

CURRICULUM VITAE

CHUANG, You-Ta, Professor of Management
School of Administrative Studies
York University, Toronto, Canada
Office: 416-736-2100 Ext 66615
Email: ychuang@yorku.ca

DEGREES

2004 Ph.D. Organization Theory and Strategic Management, Rotman School of Management, University of Toronto, Canada
1997 M.B.A. Management, City University of New York, U.S.A.
1991 B.Sc. Psychology, Kaohsiung Medical University, Taiwan

ACADEMIC EMPLOYMENT HISTORY

2018 - Professor, School of Administrative Studies, York University
2007 - Associate Professor (tenured), School of Administrative Studies, York University
2004 - Member of graduate programs in School of Human Resource Management, York University
2009 - 2016 Member of graduate programs in School of Health Policy and Management, York University
2004 - 2007 Assistant Professor, School of Administrative Studies, York University
2002 - 2004 Lecturer, School of Administrative Studies, York University

HONOURS AND AWARDS

Dean Research Fellowships, 2006, 2007, 2008
Best Paper Award, Academy of Management, Health Care Management Division, 2004
Best Paper Award, Administrative Sciences Association of Canada, 2011
Honourable Mention Awards, Administrative Sciences Association of Canada, 2002
Honourable Mention Awards, Administrative Sciences Association of Canada, 2003
Best Reviewer Award, Academy of Management Conference, 2008
Nominee for the annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research 2011 (10 nominees chosen from 3,000 journal articles)
Merit Awards, York University, 2003, 2004, 2005, 2006
School teaching excellence award, 2011, 2014, 2015, 2016, 2017, 2018, 2019, 2020

RESEARCH INTERESTS

My research interests focus on three areas:

1. The interplay of competition and cooperation in performance and innovation

2. Organizational learning from performance feedback
3. Relationships between social movements and organizational behavior

PUBLICATIONS

Papers in refereed journals

1. Good, J.R.L., **Chuang, Y-T.**, Podolsky, M., & Halinski, M. 2025. The mediating role of perceived teammember exchange in the relationship between work engagement and knowledge hiding and knowledge manipulation. Forthcoming, Knowledge Management Research & Practice (accepted on Nov 17, 2025).
2. Zhang, C., **Chuang, Y-T.**, Wang, J., & Church, R. 2025. Beyond Identity Management: Proactive Strategies of LG Employees Against Workplace Heterosexism in China. Forthcoming Personnel Review (accepted on Nov 3, 2025).
3. Zhang, C., **Chuang, Y-T.**, Wang, J., and Church, R. 2025. From institutional contradiction to intention to change: An examination of lesbian and gay employees' intention to change the workplace heterosexism in China. Forthcoming, Canadian Journal of Administrative Sciences (accepted on May 20, 2025).
4. Good, J.R., **Chuang, Y-T.**, Podolsky, M. and Halinski, M. 2025. An Examination of How Role Overload Impacts Knowledge Hiding and Knowledge Manipulation. Forthcoming, Canadian Journal of Administrative Sciences (accepted on April 7, 2025).
5. Kilduff, M., Wang, K., Lee, S.Y, Tsai, W-P., **Chuang, Y.T.** and Tsai, F-S. 2024. Hiding and Seeking Knowledge Providing Ties from Rivals: A Strategic Perspective on Network Perceptions. Academy of Management Journal, 67, 1207-1233 (accepted on Nov 18, 2023)
6. **Chuang, Y.T.**, Weng, D., Wu, C-H, and Thomson, K. 2023. See you in your backyard: Multipoint contact, firm's capacity and capability, and technological expansion. Strategy Science, 8: 85-102.
7. Weng, D., **Chuang, Y.T.**, Zhang, C., and Church, R. 2023. CEO Political liberalism, stakeholders, and firms' support for LGBT employees. Leadership Quarterly, 34: 101645.
8. **Chuang, Y.T.**, Church, R. and Hu, C., 2018. Effects of movements and opportunity on the adoption of same-sex partner health benefits by corporations. Journal of Management, 44: 2766-2800.
9. Dahlin, K.D., **Chuang, Y.T.**, and Roulet, T.J. 2018. Opportunity, motivation, and ability to learn from failure and errors: Review, synthesis, and ways to move forward. Academy of Management Annals, 12: 252-277.
10. **Chuang, Y.T.**, Dahlin, K., Thomson, K., Lai, Y.C., and Yang, C.C., 2018. Multimarket contact, strategic alliances, and firm performance. Journal of Management, 44: 1551-1572.

