



FBA

NEWSLETTER

25 March 2026

ISSUE 150

RESEARCH FOCUS

## PUBLICATION

### 1 RESEARCH PAPERS THAT RANKED ABS3 OR ABOVE

- Andersen, T. G., **Ding, Y.**, Todorov, V., & Yu, S. (2026). The factor structure of jump risk [Article]. *Journal of Econometrics*, Article 106215. <https://doi.org/10.1016/j.jeconom.2026.106215> (ABS4)
- Wang, Y., Zhang, Z., Wang, C., Li, Z., **Law, R.**, & Zhang, Z. (2026). Too concise to decide? The impact of AI-generated review summaries on tourist decision satisfaction [Article]. *Tourism Management*, 115, Article 105415. <https://doi.org/10.1016/j.tourman.2026.105415> (ABS4)
- Zhang, Y., Song, B., Li, X., **Law, R.**, & Li, G. (2026). Imputation recovery tourism demand forecasting. *Annals of Tourism Research*, 118, 104144. <https://doi.org/10.1016/j.annals.2026.104144> (ABS4)
- **Huang, H.**, **Yang, F. X.**, & Gu, M. (2026). Frequent travel, responsible tourists? The role of travel frequency in tourists' pro-environmental behaviors. *Tourism Management*, 116, 105438. <https://doi.org/10.1016/j.tourman.2026.105438> (ABS4)
- **Miao, L.**, Zhang, Q., **Yang, F. X.**, Hu, J., & Du, J. (2026). From Black Myth Wukong to Xiaoxitian: Person-place dynamics in synthetic tourism. *Tourism Management*, 116, 105437. <https://doi.org/10.1016/j.tourman.2026.105437> (ABS4)
- Fung, S., Obaid, K., & **Tam, L.** (2026). Regulatory Arbitrage and Initial Coin Offerings. *European Financial Management*. <https://doi.org/10.1111/eufm.70049> (ABS3)



- Liu, A., **Yuan, L.**, & **Chen, X.** (2026). Entrepreneurial overconfidence and the industry choice for new ventures: Novice vs. habitual entrepreneurs [Article]. *Asia Pacific Journal of Management*. <https://doi.org/10.1007/s10490-025-10085-7> (ABS3)
- **Yu, H.**, **Hong, J.** & Liu, W. (2026) "Developing Transnational Social Space in an Emerging Market: How a Chinese NGO Led Apple to Clean Up Local Supply Chains", *Research in the Sociology of Organization*, 101: 153-179. (ABS3) <https://doi.org/10.1108/S0733-558X20260000101007> (ABS3)
- Yang, Y., **Lin, X.**, & Zhou, M. (2026). Reciprocal relationship between newcomer task performance and leader-member exchange: The moderating role of political skill. *Journal of Business Research*, 206, 115938. <https://doi.org/10.1016/j.jbusres.2025.115938> (ABS3)
- Ou, C. E., **Wong, I. A.**, & Lian, Q. L. (2026). Understanding the effectiveness of meme marketing in foodservice: The roles of language style and meme literacy [Article]. *International Journal of Hospitality Management*, 135, Article 104641. <https://doi.org/10.1016/j.ijhm.2026.104641> (ABS3)
- Ou, C. E., **Wong, I. A.**, Lian, Q. L., & Zhang, G. (2026). Understanding meme design in hospitality marketing: The role of perceived AI capacity and meme type [Article]. *International Journal of Hospitality Management*, 136, Article 104649. <https://doi.org/10.1016/j.ijhm.2026.104649> (ABS3)
- Fechner, D., **Liu, B.**, Grün, B., & Dolnicar, S. (2026). Sparking curiosity, reducing risk, or increasing attention? A contest of theoretical mechanisms for encouraging plant-based meat choices in restaurants [Article]. *International Journal of Hospitality Management*, 136, Article 104663. <https://doi.org/10.1016/j.ijhm.2026.104663> (ABS3)
- Shin, H. H., & **Kim, H.** (2026). "Not on purpose? Okay, you are forgiven.": Consumers' Different reactions to corporate digital irresponsibility (CDiR). *International Journal of Hospitality Management*, 134, Article 104585. <https://doi.org/10.1016/j.ijhm.2026.104585> (ABS3)
- Liang, S., Guo, Z., Zhang, X., Li, Z., Gao, P., & **Law, R.** (2026). Penalty of Beauty Changes on Peer-to-Peer Rental Platforms: Evidence from Airbnb [Article]. *Information Systems Frontiers*. <https://doi.org/10.1007/s10796-026-10696-5> (ABS3)
- Zhang, Z., Lin, M., & **Liu, X.** (2026). Enhancing employees' change readiness for artificial intelligence (AI) adoption: The role of AI transparency [Article]. *International Journal of Hospitality Management*, 134, Article 104620. <https://doi.org/10.1016/j.ijhm.2026.104620> (ABS3)
- Li, Y., **Sun, W.**, & Zeng, Y. (2026). CEOs' early-life disaster experiences and corporate hedging activities [Article]. *International Review of Financial Analysis*, 113, Article 105138. <https://doi.org/10.1016/j.irfa.2026.105138> (ABS3)
- **Chu, X. L.**, Lo, K., & Tsang, D. (2026). Needed but not there: Firm location, corporate site visits, transportation, and stock price crash risk. *Regional Science and Urban Economics*, 118, Article 104204. <https://doi.org/10.1016/j.regsciurbeco.2026.104204> (ABS3)

