

CURRICULUM VITAE

(Natalie) Bin Zhao

Associate Professor in Management and Organization Studies
Beedie School of Business
WMC4309, Simon Fraser University
Burnaby, BC V5A 1S6
Canada
E-Mail: nbzhao@sfu.ca

Education

Ph.D. in Organizational Behavior (2007), Richard Ivey School of Business, University of Western Ontario, London, Canada.

M.Sc. in Organizational Behavior (2001), Department of Management and Organization, Faculty of Business Administration, National University of Singapore, Singapore.

M.Sc. in Management Science (1999), Department of Mining Engineering, Shandong University of Science and Technology, P.R. China.

College Diploma in English for Science & Technology (1992), Shandong University of Science and Technology, P.R. China.

Work Experience

Sep., 2014-present, Associate Professor, Beedie School of Business, Simon Fraser University, Burnaby, B.C., Canada.

July, 2006-Aug., 2014, Assistant Professor, Beedie School of Business, Simon Fraser University, Burnaby, B.C., Canada.

2001-2006, Research and Teaching Assistant, Richard Ivey School of Business, University of Western Ontario, Canada.

1999-2001, Research Assistant, Department of Management and Organization, Faculty of Business Administration, National University of Singapore, Singapore.

1992-1996, Assistant to General Manager, Ji'ning Metal Materials Company, P.R. China.

Research Interests

Learning from errors

Error reporting

Error management

Employee compensation and motivation

Organizational stigma

Research

Journal Articles

Wang, T., Thornhill, S., & Zhao, B. (in print). Pay-for-performance, employee participation, and SME performance. *Journal of Small Business Management*.

Wang, T., Zhao, B., & Thornhill, S. (2015). Pay dispersion and organizational innovation: The mediation effects of employee participation and voluntary turnover. *Human Relations*. 68: 1155-1181.

Sieweke, J., & Zhao, B. (2015). The impact of team familiarity and team leader experience on team coordination errors: A panel analysis of professional basketball teams. *Journal of Organizational Behavior*. 36(3), 382-402.

Zatzick, C., Zhao, B., & Tingling, P. (2014). Avoiding layoff blunders. *Sloan Management Review*. 55(3): 12-14.

Zhao, B. (2011). Learning from errors: The role of context, emotion, and personality. *Journal of Organizational Behavior*, 32(3), 435-463.

Zhao, B., & Olivera, F. (2006). Error Reporting in Organizations. *Academy of Management Review*, 31(4), 1012-1030.

Makino, S., Beamish, P. & Zhao, B. (2004). JFDI in Developed Versus Developing Countries. *Journal of World Business*, 39, 377-392.

Tan, H. H., & Zhao, B. (2003). Individual and Perceived Contextual Level Antecedents to

Individual Technical Information Inquiry in Organizations. *Journal of Psychology*, 137(6), 597-621.

Zhao, B., & Tan, H. H. (2001). Psychological mechanisms underlying individual knowledge learning and contribution in learning organizations. *Research and Practice in Human Resource Management*, 8(2), 3-28.

Papers Ready for Journal Submission

Boston, P., & Zhao, B. (equal contribution). Not enough innovations in your organization? Then maybe there is not enough failure. Manuscript preparation for *Ivey Business Review*.

Zhao, B., Lautsch, B., & Boyle, T. Managing honest mistakes in high reliability organizations. Manuscript preparation for *MIT Sloan Management Review*

Zhang, J.W., & Zhao, B. Crowd-funding in China: An Innovative Business Model. Manuscript preparation for *Harvard Business Review*.

Working Papers

Zhao, B., Olivera, F., Edmondson, A., & Roseman, I. Learning from errors in organizations: The effects of negative emotions on motivation and cognition. Manuscript in preparation for submission to *Academy of Management Review*.

Rudolph, J.W., Zhao, B., & Weinstock, P. Learning from errors and negative emotions: An empirical investigation in medical simulation. Manuscript in preparation for submission to *Simulation in Healthcare*.