11. **Chuang, Y.T.**, and Thomson, K. 2017. Maneuvering multimarket competition: Effects of multimarket contact and strategic alliances on performance of single-market firms, *Strategic Organization*, 15: 390-409.
12. Zaheer, S, Ginsburg, L., **Chuang, Y.T.**, and Grace, S. L. 2015. Patient safety climate (PSC) perceptions of front-line staff in acute care hospitals: Examining the role of ease of reporting, unit norms of openness, and participative leadership. *Health Care Management Review*, 40: 13-23.
13. Mallidou, A.A., Cummings, G.G., Ginsburg, L.R., **Chuang, Y.T.**, Kang, S, Norton, P.G., and Esabrooks, C.A. 2011. Staff, space, time as dimensions of organizational slack: A psychometric assessment, *Health Care Management Review*, 36: 252-264.
14. **Chuang, Y.T.**, Church, R., and Ophir, R., 2011. Taking sides: The interactive influences of institutional mechanisms on the adoption of same-sex partner health benefits by Fortune 500 corporations, 1990-2003. *Organization Science*, 22: 190-209.
15. Ginsburg, L., **Chuang, Y.T.**, Berta, W.B., Norton, P.G., Ng, P., Tregunno, D., and Richardson, J., 2010. The relationship between organizational leadership for safety and learning from patient safety events. *Health Services Research*, 45: 607-632.
16. Ginsburg, L. **Chuang, Y.T.** et al., 2009. Development of a measure of learning from patient safety events. *Health Services Research*, 44: 2123-2147.
17. Ginsburg, L., **Chuang, Y.T.**, et al., 2009. Categorizing errors and adverse events for learning: The provider perspective. *Healthcare Quarterly*, 12, 154-160.
18. **Chuang, Y.T.**, Ginsburg, L., and Berta, W. B. 2007. Learning from preventable adverse events in healthcare organizations: A multi-level model of learning and propositions. *Health Care Management Review*, 32(4): 330-340.
19. Baum, J.A.C., Rowley, T.J., Shipilov, A.V., and **Chuang, Y.T.** 2005. Dancing with strangers: Aspiration performance and the search for underwriting syndicate partners. *Administrative Science Quarterly*, 50: 536-575.
20. **Chuang, Y.T.**, Church, R., and Zikic, J., 2004. Organizational culture, group diversity, and intra-group conflict. *Team Performance Management*, 10: 26-34.
21. Karakowsky, L., McBey, K., and **Chuang, Y.T.**, 2004. Perceptions of performance: the impact of gender-based cues. *Journal of Managerial Psychology*, 19: 506-525.
22. **Chuang, Y.T.**, and Baum, J.A.C., 2003. It's all in the name: Failure induced learning in multiunit chains. *Administrative Science Quarterly*, 48, 33-59.

Papers in refereed conference proceedings

1. Zhang, C., Chuang, Y-T., Wang, J., and Church, R. 2024. From experience of institutional contradiction to change-oriented behavior of LG employees in China. Academy of Management Annual Meetings Best Papers Proceedings CD-ROM.
2. Zhang, C., Chuang Y-T, Church, R., and Wang, J. 2022. I also want to change: Factors influencing ordinary lesbian and gay employees' intention to change workplace heterosexism in China. Administrative Sciences Association of Canada, Human Resource Management Division, Proceedings.
3. Carbonell, P., Rodriguez-Escudero A.I. and Chuang, Y-T. 2019. "The moderating effect of transactive memory systems on the relationship between team boundary spanning activity and product creativity". Proceeding of the XXXI International Marketing Conference AEMARK 2019, Caceres, Sep 11-13, 2019.
4. Chuang, Y.T. and Yang, C.C. 2013. Performance feedback, knowledge network, and technological search. DRUID Conference Proceedings.
5. Chuang, Y.T., Lai, Y.C., and Yang, C.C., 2011. Effects of multimarket competition and strategic alliances on firm performance. Administrative Sciences Association of Canada, Strategy Division, Proceedings.
6. Church, R and Chuang, Y.T. 2009. In and out: Movements internal and external to organizations and adoption of same-sex partner benefits by corporations. Administrative Sciences Association of Canada, Organization Theory Division, Proceedings.
7. Shen, J-C, Chuang, Y.T., Chen, C-J, and Hsiao, J.C. 2008. Hegemony or pluralism? The role of the state in Taiwan's FDI deregulations in China, 1996-2001. Academy of Management Annual Meetings Best Paper Proceedings CD-ROM
8. Chuang, Y.T., Ginsburg, L., and Berta, W., 2004. A multi-level approach to responsiveness to adverse events. Academy of Management Annual Meetings Best Papers Proceedings CD-ROM.
9. Baum, J.A.C., Rowley, T.J., Shipilov, A.V., and Chuang, Y.T., 2004. Dancing with strangers: Aspiration performance and the search for underwriting syndicate partners. Academy of Management Annual Meetings Best Papers Proceedings CD-ROM.
10. Singh, R, and Chuang, Y.T., 2003. Performance and competition: Dynamics of multimarket competition in the Canadian daily newspaper industry. Administrative Sciences Association of Canada, Strategy Division, Proceedings.
11. Chuang, Y.T., and Baum, J.A.C. 2002. It's all in the name: A learning from failure perspective on the adoption of common naming strategies by multiunit chains. Academy of Management Annual Meetings Best Papers Proceedings CD-ROM.