# STORY OF THE ISSUE

## 1 HIGH QUALITY RESEARCH OUTPUT



Journal of Consumer  
Research



Prof. Qianqian LIU

FBA encourages and supports high quality research. Our colleagues continue to publish their research in leading journals. We would like to share with you the following works of our researchers who recently published ABS4\*, ABS4, FT50, UTD articles.

**Prof. Qianqian LIU (劉倩倩教授)**, Assistant Professor in Department of Management and Marketing, published an article entitled “Sustainability Cues Can Delay Consumption” in collaboration with Prof. Feifei HUANG and Prof. Rafay A SIDDIQUI, in *Journal of Consumer Research* (UTD24, FT50, and ABS 4\*).

### Paper abstract

With the rise of environmental concerns in recent decades, many companies have joined the initiative to advertise and promote sustainable consumption. The current research examines how providing sustainability cues to consumers might have unintended consequences of which practitioners and policymakers may not be fully aware. One pilot study and 10 main studies, including two real-choice studies, show that a sustainability cue may delay consumption. That is, in an intertemporal choice, a sustainability cue can increase preference for a larger-later option over a smaller-sooner option. This effect occurs because a sustainability cue shifts a consumer’s temporal focus toward the future, leading to a shorter perceived wait time for the larger-later option. The findings further show that the delay does not emerge among those with strong green consumption values and can be circumvented if firms communicate the immediate need or instant payoff of sustainable actions. By investigating how sustainability cues shift consumer preferences between two options separated in time, the current research contributes to the literature on both sustainable consumption and intertemporal choice. The findings offer practitioners and policymakers guidelines to nudge consumers’ sustainable consumption more effectively.

For more details, please visit: <https://doi.org/10.1093/jcr/ucaf050>

**Prof. Ziwei MEI (梅子威教授)**, Assistant Professor in Department of Finance and Business Economics, published an article entitled “Nickell bias in panel local projection: Financial crises are worse than you think” in collaboration with Prof. Liugang SHENG and Prof. Zhentao SHI, in *Journal of International Economics* (ABS4).

### Paper abstract

Panel local projection (LP) with fixed-effects (FE) is widely adopted for evaluating the economic consequences of financial crises across countries. This paper highlights a fundamental methodological issue: the presence of the Nickell bias in the panel FE estimator due to inherent dynamic structures of predictive specifications, even if the regressors have no lagged dependent variables. The Nickell bias invalidates the standard inferential procedure based on the t-statistic. We propose a split-panel jackknife (SPJ) estimator as a simple, easy-to-implement, and yet effective solution to eliminate the bias and restore valid statistical inference. We revisit four influential empirical studies on the impact of financial crises, and find that the FE method underestimates the economic losses of financial crises relative to the SPJ estimates. Replication files are available at <https://metricshilab.github.io/panel-lp-replication/>, with links to R and Stata packages.

