

## **Xiao Xiao**

Department of Human Resource Management

Fox School of Business

xiao.xiao0004@temple.edu

### **EDUCATION**

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<b>Temple University, Philadelphia, PA</b>	<b>Expected 2025</b>
Ph.D. student in Human Resources Management and Organizational Behavior	
<b>Rutgers University, New Brunswick, NJ</b>	<b>May 2020</b>
Master of Arts in Human Resources Management	
<b>Shanghai Jiao Tong University, Shanghai, China</b>	<b>Mar 2018</b>
Master of Arts in English Translation and Interpretation	
<b>Beihang University, Beijing, China</b>	<b>July 2015</b>
Bachelor of Arts in English	

### **RESEARCH INTEREST**

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Diversity Climate; Employee Well-being

### **RESEARCH EXPERIENCE AND TEACHING AIDE**

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<b>Research Assistant, Temple University</b>	<b>Aug 2020-Present</b>
Supervisor: Prof. Patrick Mckay	
<b>Research Assistant, HRM, Rutgers University</b>	<b>Sept 2019-Dec 2019</b>
Supervisor: Prof. Maria Kraimer	
• Researched on the expatriates' career success, adaptation and repatriation success	
<b>Research Assistant, HRM, Rutgers University</b>	<b>Mar 2019-Mar 2020</b>
Supervisor: Prof. Hadi El-Farr	
• Researched and reviewed papers on the push and pull model of international student mobility	
• Conducted a meta-analysis on push factors of Chinese international student mobility	
<b>Teaching Assistant for Introduction to Human Resources Course</b>	<b>Aug 2019- Dec 2019</b>
Prof. Hadi El-Farr	
<b>Teaching Assistant for Corporate Governance</b>	<b>Aug 2019-Dec 2019</b>
Prof. Joseph Blasi	

### **WORK EXPERIENCE**

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<b>Rutgers Global-Professional Education and Training Program</b>	<b>Sep 2018-Dec 2019</b>
Student Employee and Interpreter	
• Facilitated orientations and training programs for Chinese visiting scholar groups	
• Interpreted HR related lectures for Chinese visiting scholars	
<b>Confucius Institute at New South Wales University, Australia</b>	<b>Jul 2017-Jun 2018</b>
Chinese Language Teacher.	
• Developed students' language skills, individualized study plan for students, set up Students' Chinese orchestra	

- Coordinated with other departments and organized school-level activities

**Confucius Institute Office, SJTU**

**Feb 2016-Jun 2017**

Administration Assistant.

- Screened Confucius Institute Scholarship applications of international students
- Interviewed international student applicants for academic study programs

**Colliers International, Beijing, China**

**Mar 2015-Jun 2015**

Human Resources Intern

- Assisted with full-circle recruitment and onboarding process
- Reviewed applicant resumes, scheduled interviews for the HR team and managers

## **CAMPUS ACTIVITIES**

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**Society for Human Resource Management (RU SHRM)**

**Vice President of Finance**

**Jun 2019-May 2020**

**Project Manager of Finance**

**Jan 2019-May 2019**

- Maintain the budget, records, receipts, and income and expenditures of RUSHRM.
- Monitor payments and reimbursements to all Leadership Team members and Officers
- Student liaison and volunteer for 2019 Business Conference

## **SKILLS**

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SPSS, Microsoft (Word, Excel, PowerPoint), Trados

## **LANGUAGES**

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Mandarin (Native), English (Fluent), German (Basic)