

Curriculum Vitae

Yu (Jade) Han
Hill-Levene Schools of Business | University of Regina
Email: yu.han@uregina.ca
Phone: +1 (613) 265-2722

ACADEMIC EMPLOYMENT

Assistant Professor Hill-Levene Schools of Business, University of Regina **2021-Present**

EDUCATION

PhD in Management Carleton University **2020**

Supervisor: Dr. Greg Sears

Thesis: Ambivalence in the leader-follower relationship: Dispositional antecedents and effects on work-related well-being.

MSc Business Studies: HRM-OB track University of Amsterdam **2010**

Advisors: Dr. Corine Boon and Dr. Deanne den Hartog

Thesis: The moderating role of proactivity: Leader-member exchange and job satisfaction, job performance, and turnover intentions

MSc Business Economics: Finance track University of Amsterdam **2010**

Advisor: Dr. Dirk Veestraeten

Thesis: The relationship between macroeconomic factors and stock prices in China

B. A. Business Administration China Agricultural University **2008**

REFEREED JOURNAL ARTICLES

Han, Y. & Sears, G. (2023). Does leader-member exchange ambivalence hinder employee well-being? Exploring relations with work engagement and emotional exhaustion. *Stress & Health*

Han, Y., Sears, G., Darr, W., & Wang, Y. (2022). Facilitating cross-cultural adaptation: A meta-analytic review of dispositional predictors of expatriate adjustment. *Journal of Cross-Cultural Psychology*, 53(9), 1054-1096.

Isabelle, D., **Han, Y.**, & Westerlund, M. (2022). A machine-learning analysis of the impacts of the COVID-19 pandemic on small business owners and implications for Canadian government policy response. *Canadian Public Policy/Analyse de politiques*, 48(2), 322-342

Han, Y., Gulanowski, D., & Sears, G. (2022). International student graduates' workforce integration: A systematic review. *International Journal of Intercultural Relations*, 86, 163-189.

- Smith, C., **Han, Y.**, Dupré, K., & Sears, G. (2022). Perceived organizational support and its interaction with voice on police officers' organizational cynicism, stress and emotional exhaustion. *Policing: An International Journal*, 45(2), 200-217.
- Sears, G. & **Han, Y.** (2021). Do employee responses to organizational support depend on their personality? The joint moderating role of conscientiousness and emotional stability. *Employee Relations*, 43(5), 1130-1146.
- Han, Y.**, Chaudhury, T., & Sears, G. (2021). Does career resilience promote subjective well-being? Mediating effects of career success and work stress. *Journal of Career Development*, 48(4), 338-353.
- Han, Y.** & Sears, G. (2020) The influence of Holland's vocational interests on work-family conflict: An exploratory analysis. *Journal of Employment Counseling*, 57(2), 66-84.
- Han, Y.**, Sears, G., & Zhang, H. (2018). Revisiting the "give and take" in LMX: Exploring equity sensitivity as a moderator of the influence of LMX on affiliative and change-oriented OCB. *Personnel Review*, 47(2), 1-19.
- Sears, G., Zhang, H. & **Han, Y.** (2016). Negative affectivity as a moderator of perceived organizational support-work outcome relationships. *Personality and Individual Differences*, 98, 257-260.

EDITED BOOK

- Ng, E., Stamper, C., Klarsfeld, A., & **Han, Y.** (2021) (Eds.) *Handbook on Diversity and Inclusion Indices: A Research Compendium*. UK: Edward Elgar Publishing.

BOOK CHAPTER

- Ng, E. S., Stamper, C. L., & Klarsfeld, A., & **Han, Y.** (2021). Introduction to the Handbook-a review of 23 diversity and inclusion indices. Ng, E., Stamper, C., Klarsfeld, A., & Han, Y. (Eds.) *Handbook on Diversity and Inclusion Indices: A Research Compendium* (pp. 1-15). UK: Edward Elgar Publishing.

CONFERENCE PRESENTATIONS

- Zheng, C., Sears, G., **Han, Y.** (June 2024). Exploring Perspective-taking in Relation to Unethical Pro-supervisor Behaviour: Gauging the Roles of Moral Disengagement and Ethical Leadership. Annual Conference of the Administrative Sciences Association of Canada Conference (ASAC), Université de Sherbrooke, Canada.
- Han, Y.**, Sears, G., Darr, W., & Wang, Y. (February 2023). Facilitating cross-cultural adaptation: A meta-analytic review of dispositional predictors of expatriate adjustment. SPSP Annual Convention, Atlanta, Georgia.