12. Dahlin, K., and Chuang, Y.T., 2002. What happens over time? Do firms become more or less similar? Administrative Sciences Association of Canada, Technology and Innovation Division Proceedings.
13. Tzabbar, D., and Chuang, Y.T., 2001. TMT knowledge diversity and TMT innovation initiation. The 2001 International Conference of Interdisciplinary and Multifunctional Business Management Proceedings.
14. Chuang, Y.T. Hennessy, D., Thomson, K., and Madriz, R., 2000. The rise and fall of organizational diversity. Administrative Sciences Association of Canada, Organization Theory Division, Proceedings, 21: 40-49.
15. Chuang, Y.T., 1999. The effects of resource dependence and resource-based positions on the occurrence of horizontal mergers and acquisitions: The Canadian evidence. Administrative Sciences Association of Canada, Strategy Division, Proceedings, 20: 40-49.

Chapters in books

1. Dahlin, K. and Chuang, Y.T. 2025. Failure learning: An introduction. In Kristina Dahlin and You-Ta Chuang (eds), Everybody Fails but not Everybody Learns: Why is it so hard to learn from failures, 1-8. Oxford University Press.
2. Dahlin, K. and Chuang, Y.T. 2025. Conclusions: New insights about failure learning and areas of future research. In Kristina Dahlin and You-Ta Chuang (eds), Everybody Fails but not Everybody Learns: Why is it so hard to learn from failures, 231-245. Oxford University Press.
3. Chuang, Y.T., Good, J. and Hsiung, H-H. 2025. To share or not to share, to learn or not to learn: The role of status hierarchy in learning from failure. In Kristina Dahlin and You-Ta Chuang (eds), Everybody Fails but not Everybody Learns: Why is it so hard to learn from failures, 52-74. Oxford University Press.
4. Trau, R.N.C., Chuang, Y.T., Pichler, S., Lim, A., Wang, Y., and Halvorsen, B. 2018 The dynamic recursive process of community influences, LGBT-supportive policies and practices, and perceived discrimination at work. In Bruce Thomson and Gina Grandy (eds), Stigma, Work, and Organizations, 71-98, New York: Palgrave MacMillan.
5. Chuang, Y.T., 2007. Developing business strategy. In Karakowsky, L. (Ed). The Challenges of Business: Managing in the Canadian and Global Context, pp. 169-206. Captus Press.
6. Li, S.X., and Chuang, Y.T. 2001. Racing for market share: Hypercompetition and the performance of multiunit-multi-market firms. In J.A.C. Baum & H.R. Greve (Eds.), Advances in Strategic Management, Vol. 18: 331-357. Stamford, CT: JAI Press.

Conference presentations

Chuang, Y-T., Zhang, C., Hsiung, H-H., 2025. Silence for the Status Quo or Voice for Change: Roles of emotion regulation strategies in coping with workplace discrimination. Paper accepted for presentation at the 38th ANZAM conference, Geelong, Australia.

Zhang, C., Chuang, Y-T., Wang, J., and Church, R. 2024. From experience of institutional contradiction to change-oriented behavior of LG employees in China. Academy of Management Annual Meetings, Chicago.

Lin, Y-T., and Chuang, Y-T. 2024. Institutional and Resource-Based Perspectives on Corporate Sexual Equality and Firm Performance. Academy of Management Annual Meetings, Chicago.

Weng, D., Chuang, Y-T., Pichler, S. M. 2024. States' LGBT Supportive Policies and Firms' Likelihood of Entry. Academy of Management Annual Meetings, Chicago.