For more details, please visit: <https://doi.org/10.1016/j.jinteco.2025.104210>



Journal of International  
Economics



Prof. Ziwei MEI



Journal of Corporate Finance



Prof. Desmond YUEN

**Prof. Desmond YUEN (袁振業教授)**, Associate Professor in Department of Accounting and Information Management, published an article entitled “It’s all about timing: Analyst forecasts during weekday non-trading hours” in collaboration with Prof. Xunzhuo XI, Prof. Yangyang CHEN and Prof. Feng TANG, in *Journal of Corporate Finance* (ABS4).

Paper abstract

This study examines whether financial analysts purposefully issue more pessimistic earnings forecasts during weekday non-trading hours. We show that downward forecast revisions released during weekday non-trading hours draw less market attention, resulting in weaker negative stock price reactions than those released on weekends or trading hours. Such differential market responses to bad news provide analysts with an opportunity to minimize the adverse market impacts of their negative forecasts. In line with this notion, we find that analysts are more likely to issue downward forecast revisions during weekday non-trading hours than during weekends or trading hours. The documented timing phenomenon is more prominent for analysts who are less certain about their negative earnings forecasts either because the forecasted firms operate in a more opaque information environment or because the analysts have less forecasting experience and knowledge specific to these firms. The phenomenon is less pronounced for analysts affiliated with large brokerage firms and low-leverage firms. Collectively, our findings offer new insights into analysts' strategic forecasting behaviors.

For more details, please visit: <https://doi.org/10.1016/j.jcorpfin.2025.102931>

**Prof. Xing LIU (劉星教授)**, Assistant Professor in Department of Integrated Resort and Tourism Management and **Prof. Rob Law (羅振雄教授)**, University of Macau Development Foundation Chair Professor of Smart Tourism, have coauthored an article entitled “Leveraging rituals to boost unity of employee-robot team” in collaboration with Ms. Xiaonan LI, PhD candidate at the Faculty of Business Administration, University of Macau, in *Annals of Tourism Research* (ABS4).

Paper abstract

Robot implementation in the workplace brings challenges for the employee management. This research explores how robots' involvement in organizational rituals shapes organizational culture dynamics. Five studies focusing on the employees in hospitality and tourism industries showed that a high level of robot involvement in organizational rituals cultivates organizational citizenship behavior and team cohesion. Because of the close psychological distance shaped by robot involvement in organizational rituals, human employees likely treat robots as in-group members and then show in-group favoritism to them, which is manifested by team cohesion and organizational citizenship behavior. These findings help illuminate how employees and robots work collaboratively in the hotel and tourism sectors and offer practical guidance for managing employee–robot relationships in the digital transformation.

For more details, please visit: <https://doi.org/10.1016/j.annals.2025.104041>



Annals of Tourism Research



Prof. Stella LIU



Prof. Rob LAW



**Prof. Anthony WONG (黃業堅教授)**, Professor in Department of Integrated Resort and Tourism Management, published an article entitled “Do Tourists Prefer Dialectal Service? The Role of Processing Fluency, Distinctiveness, and Cultural Learning Cues” in collaboration with Prof. Xiling XIONG, Prof. Danni SUN and Prof. Qi Lilith LIAN, in *Journal of Travel Research* (ABS4).

Paper abstract

Serving tourists in dialect can be a double-edged sword, as the literature acknowledges it may hamper language processing fluency while offering a sense of distinctiveness for tourists. Building on Two-Factor Theory of Emotion, this research contributes to the literature by articulating a paradoxical process in which dialectal service can be internalized as both an enabling and an inhibiting factor in understanding a local culture. It further proposes a facilitating mechanism through cultural learning cues. We conducted three empirical experiments (Studies 1–3), followed by an external validation process through generative AI (Study 4), and finally employed methodological triangulation through semistructured interviews (Study 5). Through the explanatory lens of sequential mixed methods, the current inquiry further illuminates why and how dialects can add flavor to one’s travel by spicing up the cultural appeals of a place in such a way that can replace a bitter pill with an enjoyable reminiscence.

For more details, please visit: <https://doi.org/10.1177/00472875251332953>



Prof. Anthony WONG

## MEET OUR DBA/EMBA STUDENTS

The Doctor of Business Administration (DBA) programme and the Executive Master of Business Administration (EMBA) programme are executive degree programmes that aim to assist middle to senior business executives to strengthen their entrepreneurial and managerial capabilities. This section is dedicated to introduce outstanding students from these two programmes and share their stories with you.

