for coaching leadership development and work performance.
- Professional DynaMetric Programs (PDP) Certification. Certified PDP assessor for coaching leadership development, team dynamics, and work performance.

LANGUAGES

- English, fluent; Mandarin Chinese, fluent; French, conversational.