Good, J.R., Chuang, Y-T., Podolsky, M., Halinski, M., and Boekhorst, J. 2023. Self-interested knowledge sharing behavior: An examination of relational impact. Academy of Management Annual Meetings, Boston, MA.

Zhang, C., Chuang, Y-T., Wang, J., and Church, R. 2023. An examination of lesbian and gay employees' intention to change workplace heterosexism in China. Academy of Management Annual Meetings, Boston, MA.

Zhang, C., Chuang, Y-T., Wang, J., and Church, R. 2023. Acting as a change agent: The factors that facilitate lesbian and gay employees' proactivity. Academy of Management Annual Meetings, Boston, MA.

Good, J.R., Podolsky, M., Chuang Y-T, Boekhorst, J., and Halinski, M. 2022. Self-interested knowledge sharing behavior: Examination of role overload. Academy of Management Annual Meetings, Seattle, WA.

Zhang, C., Chuang Y-T, Church, R., and Wang, J. 2022. I also want to change: Factors influencing ordinary lesbian and gay employees' intention to change workplace heterosexism in China. Administrative Sciences Association of Canada, Halifax.

Chuang, Y.T., Weng, H.D., Wu, C-H, and Thomas, K. 2020. See you in the backyard: How multipoint contact in product markets influences a firm's technological expansion. Academy of Management Annual Meetings, Vancouver.

Chuang, Y.T., and Good, J. 2020. Effects of status trust, and network cognition on failure sharing in the workplace. International Congress of Psychology.

Weng, H.D., Chuang, Y.T., and Zhang, C. 2019. The effect of CEO political ideology on firms' support for LGBT employees. Academy of Management Annual Meetings, Boston, MA.

Chuang, Y.T., Tsai, F.S., Tsai, W. and Kilduff, M. 2019. Hiding knowledge sharing relationships from rivals. Academy of Management Annual Meetings, Boston, MA.

Tu, M.F. and Chuang, Y.T., 2019. Work without substance: Placing institutional work in structural contexts. Asia Academy of Management Conference, Bali, Indonesia.

Carbonell, P., Rodriguez-Escudero A.I. and Chuang, Y-T. 2019. "The moderating effect of transactive memory systems on the relationship between team boundary spanning activity and product creativity". The XXXI International Marketing Conference AEMARK 2019, Caceres, Sep 11-13 2019

Good, J., Chuang, Y.T., Boey, A., and Hu, C. 2018. Roles of emotion regulation and situational learning in learning from failure behavior. Academy of Management Annual Meetings, Chicago, IL.

Dahlin, K. and Chuang, Y.T. 2018. Spurious learning from failure and success. Carnegie School of Organizational Learning 2018 Conference, Pacific Grove, CA.

Zhang, C, Church, R, and Chuang, Y.T., 2017. Symposium organizers, How LGB employees are affected by, react to, and attempt to change workplace heterosexism. Academy of Management Annual Meetings, Atlanta, GA.

Chuang, Y.T., Church, R. and Zhang, C. 2017. Changing corporations from inside. Academy of Management Annual Meetings, Atlanta, GA.

Boey, A. and Chuang, Y.T., 2016. Symposium organizers, Learning from organizational errors and failures. Academy of Management Annual Meetings, Anaheim, CA.

Good, J. R., Boey, A. and Chuang, Y.T., 2016. Incentive (Competition), feedback, and innovation performance: Evidence from an experimental study. DRUID Conference.

Open Access and Public Press

Can workplaces truly embrace LGBTQ+ inclusivity? Futurum: Inspiring the next generation, March 2024, 25: 96-99. <https://doi.org/10.33424/FUTURUM472>

Book

Dahlin, K. and **Chuang, Y.T.** 2025. Everybody fails But not everybody learns: Why is it so hard to learn from failure. Oxford University Press

Invited presentations

Create a LGBTQ+ friendly workplace. Keynote speaker, The 2024 Taiwan Association of Industrial Organizational Psychology International Conference

LGBTQ+ workplace issues. 2024 Invited speaker, Centre for Business Sustainability, NCCU

EXTERNAL RESEARCH FUNDING (Competitive grants)

Social Sciences and Humanities Research Council (SSHRC), Standard Research Grant CAN\$ 78,414, 2005-2008 (Principal investigator)

Canadian Institute of Health Research (CIHR), Knowledge Translation Grant CAN\$ 261,706, 2005-2009 (co-Principal investigator)

