
Minston Chao, Ph.D.
Assistant Professor
School of Business
College of Management
Chang Gung University
minston@mail.cgu.edu.tw

Academic Background

Ph.D. National Sun Yat-sen University, Kaohsiung, Human Resource, 2009.

Other Cornell University, New York, USA, Independent Research, ILR School, 2004.

M.S. Chinese Culture University, Taipei, Taiwan, Social Science, Labor Relations, 1988.

B.B.A. Chinese Culture University, Taipei, Taiwan, Labor Relations, 1986.

Qualification

Academically Qualified

Work Experience

Assistant Professor, Department of Health Care Management, Chang Gung University. (2009 - Present), Taoyuan, Taiwan.

Director and Principal Consultant, Watson Wyatt Taiwan (2008 - 2009), Taipei, Taiwan.

Lecture, National Chi-Nan University, Department of Economic (2002 - 2009), Nantou Hsien, Taiwan.

Lecture, Chang Gung University, Department of Health Care Management (1996 - 2009), Taoyuan County, Taiwan.

Associate Director, KPMG Advisory Co (2001 - 2008), Taipei, Taiwan.

Sr. Human Resource Manager, Ericsson Taiwan (1998 - 2001), Taipei, Taiwan.

Human Resource Manager, Kimberly-Clark Taiwan (1995 - 1998), Taipei, Taiwan.

Personnel Officer, ICI Taiwan. (1990 - 1995), Taipei, Taiwan.

Teaching

Courses from the Teaching Schedule: (HM3302) Community Services, (SBM254) Global Business Field Study, (HM3010) Health Care Management (II), (HMM025) Human Resources Management, (HMM240) Human Resources Management, (HMM241) Human Resources Management, (SBM206) Human Resources Management, (HMM049) Issues in Healthcare Management, (SBM218) New Healthcare Ventures and Market, (SBM244) New Healthcare Ventures and Market, (SBM201) Organizational Theory and Health Care Management, (SBM239) Organizational Theory and Health Care Management, (HMM068) Organizational Theory and Talent Management, (HMM047) Performance Evaluation, (HM3027) Project Management, (SBM834) Social Enterprise and Ethics, (HMM125) Social Entrepreneurship, (SBM217) Social Entrepreneurship, (SBM249) Social Entrepreneurship, (SBM215) Strategic Planning and Performance Evaluation

Teaching Activities

Student Assign-Students Advised (GRAD)

2010 - 7 students.

Intellectual Contributions

Intellectual Contributions Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	3	2		5
Articles-in-Progress (All)	1			1
Publications of Non-refereed or Invited Papers	1	1		2
Presentations of Refereed Papers	7			7

College Approved Articles

Contribution to Practice

Chao, M., Shih, C.T., & Hsu, S.F. (in press, 2016). Nurse occupational burnout and patient-rated quality of care: The boundary conditions of emotional intelligence and demographic profiles. *Japan Journal of Nursing Science*.

Chao, M., Shih, C.T., & Lee, Y.F. (in press, 2015). Nurses Leave and Avoidance of Emergency Department Violence: A Moderated Mediation Model. *The Journal of Nursing Research*.

Discipline-Based Scholarship

Li, C.L., Sheu, J.T., Wang, T.A., Wen, Y.P., Chao, M., Chang, H.Y. (2014). The relationship between healthy lifestyle and hospital utilization among adults with diabetes: results from a national cohort in Taiwan. *Asia-Pacific Journal of Public Health*.

Liu, F.C., Cheng, K.L., Chao, M., & Tseng, H.M. (2012). Team Innovation Climate and Knowledge Sharing among Healthcare Managers: Mediating Effects of Altruistic Intentions. *Chang Gung Medical Journal*, 35 (5), 408-419.

Han, J., Chou, P., Chao, M., & Wright, P. M. (2006). The HR Competencies-HR Effectiveness Link: A Study in Taiwanese High-Tech Companies. *Human Resource Management*, 45 (3), 391-406.

Non-College Approved Articles

Contribution to Practice

Huang, I.A., Tuan, P.L., Jaing, T.H., Wu, C.T., Chao, M., Wang H.H., Hsia S.H., Hsiao H.J., Chang Y.C. (in press, 2015). Comparisons between Full-time and Part-time Pediatric Emergency Physicians in Pediatric Emergency Department. *Pediatrics & Neonatology*, doi: 10.1016/j.pedneo.2015.10.005.