### 1 STUDENT SHARING

#### From Sky to Success: Dr. Wing Tai HO's Inspiring Journey

**Dr. Wing Tai HO (何永泰)** was admitted to the Doctor of Business Administration (DBA) Programme at the Faculty of Business Administration (FBA) of the University of Macau (UM) in 2022. In the vibrant city of Macao, often hailed as the "Vegas of the East," he has charted an extraordinary career path that is as unconventional as it is inspiring. Beginning his professional journey as a cabin crew member, Ho’s life took a transformative turn, proving that determination and vision can transcend boundaries.

Ho’s passion for customer service and travel drew him to the airline industry, where he thrived as a flight attendant. Known for his ability to connect with people and his unwavering work ethic, he spent years soaring across the skies, fulfilling his dream of exploring the world while creating meaningful connections through his warm hospitality. These experiences shaped Ho’s exceptional skills in customer engagement, cultural fluency, and crisis management - laying a solid foundation for his future endeavors.

While successful in his role, Ho felt the pull of a greater challenge - a desire to push himself beyond the confines of an airplane cabin. Intrigued by the glitz and excitement of Macao’s gaming industry, he took a bold leap of faith that would redefine his career.

When Sands China introduced Macao's first foreign-owned mega-resort in 2004, Ho transitioned into the world of VIP gaming. Although unfamiliar with the field, he was undeterred by the steep learning curve. His aviation background, particularly his ability to anticipate the needs of high-net-worth clients and remain composed under pressure, became invaluable. These qualities quickly earned him the trust of players and strengthened operational stability. Through tireless dedication, Ho mastered the complexities of the gaming industry, sharpening his expertise and deepening his understanding of the business.

Ho's rise at Sands was nothing short of extraordinary. Over 14 years, he achieved seven promotions - a testament to his relentless drive for growth. Alongside his professional ascent, Ho pursued academic excellence at the University of Macau (UM), where he obtained Bachelor's, Master's, and Doctoral degrees. His studies equipped him with strategic insights into data analytics, economics, and leadership, enabling him to navigate market challenges with confidence. UM's focus on the Greater Bay Area economy aligned seamlessly with Sands' vision, creating a powerful synergy that bolstered Ho's impact.

Ho's empathetic approach, honed as a flight attendant, blended seamlessly with the analytical rigor cultivated at UM. This unique combination allowed him to innovate player-relationship models, enhancing international client loyalty. Ho further enriched his expertise through targeted industry programs, including the Executive Development Program at the University of Nevada and Sands China's leadership initiative at the Macau University of Science and Technology. Yet, he credits UM for instilling a "scholarly mindset," which enabled him to balance doctoral research on the IR strategies with the demands of executive leadership. As Ho reflects:

*"Aviation taught me to navigate turbulence; UM taught me to chart the course. Together, they let me steer our team through Macao's evolution."*

Today, as a Vice President overseeing billion-dollar operations, Ho exemplifies the fusion of service excellence and academic rigor. His roots as a flight attendant remain evident in his unwavering focus on guest experience, while his UM-forged strategic vision drives innovation in Macao's ever-evolving integrated resort landscape.

Ho's journey is a testament to the power of diverse experiences and disciplined learning. By blending passion, education, and bold ambition, he has become a leader who turns industry disruption into opportunity - an inspiring figure in Macao's dynamic gaming sector.



Dr. Wing Tai HO, DBA 2022 Intake,  
University of Macau.



Group photo of DBA students

## NEWS



Group photo

### 1 DELEGATION FROM THE MASTER OF SCIENCE IN REAL ESTATE PROGRAMME, NATIONAL UNIVERSITY OF SINGAPORE VISITED FBA

A delegation comprising of Master of Science in Real Estate students and professors from the National University of Singapore visited FBA on 27 February 2026. They were warmly received by **Prof. Rose LAI (黎寧教授)** and several of our MBA students. The delegation was accompanied by Prof. Tien Foo SING and Prof. S. E. ONG, who also had a fruitful meeting with **Prof. Jun YU (余俊教授)**.