- Han, Y.,** Gulanowski, D., & Sears, G. (June 2021). *International graduates' workforce integration: a systemic literature review*. Annual Conference of the Administrative Sciences Association of Canada (ASAC), Concordia University, Canada.
- Han, Y. & Sears, G.** (February 2020). *Do Holland's vocational personality types influence perceptions of work-family conflict?* Society for Personality and Social Psychology Annual Convention, New Orleans, Louisiana.
- Han, Y. & Sears, G.** (September 2019). *Exploring the role of vocational interests in balancing work and family demands*. Atlantic Schools of Business Conference, Cape Breton University, Canada.
- Han, Y. & Sears, G.** (May 2019). *Exploring the role of vocational interests in balancing work and family demands: Do the RIASEC types predict work-family conflict?* Annual Conference of the Administrative Sciences Association of Canada (ASAC), Brock University, Canada.
- Chaudhury, T., **Han, Y. & Sears, G.** (May 2018). *Career resilience in relation to life satisfaction: Mediating effects of indicators of career success and work stress*. Presented at the 4th Canadian Conference on Positive Psychology. Victoria College, University of Toronto, Canada.
- Han, Y.,** Sears, G., & Zhang, H. (June 2017). *Revisiting the "give and take" in LMX: Exploring equity sensitivity as a moderator of the influence of LMX on affiliative and change-oriented OCB*. ASAC Annual Conference, HEC Montréal, Canada.
- Han, Y. & Sears, G.** (June 2016). *Psychological need fulfilment at work and life satisfaction: A Self-Determination Theory perspective*. Presented at the 3rd Canadian Conference on Positive Psychology. Niagara-on-the-Lake, Canada.
- Han, Y.** (April 2016). *Psychological need fulfilment at work and life satisfaction: A conceptual model*. Presented at the 35th Annual Industrial Organizational Psychology/ Organizational Behaviour (IOOB) Conference. University of Texas at Arlington, USA.

TEACHING EXPERIENCE

Instructor, Faculty of Business Administration, University of Regina	2021 – Present
GBUS 817 Managing People in Organizations	
BUS 260 Introduction to Organizational Behavior	
BUS 441 Independent Research Study in Business	
BUS 453 Strategic Human Resource Management	
Instructor, Sprott School of Business, Carleton University	2018 – 2021
BUSI4104 Strategic Human Resource Management	
BUSI3102 Introduction to Human Resource Management	
Teaching Assistant, Sprott School of Business, Carleton University	2014 – 2019
Introduction to Human Resource Management, Introduction to Organizational Theory,	

Introduction to Organizational Behavior, Sustainable Business Development,
Organizational Leadership, Corporate & Business Strategy, IT Service Management

University Teaching Certificate

2015

Sprott School of Business & Educational Development Centre, Carleton University

SERVICE ACTIVITIES

Assistant Editor <i>Personnel Review</i>	2023-Present
<i>Equality, Diversity and Inclusion: An international journal</i>	2021-2023

University Service

Faculty of Business Administration Undergraduate Program Committee	2023-Present
Faculty of Business Administration HROB Search Committee	2023
Faculty of Business Administration Teaching Committee	2021-2023
Student Supports in Mental Health/Well-Being & Financial Needs Committee	2021

Track Chair

“Health and Safety” HRM Division at the ASAC Conference	2020
“Contextual Approach” HRM Division at the ASAC Conference, St. Catharines, Ontario	2019

Ad Hoc Reviewer

Human Resource Management Journal
Journal of International Management
Personnel Review
Journal of Cross-Cultural Psychology
Employee Relations
International Journal of Manpower
Information & Management
Academy of Management Meeting, OB Division, HR Division, Careers Division
Atlantic Schools of Business Conference, Organizational Behavior and Theory Track
Administrative Sciences Association of Canada Conference, HR Division, OB Division

AWARDS, GRANTS AND SCHOLARSHIPS

Employment integration among international students -A pilot study. SSHRC Explore Grant (\$5,969), Principal Investigator (PI)	2024 – 2026
Strategic Plan Aligned Research Grants, University of Regina (\$9,450) PI	2022-2024
Promoting Retention, Inclusion, and Integration of International Graduates. SSHRC Insight Grant (\$173,311) Co-investigator	2022 – 2026
Mitacs Accelerate Award, Mitacs (\$90,000)	2019 – 2021
TalentEdge Program, Ontario Centres of Excellence (\$60,000)	2017 – 2019
International Doctoral Tuition Bursary, Carleton University (\$10,500)	2018 – 2019
Graduate Student Travel/Research Bursary, Carleton University (\$2,000)	2016 – 2019
International Doctoral Excellence Program Award, Carleton University	2015 – 2018
Outstanding Undergraduate Student Scholarship, China Agricultural University	2004 – 2007

SUPERVISION ACTIVITIES

DBA Dissertation External Examiner

Meggan Franks (2022) A formula for volunteer engagement: A structural equation model of inclusive leadership-safety and empowerment

ICBC case competition HR team coach

2021

EMBA Research Projects Supervisor

Malick Coulibaly (2024) The role of leadership approach in fostering diversity, equity, and inclusion within an organization: A qualitative study

Elizabeth Nguyen (2022) Officer safety: The effects of inclusive leadership behaviours and police rank on psychological safety.

Svetlana Cooney (2021) COVID-19 affects on job performance through working from home: Is 9 – 5 still sustainable?

MA (Human Resource Management) Research Project Supervisor

Philip Agadagba (2022) The effects of exclusion on the job satisfaction of skilled visible minority immigrants in the workplace in Western Canada.

Bachelor of Business Administration Independent Study Project

Jaya Mallu (2023) Career outcomes and career counselling for international students.

PROFESSIONAL EXPERIENCE

Behavioral Science Advisor, VigilantCS, ON, Canada

2019 – Present

Research Assistant, Research Project on Leadership and Workplace Diversity/Inclusion

Supported by Social Sciences and Humanities Research Council of Canada

2017 – 2020

Senior Staff Member, China Banking Regulatory Commission

2011 – 2014

HRM-Organizational Behavior Academic Internship

2009 – 2010

Faculty of Business and Economics, University of Amsterdam, The Netherlands

Short-term Internship Program, Tokyo University of Agriculture, Japan

2007

LANGUAGES

Chinese (Native), English (Fluent), French (Intermediate)