

Dongni Wan

Curriculum Vitae *September 2018*

University of Michigan
Department of Economics
/Ross School of Business
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Education

- **PhD, University of Kansas, August 2017**
Area: Human Resource Management/Strategic Management
Dissertation Title: Value Creating or Value Capturing? An Examination of Human Capital Usage Flexibility

Dissertation Committee Members: Clint Chadwick (Chair), Vincent L. Barker, Tailan Chi, James P. Guthrie, Ted Juhl
Passed final defense on June 20th, 2017

- **Master of Arts in Economics, University of Kansas, May 2013**
Courses include: Microeconomic Theory, Macroeconomic Theory, Advanced Econometrics, Optimization
- **Bachelor of Science in Economics, Bryant University, May 2010**
Concentration: Business Administration

Academic Positions

- **Lecturer III**, University of Michigan, Department of Economics, September 2018-present
- **Lecturer I**, University of Michigan, Ross School of Business, September 2018-present
- **Assistant Professor**, Missouri Western State University, Craig School of Business, January 2017-July 2018

Research Experience

Research Interests

- Strategic role of the HR department and the effectiveness of the HR systems

- Strategic human capital perspectives of value creation
- The impact of international human resource management strategies and practices (acquisition, development and retention) on foreign subsidiary performance
- Compensation practices and employee pay satisfaction
- Employee ownership and motivation
- Upper Echelon Theory and executive turnover

Conference Presentations

- Presenter 2014. The Effect of Human Capital Investment on Firm Performance and Survival under the Context of Asian Financial Crisis (Dynamic model). Academy of Management Annual Meeting, Philadelphia, PA.
- Presenter 2013. The Effect of Human Capital Investment on Firm Performance under the Context of Asian Financial Crisis (SEM approach). Strategic Management Society Annual Meeting, Atlanta, GA.

Working Papers

- Chadwick, C., Schloemer, H., and Wan, D. The Effect of Human Capital Investment on Firm Performance under the Context of Asian Financial Crisis
- Guthrie, J.P., Li, P., Chung, H., and Wan, D. Efficiency Wage and Pay Satisfaction
- Wan, D. Value Creating or Value Capturing? An Examination of Human Capital Usage Flexibility

Work in Progress

- Schloemer, H., and Wan, D. Tension between Creativity and Compensation: Clarifying the Effects of Pay-Based Extrinsic Motivation on Creative Performance.
- Wan, D., Chadwick, C. Should We Give up Transactional HR? The Impact of Perceived Strategic and Transactional role of HR on Perceived Future Firm Performance.
- Wan, D. Individual Assessment of CEO characteristics/ CEO Characteristics and Performance Assessment

- Wan, D. “Strategic role of Human Resource Management under Multinational Context”
- Wan, D. “Employee Ownership, Employee Relations and Counter-productive Behavior”

Teaching Experience

University of Michigan

- ECON 195, Excel in Economics and Business Analytics, Department of Economics, Fall 2018
- STRATEGY 503, Competing in the Global Business Environment, MBA Core Course, Ross School of Business, Fall B 2018

Missouri Western State University

- MGT 419, Strategic Management, Craig School of Business, Spring 2017- Summer 2018 (average evaluation=1.4; 1=exceptional, 5=poor)
- MGT 341, Human Resource Management, Craig School of Business, Spring 2017- Fall 2017 (spring 2017 overall evaluation=1.3; 1=exceptional, 5=poor)
- MGT 410, Compensation and Benefits Management, Craig School of Business, Spring 2018

University of Kansas

- As independent instructor, MGMT 498, Business Policy and Strategy, School of Business, Fall 2014- Spring 2015
- As independent instructor, MGMT 410, Human Resource Management, School of Business, Spring 2013-Spring 2014
- As teaching assistant, ECON 104, Principles of Economics, Department of Economics, Spring 2012
- As teaching assistant, ECON 142, Principles of Microeconomics, Department of Economics, Fall 2011

Bryant University

- As teaching assistant, Chinese Language Lab, School of Liberal Arts and Science, 2007-

2008

Services

Missouri Western State University

- Assurance of Learning committee, Fall 2017
- Faculty search committee, Fall 2017

Awards and Grants

- **Holmes Teaching Award**, a school-wide teaching award granted to the best graduate student instructor, 2015
- **Graduate Research Fund (GRF) grants**, with Dr. Clint Chadwick, 2016-2017
- **GRF grants**, with Dr. Jim Guthrie, Pingshu Li and Hyesook Chung, 2014-2015
- **GRF grants**, with Dr. Clint Chadwick, 2013-2014 Academic year
- **Confucius Institute Cultural Exchange Achievement Award**, Bryant University, Spring 2010
- **President scholarship**, Bryant University, Fall 2007-Spring 2010

Professional Associations

- Academy of Management (Human Resource Management, Strategy and Business Policy, Management Consulting Division)
- Strategic Management Society with Strategic Human Capital Interest Group

Non-Academic Professional Experience

- **Macmillan, New York, Independent Consultant, 2015**
Subject Matter Expert for intermediate level Microeconomics test bank to be published
- **Alliance Consulting Group, New York, Independent Consultant, 2013**
Manage health related research publications

- **U.S.-China Institute and Confucius Instituted, Bryant University, RI, Assistant, 2007- 2010**
- **True-Vision Advertising Company, Shenzhen, China, Family Business Summer Internship, 2007**
Manage client database
Provide effective communication between clients and designer