The delegation visited the Mock Casino, followed by a campus tour. They then attended a lecture by **Prof. Henry LEI (李振國教授)** on "Recent Economic Development of Macau".

The visit offered participating students a meaningful opportunity to broaden their academic exposure, engage in cross-regional discussions, and gain deeper insights into Macau's economic landscape.

## UPCOMING EVENT

**FBA SEMINAR SERIES - 027**

Celebrating the 45th Anniversary of the University of Macau:  
**FBA-APAEM JOINT SEMINAR SERIES**  
**Deep Learning with Missing Data**

**Prof. Richard SAMWORTH**  
Professor  
Department of Pure Mathematics and Mathematical Statistics  
University of Cambridge  
United Kingdom

Date: 27 March 2026 (Friday)  
Time: 10:00-11:30  
Venue: E22-G004  
Host: Prof. Wenyang ZHANG, Chair Professor of Business Intelligence and Analytics

**Abstract**

In the context of multivariate nonparametric regression with missing covariates, we propose Pattern Embedded Neural Networks (PENNs), which can be applied in conjunction with any existing imputation technique. In addition to a neural network trained on the imputed data, PENNs pass the vectors of observation indicators through a second neural network to provide a compact representation. The outputs are then combined in a third neural network to produce final predictions. Our main theoretical result exploits an assumption that the observation patterns can be partitioned into cells on which the Bayes regression function behaves similarly, and belongs to a compositional Hölder class. It provides a finite-sample excess risk bound that holds for an arbitrary missingness mechanism, and in combination with a complementary minimax lower bound, demonstrates that our PENN estimator attains in typical cases the minimax rate of convergence as if the cells of the partition were known in advance, up to a poly-logarithmic factor in the sample size. Numerical experiments on simulated, semi-synthetic and real data confirm that the PENN estimator consistently improves, often dramatically, on standard neural networks without pattern embedding. Code to reproduce our experiments, as well as a tutorial on how to apply our method, is publicly available.

**Speaker**

Prof. Richard SAMWORTH obtained his PhD in Statistics from the University of Cambridge in 2004, and has remained in Cambridge since, becoming a full professor in 2013 and the Professor of Statistical Science in 2017. His main research interests are in nonparametric and high-dimensional statistics, as well as the statistical foundations of AI; he has developed methods and theory for shape-constrained inference, missing data, subgroup selection, deep learning, data perturbation techniques, changepoint estimation, variable selection and independence testing. Richard received the COPSS Presidents' Award in 2018, was elected as a Fellow of the Royal Society in 2021 and was awarded the David Cox Medal for Statistics in 2025. He served as co-editor of the Annals of Statistics (2019-2021) and is currently IMS President-Elect.

**All are welcome!**

### 1 "CELEBRATING THE 45TH ANNIVERSARY OF THE UNIVERSITY OF MACAU" FBA-APAEM JOINT SEMINAR SERIES 027

- Topic: Deep Learning with Missing Data
- Speaker: Prof. Richard SAMWORTH, Professor, Department of Pure Mathematics and Mathematical Statistics, University of Cambridge, United Kingdom
- Date: 27 March 2026 (Friday)
- Time: 10:00-11:30
- Venue: E22-G004
- Host: Prof. Wenyang ZHANG, Chair Professor of Business Intelligence and Analytics

All academic staff, students, and interested parties are welcome to join!

For more details, please visit:

<https://fba.um.edu.mo/fba-seminar-series-26-027/>

2

## “CELEBRATING THE 45TH ANNIVERSARY OF THE UNIVERSITY OF MACAU” FBA SEMINAR SERIES 028

- Topic: Sourcing Under Supply Uncertainty: Impact of International Commercial Terms
- Speaker: Prof. Amanda WANG Yulan, Professor, Department of Logistics and Maritime Studies, Faculty of Business, Hong Kong Polytechnic University
- Date: 27 March 2026 (Friday)
- Time: 15:30-17:00
- Venue: E22-1011
- Host: Prof. Grace Qi FU, Associate Professor in Business Intelligence and Analytics

All academic staff, students, and interested parties are welcome to join!

