

# Changmeng (Melody) Xu

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## Education Experience

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- **Miami Business School, University of Miami** | Coral Gables, FL 08/2016 – Present  
Ph.D. Student in Organizational Behavior
- **Miami Business School, University of Miami** | Coral Gables, FL 08/2012-05/2014  
Master of Business Administration
- **University of Western Ontario** | London, ON, Canada 09/2008-06/2012  
Bachelor of Arts in Economics
- **Dongbei University of Finance and Economics** | Dalian, China 09/2008-07/2012  
Bachelor of Arts in Economics

## Published Article

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- Xu, C., & Schriesheim, C. A. (2018). Deceptive influence in the workplace. In Guclu Atinc (Ed.), *Proceedings of the seventy-eighth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561. doi: 10.5465/AMBPP.2018.159.

## Manuscripts under Review

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- Gregg, H., Restubog S., L., Xu, C., Deen, C, M., & He, Y. When disaster strikes! An interdisciplinary review of the consequences of disasters for organizations. *Journal of Management (Annual Review Issue)* (1<sup>st</sup> round revise and resubmit).
- Collins, M., Gregg, H., Restubog, S., Dasborough, M., Xu, C., Deen, C. M., & He, Y. Traversing the storm: An interdisciplinary review of crisis leadership. *Leadership Quarterly*. (1<sup>st</sup> round revise and resubmit).
- Xu, C., & Schriesheim, C. A. Deceptive Influence at Work: Propositions and Model. *Journal of Organizational Behavior* (1<sup>st</sup> round revise and resubmit).
- Xu, C., Gregg, H., C. A., Schriesheim, & Dasborough, M. T. Did Video Kill the Radio (and Paper) Star? An Investigation into Modality Effects and Engagement in Experimental Vignettes. *Leadership Quarterly* (1<sup>st</sup> round revise and resubmit).

## Conference Paper Presentations

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- Xu, C., Gregg, H., & Schriesheim, C. A. (2020). Abusive supervision or just another negative interaction at work? To be presented at 2020 *Southern Management Association Annual Meeting*, November, in St. Pete Beach, Florida, USA.
- Gregg, H., Xu, C., & Dasborough, M. T. (2020). Nasty or naïve? An investigation of follower attributions for leader incivility behaviors. To be presented at 2020 *Academy of Management Annual Meeting*, in the symposium “In the Eye of the Follower: Follower Attributions that Affect Leader-Follower Relationships”, August, in Vancouver, Canada.
- Gregg, H., Xu, C., & Dasborough, M. T. (2019). Climate denial: A critique of organizational climate measures. Paper presented at the 2019 *Southern Management Association Annual Meeting*, October, in Norfolk, Virginia.
- Gregg, H., Xu, C., & Schriesheim, C. A. (2019). Supervisor workplace incivility: An experimental investigation of the role of cultural dissimilarity. Paper presented at the 2019 *Academy of Management Annual Meeting*, August, in Boston, MA, USA
- Xu, C., Gregg, H., Schriesheim, C. A., & Dasborough, M. T.. (2018). An investigation into wording effects and vignette methodology. Paper presented at the 2018 *Southern Management Association Annual Meeting*, November, in Lexington, KY, USA
- Xu, C., & Schriesheim, C. A. Deception in the workplace. (2018). Paper presented at the 2018 *Academy of Management Annual Meeting*, August, in Chicago, IL, USA
- Xu, C., & Schriesheim, C. A.,. (2017). Content and construct validity of abusive supervisory behavior measures.

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Paper presented at the 2017 *Academy of Management Annual Meeting*, in the symposium "New Directions in the Study of Leader Behavior", August, in Atlanta, GA, USA.

## **Current Research Projects**

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- Gregg, H., Xu, C., & Dasborough, M. T., Ostroff, C., & Qu, Y. Changing climates: A review of facet specific team climates and their measurement.
- Gregg, H., Xu, C., S. Restubog, & Y. He. Well, that wasn't the response I expected! An integrative review of alexithymia and its implications at work.
- Xu, C., & Dasborough, M. T.. The development and validation of Cross-Culture Emotional Intelligence Efficacy Scale (CEIES).

## **Teaching Experience**

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- MGT 304 Organizational Behavior. Spring 2019 and Fall 2020.

## **Review Experience**

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- Best Reviewer Award for *Human Resource Development Review* (HRDR), 2020.
- Review multiple conference papers for the *Academy of Management Annual Meeting* and *Southern Management Association Annual Meeting*.

## **Work Experience**

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- University of Miami, Miami Herbert Business School, *Research Assistant* | Coral Gables, FL. 08/2016-present
- Dalian University of Technology, *Research Assistant* | Liaoning, China 07/2015-04/2016
- University of Miami Hospital, *Intern Project Assistant* | Miami, FL 10/2013-05/2014
- Bank of Dalian, *Intern Operation Assistant* | Dalian, China 07/2013-08/2013

## **Research Interests**

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- Leadership, Interpersonal mistreatment, Attribution theory