

# NEWSLETTER

## Interviews with Introducing new faculty members for Fall 2024 Part 2

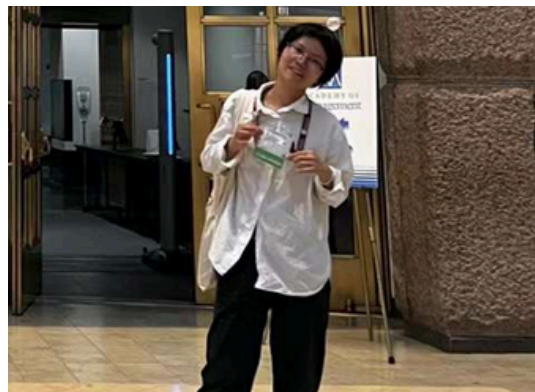
### APU Outreach and Research Office Newsletter – May Edition Published

With Golden Week behind us, early summer has arrived! At the Outreach and Research Office, we are continuing various activities, such as organizing events hosted by research centers and managing on-campus research support programs.

In the May edition of our newsletter, following the previous issue, we are pleased to introduce the research activities of faculty members who joined us last fall. We hope you enjoy reading it!

### Self-introduction

After graduating from Zhejiang University, I spent about six years working in HR and administration at a university. However, my curiosity and desire for more intellectually fulfilling work led me to pursue further studies, completing both a Master's and a PhD. Outside of work, I enjoy hiking, photography, and reading.



**Assistant Professor**  
**YANG Xiaoling**  
College of International Management

### Research Topic(s):

I am a traditional organizational behavior researcher with interests in proactivity—such as helping behavior and creativity—emotion and affect (with a focus on negative emotions), and the future of work. My expertise lies in quantitative research methods and familiar with statistic software such as Mplus. Recently, I developed a strong interest in the aging workforce, and I currently have several related projects underway. Japan presents an exceptional context for studying age diversity at work due to its rapidly aging population and extended employment trends. With one of the world's highest life expectancies and a growing emphasis on retaining older employees, Japan offers rich insights into intergenerational dynamics and the challenges and opportunities of an age-diverse workforce. If you have access to aging workforce populations in Japan and share an interest in this phenomenon, please feel free to reach out.

### Messages to Students:

#### Undergrad:

You are likely in one of the best times of your life, even if it might not feel that way right now! If I could offer a bit of advice, it would be this: embrace your curiosity, learn by doing, and keep an eye on your GPA. Aim to develop a growth mindset and commit to being a lifelong learner. These habits will serve you well in both your personal and professional journey.

#### Graduate:

Have you considered a PhD? It's a challenging but incredibly rewarding path for those driven by curiosity and a desire to contribute to their field. If you're passionate about research and ready to deepen your expertise, this might be your next big step!

#### Prospective Students:

APU is a truly unique and diverse university in Japan, offering a vibrant, multicultural environment where students from around the world come together to learn and grow. If you're looking for a global education experience with a strong focus on both academic and personal development, APU could be the perfect place for you.

## Self-introduction

I was born in Mainland China and received my education in Hong Kong. Before becoming an academic, I worked as an auditor at Ernst & Young. I earned my PhD in Management from the Chinese University of Hong Kong, specializing in organizational behavior and Human Resource Management. Prior to joining APU in October 2024, I worked at several universities including the Chinese University of Hong Kong, Nanjing University, Hitotsubashi University, and Okayama University. I have also been an adjunct professor at the Metropolitan University of Hong Kong, the Polytechnic University of Hong Kong, and Tsukuba University.



**Associate Professor**  
**GONG Yuanyuan**  
College of International Management

## Research Topic(s):

My research interests evolve around individual behavior and group dynamics, such as leadership, employee turnover, emotions, and employee well-being, etc. My work has been published in esteemed international journals like Organizational Behavior and Human Decision Processes, International Journal of Human Resource Management, Asia Pacific Journal of Management, International Journal of Contemporary Hospitality Management, Asian Business and Management, and Review of Managerial Science. Additionally, I have a successful record of securing multiple competitive governmental research grants in Mainland China and Japan.