For more details, please visit:

<https://fba.um.edu.mo/fba-seminar-series-26-028/>



**“Celebrating the 45th Anniversary of the University of Macau”  
FBA SEMINAR SERIES**

### Sourcing Under Supply Uncertainty: Impact of International Commercial Terms



**Prof. Amanda WANG Yulan**  
Professor, Department of Logistics and Maritime Studies  
Faculty of Business, Hong Kong Polytechnic University

Date: 27 March 2026 (Friday)  
Time: 15:30 - 17:00  
Venue: E22-1011  
Host: Prof. Grace Qi FU, Associate Professor in Business Intelligence and Analytics

**Abstract**  
In this study, we consider a decentralized global supply chain that consists of a domestic buyer, a reliable overseas supplier with a high tariff rate (e.g., a supplier located outside the free trade area), an unreliable overseas supplier with a low tariff rate (e.g., a supplier located in a free trade area), and a logistics service provider (LSP) that transports products from the overseas suppliers to the domestic buyer. Based on who shall bear the freight charge and import tariff, the buyer and the supplier can undertake one of the following three trade contracts specified by Incoterms: Ex Works (EXW), Delivered at Place (DAP), or Delivered Duty Paid (DDP). We formulate a three-tier decentralized supply chain game and fully characterize each member's preference over the aforementioned trade contracts. Among other results, we find that, as the tariff rate increases, counter to our intuition, the buyer is more willing to bear the tariff and freight charge. Across all three trade contracts, a higher supplier unreliability weakens the competition between suppliers. By contrast, a higher tariff rate can intensify supplier competition, particularly under DAP. We further investigate the impacts of introducing competition into the LSP market and show that it benefits both the buyer and the reliable supplier but may hurt the unreliable supplier when the tariff rate is high. Our findings suggest that both buyers and reliable suppliers outside free trade areas could tailor-make their trade contract decisions based on the prevailing tariff environment to safeguard profitability, while unreliable suppliers within free trade areas need to take into account both reliability and cost to stay competitive. Furthermore, our results highlight the role of tariff adjustments as an effective short-term mechanism to maintain sourcing within free trade areas. A related empirical study investigates the structural evolution of global supply chain networks (GSCNs), showing the GSCN is shifting towards a structure that enhances local redundancy, global flexibility, and resilience. We observe reglobalization, rather than deglobalization, in the form of regionalization.

**Speaker**  
Yulan Wang is a full professor and associated head (research) of the Department of the Logistics and Maritime Studies at Faculty of Business of the Hong Kong Polytechnic University. She has a broad research interest in supply chain management, socially responsible operations, platform operations and behavioral operations. Her research work has been published in leading academic journals such as Management Science, Operations Research, Manufacturing & Service Operations Management, and Production and Operations Management. Dr Wang serves as a department editor of Decision Sciences, an area editor of Omega, an associate editor of Manufacturing & Service Operations Management and Naval Research Logistics, and a senior editor of Production and Operations Management.

**All are welcome!**

3

## “CELEBRATING THE 45TH ANNIVERSARY OF THE UNIVERSITY OF MACAU” FBA SEMINAR SERIES 029

- Topic: GenAI and LLMs: The Need for Tourism-Specific Models
- Speaker: Prof. Cathy HSU, Chair Professor, School of Hotel and Tourism Management, The Hong Kong Polytechnic University
- Date: 30 March 2026 (Monday)
- Time: 14:00-15:30
- Venue: E22-1030
- Host: Prof. Hyunsu KIM, Assistant Professor in Integrated Resort and Tourism Management

All academic staff, students, and interest parties are welcome to join!

For more details, please visit:

<https://fba.um.edu.mo/fba-seminar-series-26-029/>



**“Celebrating the 45th Anniversary of the University of Macau”  
FBA SEMINAR SERIES**

### GenAI and LLMs: The Need for Tourism-Specific Models



**Prof. Cathy Hsu**  
Chair Professor, School of Hotel and Tourism Management  
The Hong Kong Polytechnic University

Date: 30 March 2026 (Monday)  
Time: 14:00-15:30  
Venue: E22-1030  
Host: Prof. Hyunsu KIM, Assistant Professor in Integrated Resort and Tourism Management

**Abstract**  
Generative Artificial Intelligence (GenAI) and Large Language Models (LLMs) have become increasingly popular research tools among tourism scholars. Although these technologies hold significant potential to advance research, they also present notable limitations. This seminar highlights the need for tourism-specific LLMs and demonstrates the superior performance of pre-trained language models based on human-annotated tourism datasets enriched with domain knowledge. Evidence from studies on sentence-level and aspect-level sentiment analysis, as well as emotion analysis, using social media data underscores the advantages of smaller, tourism-focused LLMs. These findings lay the groundwork for developing a tourism-specific GenAI capable of leveraging multilingual and multimodal data.

