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EDUCATION

2004-present	Ph. D. program, Vanderbilt University	
2002-2004	M. A. The University of Toledo	
1991-1994	M. A. The Capital University of Economics and Business (CUEB)	Beijing, China
1987-1991	B. A. Nankai University	Tianjin, China

HONORS & AWARDS

Outstanding Reviewer Award, Academy of Management, OB division (2008)

University of Toledo Graduate Fellowship 2002-2004

CUEB Outstanding Young Instructor 1996

Nankai University Merit –based Scholarship 1988-1990

ACADEMIC EMPLOYMENT

1996 – 2001 Assistant Professor, The Capital University of Economics and Business
Beijing, P. R. China
Department of labor Economics

1994 – 1996 Instructor, The Capital University of Economics and Business
Beijing, P. R. China
Department of labor Economics

PUBLICATIONS (In English)

Friedman, R., Hunter, L., **Chen, Y.** Union-Management conflict: Historical trends and new directions. Forthcoming in M. Gelfand and C. DeDreu, (Eds.), **The Psychology of Conflict and Conflict Management in Organizations.**

PUBLICATIONS (In Chinese)

Chen, Y. 2001. Comparative analyses of unemployment insurance policies in the developed countries, in Yang, W. (Ed.), Unemployment Insurance, Beijing: Renmin University Press.

Chen, Y & Liu, X. 2000. **Unemployment insurance and reemployment.** Beijing: China Labor Press.

- Chen, Y.** 1998. The changes of industrial relations in Korea. *Modern Korea*, 6: 60-65.
- Chen, Y.** 1997. Unemployment insurance. in Liu, X. (Ed.), **The Principles of Social Security**, Beijing: China Labor Press.
- Chen, Y.** 1997. Health insurance, in Liu, X. (Ed.), **The Principles of Social Security**, Beijing: China Labor Press.
- Chen, Y.** 1995. Organization culture analyses, in Wang, M. (Ed.), **The Sociology of Service Organizations**, Beijing: China Commerce Press.
- Chen, Y.** 1993. The reform of labor policies, in Luo, G. (Ed.), **New Systems of Market Economy in China**, Beijing: Renmin University Press.
- Chen, Y.** 1993. The surviving strategies of the self-employed workers in China. *Labor Science of China*, 41: 51-58.
- Chen, Y.** 1993. Male-female wage differentials in urban labor market. *Women Studies*, 6: 43-47.

PAPERS IN PROGRESS

- Chen, Y.**, Friedman, R., & Simons, T. Trickle-down: The effects of top management behavior on line employees' turnover intent. Under review, *Leadership Quarterly*.
- Chen, Y.**, Friedman, R. Yu. En., & Sun, F. Examining the positive and negative effects of *guanxi*: A multi-level analysis of *guanxi* and procedural justice. Under review, *OBHDP*.
- Chen, Y.**, Friedman, R., Yu, En., Fang, W., & Lu, X. Developing a three-Dimensional model and scale for supervisor-subordinate *Guanxi* . Revise and Resubmit at *Management and Organization Review*
- Chen, Y.** The government and private entrepreneurs in a transition economy: Private entrepreneurs' political involvement and its consequences in China. Revise and Resubmit at *Asia Pacific Journal of Management*

CONFERENCE PRESENTATION

- Chen, Y.** 2008. The Government and Private Entrepreneurs in a Transition Economy: Private Entrepreneurs' Political Involvement and Its Consequences in China. Paper to be presented at the 68th Annual Meeting of the Academy of Management, Anaheim, California.
- Chen, Y.**, Friedman, R., Yu, En., Fang, W., & Lu, X. 2008. Developing a three-Dimensional model and scale for supervisor-subordinate *Guanxi*. Paper to be presented at the 68th Annual Meeting of the Academy of Management, Anaheim, California.
- Chen, Y.** 2008. Chinese Women Layoff Workers' Experiences. Paper to be presented at the 68th Annual Meeting of the Academy of Management, Anaheim, California.
- Chen, Y.**, Friedman, R. Yu. En., & Sun, F. 2008. Examining the positive and negative effects of *guanxi*: A multi-level analysis of *guanxi* and procedural justice. Paper presented at the Biannual meeting of IACMR, Guangzhou, China.
- Chen, Y.**, Friedman, R., & Simons, T. 2008. The trickle-down effects of middle managers' supervisor satisfaction and line employees' turnover intent. Paper to be presented at the Southern Management Association Meeting, St. Pete Beach, FL.

Chen, Y., Friedman, R., & Simons, T. 2007. Trickle-down: The Effects of Top Management Behavior on Line employees' Turnover Intent. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Chen, Y. 2007. Family-friendly leave policies, work-family conflict, and employees' well-being. Paper presented at the Southern Management Association Meeting, Nashville.

Chen, Y. 2000. The Worker's responses to the health insurance system reform. Paper presented at the international conference of Health Insurance and Policy, Tianjin, P. R. China.

Chen, Y. 1997. Globalization and employment relationship: It's Impact on China. Paper presented at the international conference of Globalization and Employment Relation in Asia, Seoul, Korea.