My current research, supported by the Grant-in-aid for Scientific Research (B), concentrates on the evolving challenges in modern workplaces marked by the integration of Smart Technology, Artificial Intelligence, Automation, Robotics, and Algorithms (STAARA). We try to answer the question "How can workplace technology be adapted to better fit employee needs, values, and competencies?" Through qualitative and quantitative methods, we systematically examine the causes, effects, mechanisms, and temporal fluctuations of technological adoption and resistance, such as employee technophobia. The findings are crucial to develop HR strategies and practices to enhance the synergy between employees and technology in the workplace, thereby fostering employee well-being and facilitating sustainable talent management in organizations.

## Messages to Students:

### Undergrad:

Have a blast at university, and gear up for the real party that begins after graduation.

### Graduate:

Live long and prosper.

### Prospective Students:

Discover APU's vibrant community to unlock your potential.

## Self-introduction

### Conservation scientist

I study the human dimensions of conservation using interdisciplinary methods to deliver positive change for nature. My research focuses on wildlife trade, conservation geopolitics, and inclusion in conservation and science.

### Present

I am the new Assistant Professor in APU's College of Sustainability and Tourism. I am also an Adjunct Faculty member at Northern Arizona University, and a Visiting Researcher at the University of Tokyo.

### Past

I was a Marie Skłodowska-Curie Postdoctoral Fellow at the Sapienza University of Rome with Moreno Di Marco's lab. Before that, Nao Takashina hosted me at the University of Tokyo as a JSPS Postdoctoral Fellow. I did my PhD at the University of Queensland under the guidance of Hugh Possingham, Lorraine Mazerolle and Duan Biggs. I hold a MSc Ecological Consultancy from Newcastle University, and an Hons BSc Zoology from the University of Guelph.

### Always

I am a Canadian and a Hong Konger. I like cheetahs and whales. I ride motorcycles and support Newcastle United. I am an avid soccer player and a CASI snowboard instructor. My passion for coaching soccer strongly influences how I teach in the classroom.

I am serious when I work; in all other settings, I try not to take myself too seriously.



**Assistant Professor**  
**CHEUNG Hubert**  
College of Sustainability and Tourism

## Research Topic(s):

**Wildlife trade:** The motivations behind the consumptive use of wildlife are diverse. For some taxa, trade is legal, regulated, and sustainable. For many others, trade is illegal. Demand for certain wildlife products subjects species to unsustainable levels of exploitation that threaten their survival. My wildlife trade research focuses on scale, drivers and governance to find effective and equitable solutions.

**Conservation geopolitics:** Our world is changing faster than ever before. Conservation does not occur in a vacuum. In social-ecological systems, complex human dimensions like political will and geopolitics shape environmental policies and affect biodiversity outcomes. I conduct conservation geopolitics research that unites knowledge from across disciplinary lines to inform decision-making.

**Inclusion in conservation and science:** Conservation needs to work for both people and nature. Ensuring that relevant stakeholders are not only engaged but play a meaningful role in developing solutions will lead to better biodiversity outcomes. More broadly, science should be open to everyone and free of barriers to participation.

Hubert Cheung×Conservation Website  
[www.hcxconservation.org](http://www.hcxconservation.org)

## Messages to Students:

### Undergrad:

Life's too short to shouganai.

### Graduate:

Great ideas come from aperitivo.

### Prospective Students:

Come ride the roller coaster.

## Research Event Information

On Sunday, June 1, 2025, a research symposium hosted by the Center for Inclusive Leadership (CIL), a research center at APU, will be held at Expo 2025 Osaka, Kansai.

At this symposium, CIL faculty members will be joined by collaborating female researchers from Islamic regions, students and alumni from diverse nationalities, and President Yoneyama to discuss topics such as Diversity, Equity & Inclusion (DE&I) and the empowerment of women in various countries.

The symposium is open to anyone interested in APU's rich international culture, the research activities of CIL, and/or those who wish to deepen their understanding of DE&I.

We look forward to seeing you there!

### Theme

Empowering Women and Fostering an Inclusive Future: Practices at Ritsumeikan Asia Pacific University

### Event Overview

Date: Sunday, June 1, 2025, 13:00–18:00

Venue: WA Space of the Women's Pavilion at Expo 2025 in Osaka

Language: Japanese & English (Simultaneous Interpretation Available)

Format: Hybrid (In-Person and Online Streaming)

### How to Participate

To attend in person, please purchase an Expo admission ticket and make a visitor reservation in advance.

Online participation is also accepted. (No registration fee)

For more information, please visit the CIL website:

<https://en.apu.ac.jp/cil/>



CIL Website

**Publishing: APU Outreach & Research Office (Research PR)**  
**ropa@apu.ac.jp**