Discipline-Based Scholarship

Tseng, H.M., Hsu, J.Y., & Chao, M. (2006). The impact of medical record department workforce allocation on job satisfaction (in Chinese). *Medical Information*, 15 (3), 41-56.

Presentations of Refereed Papers

National

Chao, M., Shih, C. T., & Huang, I. C. (2008). *The Strategic role of HR Practices: Fit with Business Strategy and Employee Competence*. Academy of Management Annual Meeting, x, United States of America.

Chao, M., Shih, C. T., Chen, S. J., & Ko, J. J (2005). *Determinants of employee layoffs in High-technology firms*. The 57th Labor Employment Relations Association(LERA), Philadelphia, United States of America.

Chao, I. C., Chao, M., Chuang, M., & Chou, P. (2004). *The Role of Competence -Based Human Resource Practices in Business Reengineering Process: To Examine the Person-Job-Organization Fit in Marine Transportation Corporation*. The 4th Hawaii International Conference on Business, Hawaii, United States of America.

Chao, M., Huang, I. C., Chuang, M., & Chou, P. (2004). *Examining the Human Resource Architecture from Mergers and Acquisitions: Achieving Competitive Advantage through Human Capital Allocation and Development*. British Academy of Management Annual Conference, x, United Kingdom.

Shih, C. T., Huang, I. C., Chuang, C. H., & Chao, M. (2004). *The Link between Psychological Contract Breach and Organizational Citizenship Behavior: Subordinates' Perception of Extra-role Behavior Definition as a Moderator*. The 4th Annual Hawaii International Conference on Business, Hawaii, United States of America.

Chao, M. (2002). *Strategic Performance Appraisal in Knowledge-Based Organization: A Competency Perspective*. 2002 Academy of International Business Southeast Asia & Australia Regional Conference, Hong Kong, China.

Huang, I. C., Chao, M., Chuang, M., & Chou, P. (2002). *The Dynamic Model of Competency-Based Recruitment, Appraisal & Development: Application in Taiwan*. The 7th World Congress for TQM, University of Verona, -, Italy.

Grants

Research

2011 [Year 1 of 2]: Chao, M. Strategic HRM in Health Care Context: Examine the Relationships among Patients, Health Staff, Medical Core Competence, Health Care Performance and Medical Quality, GOV-National Science Council.

2010: Chao, M. The Relationship among Organizational Characteristic, Human Resource Management Practices, Medical Core Competence and Medical Quality, GOV-National Science Council.

Working Papers

Chao, M. (2009). "The Relationship among Business Strategy, Strategy-focused HR Practices, People Competence and Organizational Performance.."

Service

Service to the Institution

Department Assignments

Chair:

2013-2014 – 2014-2015: EMBA Director

2010-2011 – 2011-2012: Student Admission Committee

2009-2010 – 2011-2012: EMBA Director

2010-2011: Student Admission Committee

Member:

2012-2013: EMBA Director

2010-2011 – 2011-2012: Curriculum Development Committee

2009-2010 – 2010-2011: Student Admission Committee

College Assignments

Member:

2014-2015: AACSB Task Force

2010-2011 – 2011-2012: Student Admission Committee

University Assignments

Member:

2011-2012: Extension Education Committee

Professional Development

Assurance of Learning - Professional Development

2015: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1

2015: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 3

2015: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4

2015: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4

2015: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 5

2015: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2

2014: Center of Instructional Resource - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 7

2014: Formosa Plastics Group Museum - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1

2014: Formosa Plastics Group Museum - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2

2014: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 6
2014: Center of Instructional Resource - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 9
2014: Center of Instructional Resource - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2
2014: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 7
2014: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 5
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 6
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 7
2013: Center of General Education - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 11
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 3
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 5
2013: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 7
2013: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 5
2012: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1
2012: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2
2012: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 3
2011: Center of General Education - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 15
2011: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 5
2011: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2
2011: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1
2011: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 3
2011: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4
2010: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2
2010: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 7
2010: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 8
2010: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 3
2010: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 3
2010: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1
2010: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2
2010: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1
2010: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 5
2010: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4
2010: College of Management - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 4
2010: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 1
2010: College of Medicine - Enhancing Teaching Effectiveness, Taoyuan, Taiwan. Session 2

Honors/Awards

Award

2006 – 2007: , KPMG Academia. Best Teaching Award

1994: , ICI Taiwan. Special Award.

1986: , Chang Gung Memorial Hospital Volunteer Team. President Award.

1985: , Minister of Education. Best Award.

Miscellaneous

Other

2011 -