**Speaker**  
Professor Cathy Hsu joined the School of Hotel and Tourism Management in July 2001. Previously, she was a professor at Kansas State University. Prior to that, she was on faculty at Iowa State University for 9 years. She is the co-author of the book, *Tourism: The Business of Hospitality and Travel*, published in 2019 and lead author of the books *Tourism Marketing: An Asia-Pacific Perspective*, published in 2008 by John Wiley & Sons Australia, Ltd., and *Marketing Hospitality*, published in 2001 by John Wiley and Sons. Her research foci have been hospitality and tourism marketing, tourist behaviors, resident sentiment and stereotypes, hotel branding, and service quality. She has obtained numerous extramural and intramural grants and has over 200 refereed publications. She has served as a consultant to various tourism organizations, such as the World Tourism Organization, Hong Kong Tourism Board, Garden Hotels in Guangzhou, and Kansas Travel and Tourism Development Division.

Professor Hsu is the Editor-in-Chief of *Tourism Management* and was the Editor-in-Chief of the *Journal of Teaching in Travel and Tourism* for 16 years. She received the John Wiley & Sons Lifetime Research Achievement Award in 2009 and International Society of Travel and Tourism Educator's Martin Oppermann Memorial Award for Lifetime Contribution to Tourism Education in 2011.

**All are welcome!**

4

## FBA SEMINAR SERIES 030

- Topic: Hiding Information Under Threat: How and When Leader Threat Perception Relates to Employee Change Adaptivity
- Speaker: Prof. Xueqing FAN, Assistant Professor, Antai College of Economics and Management, Shanghai Jiao Tong University
- Date: 31 March 2026 (Tuesday)
- Time: 10:30-12:00
- Venue: E22-G008
- Host: Prof. Liwen ZHANG, Associate Professor in Management

All academic staff, students, and interested parties are welcome to join!

For more details, please visit:

<https://fba.um.edu.mo/fba-seminar-series-26-030/>



**FBA SEMINAR SERIES**  
- 030

**FBA SEMINAR SERIES**  
**Hiding Information Under Threat: How and When Leader Threat Perception Relates to Employee Change Adaptivity**



**Prof. Xueqing FAN**  
Assistant Professor  
Antai College of Economics and Management  
Shanghai Jiao Tong University

Date: 31 March 2026 (Tuesday)  
Time: 10:30-12:00  
Venue: E22-G008  
Host: Prof. Liwen ZHANG, Associate Professor in Management

**Abstract**

Organizational change often evokes threat experiences that hinder employees' adaptivity. While research emphasizes the importance of transparent communication for mitigating threat perceptions, information hiding is also being deployed by practitioners to manage employees' change reactions. Drawing on gatekeeping theory, we focus in the present study on team leaders' role as gatekeepers and investigated how their threat perceptions relate to information hiding. We also examined the downstream effects of leader information hiding on mitigating employees' experiences of threat. In one field study (Study 1) and three experiments (Studies 2A, 2B, 2C), we found that leaders' threat perception was indirectly and negatively associated with employee adaptivity, via leader information hiding and employee threat perception, among leaders who had good relationships with their followers.

**Speaker**

Prof. Xueqing (Skye) FAN is an assistant professor at Antai College of Economics and Management, Shanghai Jiao Tong University. She joined Shanghai Jiao Tong University in 2023 and received the Shanghai Baiyulan Talent Award in 2024. She holds a Ph.D. from Rutgers University, School of Management and Labor Relations. Her research interests focus on compensation, performance dynamics, and leadership behaviors. Her research has been published in outlets such as Journal of Management, Journal of Organizational Behavior, and Human Resource Management. She has led and participated in several projects funded by the National Natural Science Foundation of China (NSFC). She has also provided consulting services to several companies and institutions such as China Youth Development Foundation.

All are welcome!

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