Zhao, B., Yao, M., & Emby, C. Learning from errors in teams: The role of team leader modeling fallibility. In the process of data collection in Canada and China.

Zhao, B. Emotion regulation and learning from errors: An empirical investigation. Manuscript in preparation for submission to *Journal of Management*.

Zhao, B., Minehart, R., & Clair, J. Destructive performance feedback and its impact in the workplace. A qualitative study to be conducted in hospitals.

Li, Y., Zhao, B., & You, J. An empirical study of error management systems in organizations. Two manuscripts in preparation for submission to *Academy of Management Journal* and *Journal of Management*, based on qualitative and quantitative data collected in over 200 Chinese firms.

Sieweke, J., & Zhao, B. A multi-level empirical study on error reporting in British hospitals using longitudinal quantitative data.

Zhao, B., & Bertels, S. An investigation of the role of discipline in encouraging error reporting. A large-scale qualitative study to be conducted in one of the largest Canadian coal mining companies, upon invitation of the company.

Zhao, B., Rudolph, J.W., & Edmondson, A. Learning from errors and negative emotions: An empirical investigation. Pilot study done in the week of Sep.14, 2009 and formal data collection to be followed, at the Center for Medical Simulation, Harvard University.

Zhao, B., & Seifried, J. Error climate and individual dealing with errors in the workplace-Germany. Data collection and analysis finished. Manuscript in preparation.

Rausch A., & Zhao, B. The impact of negative emotions on individual learning in training programs: A diary study. Data collection finished. Manuscript in preparation.

Case Published

Olivera, F., & Zhao, B. (2007). The Career Choice of Ms. Linlin Chen. Published by Ivey Management Services, Ivey Business School, Canada. [#9B07C015]. Selected to be included in the textbook "Entrepreneurship: Successfully Launching New Ventures" (3rd ed.) by Barringer, B. R., & Ireland, D.: Prentice Hall.

Conference Proceedings

Zhao, B., Olivera, F., & Edmondson, A. (2013, September). Learning from errors in organizations: The effects of negative emotions on motivation and cognition. *Best Paper Proceedings of the 1st Management Theory Conference*, San Francisco, USA.

Zhao, B. (2008, August). Learning from errors: The role of context, emotion and personality. *Best Paper Proceedings, Organizational Behavior Division, the Academy of Management Conference*, Anaheim, USA.

Olivera, F., & Zhao, B. (2005). Learning from errors: How emotions stimulate and interfere with learning. *Proceedings of the 6th International Conference on Organizational Learning and Knowledge* (2 vols.). University of Trento e-books, Trento, Italy.

Zhao, B., & Olivera, F. (2002). Learning from mistakes in groups. *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada*, Organizational Behavior Division, CD-ROM proceedings, not paged.

Conference Awards

Zhao, B. (2007, August). *Learning from errors: The role of context, emotion and personality*. Best Research Proposal Award (for faculty) in the "Cognition in the Rough" professional development workshop, Managerial and Organizational Cognition Division, the Academy of Management Conference, Philadelphia, USA.

Conference Presentations

Zhao, B., Olivera, F., & Edmondson, A. (2013, September). *Learning from errors in organizations: The effects of negative emotions on motivation and cognition*. Paper presented at the 1st Management Theory Conference, San Francisco, USA.

Zhao, B., Olivera, F., & Edmondson, A. (2013, April, invited contribution)). *Learning from errors: The effects of negative emotions on motivation and cognition*. Paper presented at the symposium on Errors, Emotions, and Their Relevance for Learning in the Professions, the American Educational Research Association Conference, San Francisco, USA.

Zhao, B. (2007, August). *Learning from errors: The role of context, emotion and personality*. Research Proposal presented in the "Cognition in the Rough" professional development workshop, Managerial and Organizational Cognition Division, the Academy of Management Conference, Philadelphia, USA.

