

RAY FANG

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EDUCATION

2019 (Expected)	PhD	University of Toronto, Joseph L. Rotman School of Management
2013	MBA	University of Texas at Dallas, Naveen Jindal School of Management
2007	BA	University of Washington, Henry M. Jackson School of International Studies

DISSERTATION

Title: The influence of growing up rich or poor on future job satisfaction and job performance in white-collar organizations

Abstract: America is built on rags-to-riches tales. People from poorer economic backgrounds join their more privileged counterparts in white-collar organizations, but does a person's economic background shape their workplace experiences and outcomes in these contexts? Psychological and sociological research suggests that people who grow up rich or poor exhibit differences in cultural capital (e.g. mannerisms, preferences, and knowledge about international travel, art, and technology) that is signaled and perceived in everyday social interactions, but little research has examined how these differences matter in organizations. Here, I propose a model whereby employees with higher-income parents are perceived as higher class, and as a result, receive more job resources: supervisor support, job autonomy, and workplace friendships. Further, I propose that employees who receive more job resources are happier and more productive employees. I test my model in the field among interns in similar jobs from the same university, using a time-lagged, multi-source survey.

Dissertation Chair: Stéphane Côté

Dissertation Co-Chair: Brian Connelly

Committee Member: Matthew Feinberg

PEER-REVIEWED PUBLICATIONS

Feinberg, M., Fang, R. T., Shi, L., & Peng, K. A. (in press) A world of blame to go around: Cross-cultural determinants of responsibility and punishment judgments. *Personality and Social Psychology Bulletin*

Ford, D. L., Ziegler, L. L., Fang, R. T., & Holmes IV, O. (in press) Exploring knowledge sharing in a professional network: A Central Eurasian case. *Eurasian Journal of Business and Economics*

MANUSCRIPTS UNDER REVIEW

Fang, R. T. & Côté, S. Who expects to climb up the corporate ladder? Childhood parental income and organizational advancement expectations. *Under review at Personnel Psychology*

Fang, R. T. & Saks, A. M. Does childhood parental income influence job search success? An Investigation of job search intensity and interview self-efficacy. *Under review at Journal of Applied Psychology*

MANUSCRIPTS IN PREPARATION

Fang, R. T. *Exploring the effects of team social class diversity on individual and team outcomes: Test of a multilevel moderated mediation model* (Target Journal: **Academy of Management Journal**)

- Two time-lagged, round-robin studies have been done.
- Writing manuscript

Rickards, C., **Fang, R. T.**, & Connelly, B. S. *Do personality feedback reports lead to self-improvement? Feedback content and the psychological processes underlying self-improvement intentions* (Target Journal: **Journal of Applied Psychology**)

- One qualitative study, and two lab studies have been done.
- Revising manuscript

Fang, R. T., Côté, S., & Connelly, B. S. *A reputational perspective on the relationship between income and well-being.* (Target Journal: **Social Psychological and Personality Science**)

ONGOING RESEARCH

Fang, R. T. & Connelly, B. S. *Exploring multi-rater personality feedback for employee development* (currently collecting data)

Connelly, B. S. & **Fang, R. T.** *Identifying components of personality that propel or curtail educational and career success, and their mechanisms* (currently collecting data)

Connelly, B. S. & **Fang, R. T.** *Examining the effects of context and stereotypes on observer-reports of personality* (currently collecting data)

Fang, R. T. *The interactive effects of maternal and paternal income on narcissistic tendencies and job performance* (currently collecting data)

Fang, R. T. *Childhood social class, self-awareness, and workplace consequences* (currently collecting data)

Fang, R. T., Connelly, B. S., & Côté, S. *The impact of growing up rich or poor on future job satisfaction and job performance in white-collar organizations* (dissertation, currently collecting data)

SELECTED CONFERENCE PRESENTATIONS

Fang, R. T. (August, 2018) *How growing up with wealthy parents relates to job search success.* The Academy of Management Annual Meeting. Chicago, IL.

Fang, R. T. and Connelly, B. S. (April, 2017). *Multi-rater personality feedback: A clearer lens or a threat to the self.* Society for Industrial and Organizational Psychology, Orlando, FL.

Fang, R. T. and Côté, S. (August, 2016). *Higher social class predicts higher leadership ambition.* The Academy of Management Annual Meeting, Anaheim, CA.

GRANTS AND AWARDS

2016	Conference Travel Grant from School of Graduate Studies, University of Toronto
2014-Current	Director's Fellowships, University of Toronto
2012-2013	Graduate Student Academic Grant, University of Texas at Dallas
2013	Naveen Jindal School of Management Student Achievement Award, University of Texas at Dallas
2013	Scholarship for Academic Excellence, University of Texas at Dallas

TEACHING

University of Toronto, Rotman School of Management

Instructor

Organizational Behaviour (undergraduate), Fall 2018

Rotman Teams Initiative (undergraduate), Fall 2018

Tutorial Lead

People Management and Organizational Behaviour (undergraduate), Winter 2017 – Winter 2018

Teaching Assistant

Introduction to Management (undergraduate), Organizational Behaviour (undergraduate), Consumer Behaviour (undergraduate), Managerial Negotiations (undergraduate), Managing People Through Incentives (undergraduate), Social Entrepreneurship (MBA), Fall 2015- Summer 2018

ACADEMIC MEMBERSHIP

- *Academy of Management* (2014-Current)

- *Society for Industrial and Organizational Psychology* (2016-Current)

PROFESSIONAL EXPERIENCES

2010-2012 **Production Manager**, Philippe Langdon Furniture Inc. Jieyang, Guangdong, China

I was in charge of handling manufacturing processes and coordinating production line technicians. My leadership responsibilities consisted of mentoring and directing 8 to 10 supervisors and 60-80 technicians. I built cohesive teams focused on meeting production goals, quality control, and maintaining supply chain relationships.

2008-2010 **Operations Manager**, Altig International. Redmond, Washington, United States

I was in charge of streamlining business operations for a financial services firm. I supervised 4 employees and executed several projects involving cost reduction, vendor contract negotiation, and inventory management.

2007-2008 **Assistant Operations Manager**, Hertz Corporation. Lynnwood, Washington, United States

I managed business operation processes related to logistics, inventory and fleet management, and sales. I led tutorials on the theory and application of six-sigma methodologies for individual branch managers.

REFERENCES

Stéphane Côté

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