



Associate Professor Nathan TONG

Academic Department: Organization, Management
and Human Resources

Email: nathan.tong@essca.fr

RESEARCH INTERESTS

- Organizational justice
- Interpersonal work relationships
- Workplace interactions

TEACHING DOMAINS

- Organisational theory/behaviour
- Leadership
- Human resources management

EDUCATION

Highest degree :

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| 2018 | Ph.D., Business Administration (Management/Org Behavior), University of Cincinnati, United States of America |
| 2011 | Master of Business Administration, University of Illinois, United States of America |
| 1999 | Bachelor, Psychology, University of California San Diego, United States of America |

PROFESSIONAL EXPERIENCE

Academic experience and positions

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| Since 2022 | Associate Professor, ESSCA School of Management, France |
| 2019 - 2022 | Assistant Professor, University of Hartford, United States of America |
| 2017 - 2018 | Adjunct Lecturer, University of Hartford, United States of America |
| 2015 - 2017 | Adjunct Lecturer, University of Cincinnati, United States of America |

Professional experience

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| 2007 - 2010 | Customer Support Associate, Room & Board Home Furnishings, United States of America |
| 2007 - 2007 | Spa Sales Manager, BriteSmile One-Hour Professional Teeth Whitening Spa, United States of America |
| 2004 - 2006 | Branch Manager, Moneytree, Inc, United States of America |
| 2001 - 2003 | Store Manager, Lucky Brand Jeans, United States of America |
| 2000 - 2001 | Assistant Manager, Abercrombie & Fitch, United States of America |
| 1999 - 2000 | Clerk Typist, County of San Diego, United States of America |

GRANTS AND HONORS

2020	Davis Fellows (Service Learning/Internships Faculty Learning Community), University of Hartford, United States of America
2018	Critical Thinking Fellows, University of Hartford, United States of America
2016	Outstanding Reviewer; Organizational Behavior Division for the 2016 Academy of Management Meeting, Academy of Management (AOM), United States of America
2014	Carl H. Lindner College of Business 2014 Outstanding Graduate Student Teaching Award, University of Cincinnati, United States of America

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

KNAPP, J., LENSSES, M. and TONG, N. (2026). Pet Peeves and Sensemaking at Work. *Journal of Management Inquiry*, 35(1), pp. 47-60.

KHAZANCHI, S., SPRINKLE, T.A., MASTERSON, S.S. and TONG, N. (2018). A Spatial Model of Work Relationships: The Relationship-Building and Relationship-Straining Effects of Workspace Design. *Academy of Management Review*, 43(4), pp. 590-609.

Scholarly Books

TONG, N. and URICK, M. (2023). *Bend the Knee or Seize the Throne: Leadership Lessons from the Seven Kingdoms*. 1 ed. Emerald Publishing , 156 pages.

Chapters in book

MASTERSON, S.S. and TONG, N. (2015). Justice perception formation in social settings. In: R.S. Cropanzano and M. Ambrose (ed.). *The Oxford Handbook of Justice in the Workplace*. 1st ed. London: Oxford University Press.

Conference proceedings

TONG, N., LENSSES, M. and LAKER, L. (2025). Toward a Better Understanding of Emotions in the Workplace. In: *AOM Annual Meeting*. Copenhagen: Proceedings - Academy of Management (AOM).

TONG, N. (2023). How We Treat Us: Justice Within and Between Teams. In: *AOM Annual Meeting*. Boston: Proceedings - Academy of Management (AOM).

TONG, N., LENSSES, M. and KNAPP, J. (2022). Grating on My Nerves: An exploration of pet peeves and their effects on employee interactions and organizations. In: *AOM Annual Meeting*. Seattle: Proceedings - Academy of Management (AOM).

MASTERSON, S.S., TONG, N., KEELER, K., KNAPP, J., LENSSES, M., PEAT, D.M. ... PURANIK, H.G. (2021). Between Me and You: Exploring External Contextual Factors in Employee Interactions. In: . Proceedings - Academy of Management (AOM), pp. 11588.

KHAZANCHI, S., SPRINKLE, T., MASTERSON, S.S. and TONG, N. (2017). Form And Function: The Dual Pathway Influence of Office Space on Work Relationships. In: . Proceedings - Academy of Management (AOM), pp. 13514.

CHUI, C.W.S., SUGIYAMA, K., TONG, N., YATES, M., BANSAL, P., CORLEY, K.G. ... VOUGH, H.C. (2017). INSIDE/OUT: How Authors and Editors Collaborate on Theoretical Contribution. In: *AOM Annual Meeting*. Atlanta: Proceedings - Academy of Management (AOM), pp. 10685.

MASTERSON, S.S., TONG, N. and WIESENFELD, B.M. (2013). The Changing Environment of Work: Toward a Better Understanding of Employee Externalization. In: . Proceedings - Academy of Management (AOM).

Conference paper (with selection committee)

TONG, N. (2024). Justice Within and Between Teams. In: International Conference on Social Science and Management, 4th ICSSAM: Humanity in Cyberspace : Navigating Tech and People. Taipei.

TONG, N., KNAPP, J. and LENSSES, M. (2024). Pet Peeves and Sensemaking at Work. In: Academy of Business Research Conference. Montréal.

SUGIYAMA, K., TONG, N., CHUI, C.W.S. and YATES, M. (2023). Collaborative Theorizing in Qualitative Research. In: Qualitative Research in Management and Organization Conference (QRM). Albuquerque.

TONG, N., YATES, M. and LENSSES, M. (2020). Pet Peeves in the Workplace. In: 21st Annual National Business and Economics Society (NBES) Conference. Puerto Vallarta.