Social Sciences and Humanities Research Council (SSHRC), Standard Research Grant CAN\$ 86,549, 2006-2009 (co-Investigator)

Canadian Institute of Health Research, Meeting (CIHR), Planning, and Dissemination Grant, 2010, CAN\$15,000 (co-Principal investigator)

Social Sciences and Humanities Research Council (SSHRC), Insight Grant CAN\$ 93,817, 2016 – 2019 (Principal investigator)

Social Sciences and Humanities Research Council (SSHRC), Partner Engage Grant CAN\$ 24,905, 2021 – 2022 (co-applicant)

Social Sciences and Humanities Research Council (SSHRC), Partnership Development Grant CAN\$ 169,905, 2022 – 2025 (Principal investigator)

Social Sciences and Humanities Research Council (SSHRC), Insight Development Grant CAN\$ 55,122, 2022 – 2024 (co-applicant)

SCHOLARLY AND PROFESSIONAL ACTIVITIES

Internal reviewer for Cyclical Program Review on School of Health Policy and Management, 2014

CIHR Knowledge Translation Research Grants Review Committee, 2013

CIHR Knowledge Translation Research Grants Review Committee, 2014

Division Chair, Organizational Management Theory Division, Administrative Sciences Association of Canada, 2011

Program Chair, Organizational Management Theory Division, Administrative Sciences Association of Canada, 2010

Academic Reviewer, Organizational Management Theory Division, Administrative Sciences Association of Canada, 2009

External examiner for dissertation defense

Ivey School of Business, University of Western Ontario

2010 (David Maslach), 2012 (Francis Sun), 2015 (Emily Liaw)

Internal-external examiner for dissertation defense, 2008, 2009, 2013, 2020, 2025

Participant of Harvard Case Teaching Workshop, 2009

Case competition judge for Ryerson School of Business, 2007

SSHRC Standard Grant assessor, 2006, 2009, 2017

Ontario Graduate Scholarship reviewer, 2005

EDITORIAL BOARD
Strategic Organization, 2019 – present

GRADUATE STUDENT SUPERVISION

Ph.D. program

2020 - Stefan Karajovic (PhD dissertation committee member)
2016 - 2022 Jessica Good (Supervisor, Chair of PhD dissertation committee)
2017 - 2021 Chris Zhang (Supervisor, Chair of PhD dissertation committee)
2015 - 2019 Anita Boey (Supervisor, Chair of PhD dissertation committee)
2014 - 2016 Amina Malik (PhD dissertation committee member)

Master program

2009 – 2010 Shahram Zaheer (Committee member)
2009 – 2011 Clark Chen (Co-chair)
2009 – 2011 Kate Fang (Co-chair) – Best Master Thesis Award, Chinese Society for Management of Technology
2009 – 2011 Zac Su (Co-chair)

COURSE TAUGHT

Management Policy
Innovation Management
Research Methods (Ph.D. course)

SERVICES (after tenure)

Committee service for the University
2021-2024
Chair of the Human Participants Review Committee

2020-2021
Vice chair of the Human Participants Review Committee

Committee service for the Faculty
2024-2027
Member of Academic Policy and Planning Committee

2012
Member of Tenure and Promotion Senate Review Committee

Committee service for the School

2021-2022

Chairs of two management hiring committees

2020-2021

Chair of management hiring committee

2019-2020

Member of Markham Working Group

2018-2019

Member of a file preparation committee for promotion

Member of Markham Working Group

2017-2018

Chairs of two file preparation committees for tenure and promotion

Member of international committee

Member of Markham Working Group

2016 – 2017

Management area coordinator

Member of Markham Working Group

Member of AIF

Member of international committee

2015 – 2016

PhD student selection committee (for School of Human Resource Management)

Member of an adjudication committee for tenure and promotion (for School of Human Resource Management)

2013 - 2014

Member of International Committee

Chair of the 2nd International Student Celebration Event.

Member of an adjudication committee for tenure and promotion

2012-2013

Member of International Committee

Member of Entrepreneurship hiring committee

Member of an adjudication committee for tenure and promotion

2011-2012

Management Area Coordinator

Member of Communication Committee

Chair of CLA hiring committee

Member of an adjudication committee for tenure and promotion

2009-2010

Member of Communication Committee

2008-2009

Chairs of two file preparation committees for tenure and promotion

Member of 3 adjudication committees for tenure and promotion

Developed the minor in business proposal

2007-2008

Chairs of two file preparation committees for tenure and promotion

Developed the minor in business proposal

Member of adjudication committee for an advancement of candidacy file