Zhao, B., & Olivera, F. (2005, August). *Negative emotions and learning from errors*. Paper presented at the Academy of Management Conference, Honolulu, USA.

Zhao, B., & Loree, D. (2005, August). *Fall from grace: Stigma dynamics from institutional linkage loss*. Paper presented at the Academy of Management Conference, Honolulu, USA.

Olivera, F., & Zhao, B. (2005). *Learning from errors: How emotions stimulate and interfere with learning*. The 6th International Conference on Organizational Learning and Knowledge, Trento, Italy.

Zhao, B. (2005, May). *Group goal orientation and group performance*. Paper presented at the Annual Conference of the Administrative Sciences Association of Canada, Organizational Behavior Division, Toronto, ON, Canada.

Zhao, B., & Olivera, F. (2003, August). *Understanding individuals' error reporting at work*. Paper presented at the Academy of Management Conference, Seattle, MA, USA.

Zhao, B., & Loree, D. (2002, August). *Unexpected outcomes of institutional linkages in turbulent industries*. Paper presented at the Academy of Management Conference, Denver, CO, USA.

Zhao, B., & Olivera, F. (2002). *Learning from mistakes in groups*. Annual Conference of the Administrative Sciences Association of Canada, Organizational Behavior Division, Winnipeg, MB, Canada.

Zhao, B., & Tan, H. H. (2001, August). *Individual and contextual level antecedents of individual technical information inquiry in organizations*. Paper presented at the Academy of Management Conference, Washington DC, USA.

Course Teaching

Bus381: Introduction to Human Resources Management

Bus481: Recruitment and Selection

Bus482: Performance Management

Awards and Scholarships

SSHRC Standard Research Grant, Social Sciences and Humanities Research Council of Canada. April, 2010 – March, 2013. **Total:** 77,783.

SSHRC 4A Grant, Simon Fraser University. July, 2009 – Oct., 2010. **Total:** 3,941

SSHRC Small Grant, Simon Fraser University. March, 2008 – Feb., 2010. **Total:** 4,736

CMA Research Fellowship, Faculty of Business Administration, Simon Fraser University. July 2006 – Aug 2010. **Total:** 15,000.00

Presidential Research Grant, Faculty of Business Administration, Simon Fraser University. July 2007 – Aug 2010. **Total:** 15,000.00

Research Honor Roll, Faculty of Business Administration, Simon Fraser University. 2005-2007, 2006 – 2008.

Ontario Graduate Scholarship, Richard Ivey School of Business, University of Western Ontario. May 2003 – April 2006.

The Berdie & Irvin Cohen Doctoral Business Scholarship, Richard Ivey School of Business, University of Western Ontario. 2003-2006.

Endla & John Gilmour Foundation PhD Award, Richard Ivey School of Business, University of Western Ontario. 2002-2003.

Plan For Excellence Doctoral Fellowship, Richard Ivey School of Business, University of Western Ontario. 2001-2002.

Full Research Scholarship, Department of Management and Organization, Faculty of Business Administration, National University of Singapore. July 1999 – August 2001.

Service Contributions

Professional Service

- **Ad-hoc Reviewer for**
 - Academy of Management Annual Meetings
 - Administrative Science Quarterly
 - British Journal of Management
- **Session Chair**, the paper session on *Emotion Regulation* (Organizational Behavior Division), Academy of Management Annual Conference, Anaheim, CA, August 2008.

University and School Service

Member of Academic Appeals Committee at the SFU Faculty of Business Administration (2007-2008)

Member of International Activities Committee at the SFU Faculty of Business Administration (2008 – 2009)

Member of Ph.D. Committee at the SFU Faculty of Business Administration (2009 – 2010)

No service due to **Parental Leave** (2010 – 2011)

Member of Broad Based Undergraduate Admissions Committee at the SFU Beedie School of Business (2011 – 2012, 2013 – 2014, 2015)

Member of Teaching Effectiveness Committee at the SFU Beedie School of Business (2012 – 2013)