Presentation in a research seminar

TONG, N. and LENSSES, M. (2021). Between Me and You: Exploring External Contextual Factors in Employee Interactions. In: HR Division sponsored paper symposium. Annual Meeting of the Academy of Management.

TONG, N. (2016). Greater than the sum of our parts: Working together on a team. In: The Union of Vietnamese Student Associates of the Midwest (UVSA-Midwest) Annual Leadership Summit. Cincinnati.

TONG, N. (2016). Mimosas from A to Z: From Rote Memorization to Active Remembering. In: Doctoral Institute Presentation. Annual Conference of the Organizational Behavior Teaching Society;. North Canton.

URICK, M., LENSSES, M., SPRINKLE, T.A., TONG, N. and WOODS, J. (2015). Katniss, Frodo, and Bootsie Collins as Management Icons: Using Pop Culture in the Classroom. In: Teaching and Learning Conference at the 2015 Annual Meeting of the Academy of Management;. Vancouver.

TONG, N. and HOLLENSBE, E.C. (2014). Is It Worth a Thousand Words?: Effective Use of Visuals in the Classroom. In: Teaching and Learning Conference at the 2014 Annual Meeting of the Academy of Management. Philadelphia.

TONG, N., MASTERSON, S.S. and HOLLENSBE, E.C. (2013). Free-Range” Workers: Organizational Identification and Justice Perception Formations in Exterior Employees. In: “The Changing Environment of Work: Toward a Better Understanding of Employee Externalization.” Annual Meeting of the Academy of Management. Orlando.

Invited in Academic Conferences

TONG, N., MASTERSON, S.S. and HOLLENSBE, E.C. (2018). Identification and justice perceptions in exterior employees. In: Annual Davis Conference on Qualitative Research. Davis.

RESEARCH ACTIVITIES

Editorial activities

Reviewer for an academic or professional publication

Since 2001 Ad-hoc reviewer, Journal of Managerial Psychology

Service to the academic discipline

Reviewing activities for an academic conference

Since 2013 Ad-hoc reviewer, Annual meeting, Academy of Management (AOM), United States of America

2012 - 2014 Reviewer, Annual Meeting, Southern Management Association, United States of

Scientific committee of an academic conference

- 2014 - 2014 Event coordinator, New Doctoral Student Consortium, Academy of Management (AOM), United States of America
- 2013 - 2013 Logistics Committee Member, New Doctoral Student Consortium, Academy of Management (AOM), United States of America

Membership in an academic association

- Since 2022 Member, International Leadership Association (ILA), United States of America
- Since 2021 Member, European Association of Work and Organizational Psychology (EAWOP), Netherlands (The)
- Since 2011 Member, Academy of Management (AOM), United States of America

Organisation/facilitation of webinars, seminars, roundtables

- 2021 - 2021 Urick, M.J., Sprinkle, T., Tong, N., & Woods, J., Co-organizers. Exploring Effective Leadership Practices Through Popular Culture. MED Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: OB, RM, Academy of Management (AOM), United States of America
- 2021 - 2021 Tong, N., Csillag, B., Ortiz Casillas, S., Chandra Mouli, A., & Demir-Caliskan, O. Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CAR., Academy of Management (AOM), United States of America
- 2020 - 2020 Tong, N. & Csillag, B., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CAR., Academy of Management (AOM), United States of America
- 2019 - 2019 Sugiyama, K., Chui, C., Fan, Y., & Tong, N., Co-organizers. Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty (part of the "In the Rough" series). Managerial and Organizational Cognitions Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: RM, OB, OMT, ENT, BPS, CAR, CM, ODC, SIM, GDO, NDSC, AAM, INDAM, Academy of Management (AOM), United States of America
- 2019 - 2019 Tong, N. & Ginena, K., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CAR., Academy of Management (AOM), United States of America
- 2018 - 2018 Sugiyama, K., Chui, C., Fan, Y., & Tong, N., Co-organizers. Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty (part of the "In the Rough" series). Managerial and Organizational Cognitions Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: RM, OB, OMT, ENT, BPS, CAR, CM, ODC, SIM, GDO, NDSC, AAM, INDAM, Academy of Management (AOM), United States of America
- 2018 - 2018 Tong, N., Ginena, K., & Jiang, W., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, CMT, CAR., Academy of Management (AOM), United States of America
- 2017 - 2017 Chui, C., Schinoff, B., Sugiyama, K., Tong, N., & Yates, M.C., Co-organizers. INSIDE/OUT: How Authors and Editors Collaborate on Theoretical Contribution. Managerial and Organizational Cognitions and Organizational Behavior Divisions

Sponsored Professional Development Workshop, Academy of Management (AOM), United States of America

- 2016 - 2016 Petersen, B., Schroeder, T., & Tong, N., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT., Academy of Management (AOM), United States of America
- 2016 - 2016 Chui, C., Sugiyama, K., & Tong, N., Co-organizers. From Coding to Construction: Building and Elaborating Theoretical Models in Qualitative Research. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB., Academy of Management (AOM), United States of America
- 2015 - 2015 Chiu, C., Sugiyama, K., Tong, N., & Yates, M., Co-organizers. Navigating Qualitative Dissertations: Advice from the Experts. Research Methods Division Sponsored Professional Development Workshop. Co-Sponsor Divisions: MOC, OB, OMT, Academy of Management (AOM), Canada
- 2013 - 2013 Tong, N. & Masterson, S.S., Co-chairs. The Changing Environment of Work: Toward a Better Understanding of Employee Externalization. Joint Division (OB, HR), Academy of Management (AOM), United States of America