

Curriculum Vitae

Prof. Dr. TANG Min

Director

Institute for Creativity and Innovation
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RESEARCH FIELDS

Systems approach to creativity, implicit theories of creativity, inventive creativity, international management, cross-cultural studies

EDUCATION

10/2006-02/2010 Ph.D. in Psychology, University of Munich, (LMU), Germany
Major: Psychology; Minor: Pedagogy

10/2000 - 02/2003 M.A. in Psychology, University of Munich (LMU), Germany
Major: Psychology. Minor: Sociology

09/1994 - 07/1998 B.A. in English Education, Southwest China Normal University,
Chongqing, P. R. China

REWARDS & SCHOLARSHIP

12/2014 “Excellence Award 2014” for the contribution to the further development
of the university, University of Applied Management, Germany

02/2009 - 08/2009 Academic scholarship for PhD study from the Hanns Seidel Foundation,
Germany

04/2008 Scholarship for Excellent Chinese Overseas Students from the China
Scholarship Council (certificate No. 2007-189)

11/2002 - 01/2003 Academic scholarship from LMU, Germany, with the funding from the
German Academic Exchange Service (DAAD), Germany

10/2000 - 09/2002 Academic scholarship from the Hanns Seidel Foundation, Germany

09/1994 - 07/1998 Four-time winner of the “1st-level Academic Scholarship” at the
Southwest China Normal University

WORK EXPERIENCE

01/2018 till now Director, Institute for Creativity and Innovation, University of
Applied Management (UAM), Germany

- 11/2013-12/2016 Professor in International Management; Project Manager for Short Programs, University of Applied Management (UAM), Germany
- 10/2008 - 10/2013 University of Applied Management (UAM), Germany
Associate Professor, Department of Key Competencies;
Project Manager for China Projects
- 04/2006 - 09/2006 TUI China Travel Co. Ltd., Beijing, P. R. China: CEO Assistant
- 10/2003 - 03/2006 School of Continuing Education & Teacher Training (SCETT), Beijing Normal University, P. R. China
Deputy Director, Department of International Cooperation
- 03/2002 - 05/2003 Munich Business School, Munich, Germany
Honorary Lecturer & Liaison Person
- 08/2001- 08/2002 Allianz Management Institute (AMI), Allianz Group, Munich, Germany
Training Assistant (Work Student)
- 09/1998 - 09/2000 Kunming University, Yunnan Province, P. R. China
Assistant of Foreign Affairs

TEACHING ACTIVITIES

- 03/2011 till now University of Applied Management, Germany
Communication, Presentation, & Visualization; Regional Study – China; Statistics; Research Methods & Applied Statistics
- 10/08-23/08, 2014 Campus Treuchtlingen, University of Applied Management, Germany
4Ps of Creativity & Innovation in Education; Essentials of the Management of Creativity & Innovation in Education; Cultural Aspects of Creativity for the Erasmus Intensive Program: International summer school “Effective Management of Creativity & Innovation”
- 06/2012 - 06/2014 Confucius Institute Munich, Germany
Chinese courses for children and adults; Communication with Chinese
- 08/2011 Beijing Normal University, Beijing, P. R. China
Creative Problem Solving: I & II, Research Project: I & II for the summer school “Applied Creativity across Domains”
- 06/2006 TUI China, Beijing, P. R. China
“Effective Communication” Training for the employees
- 05/2002 - 07/2003 Munich Business School, Munich, Germany
Chinese course for MBA students
- 01/2004 – 12/2005 New Oriental Education & Technology Group, Beijing, P. R. China
Business English

RESEARCH PROJECTS

- 01/2004-31/12/2005 eChina Research Project (co-funded by the Higher Education Funding Council for England and the Ministry of Education, P. R. China)
- 01/07/2010-31/06/2011 Applied Creativity Research Project 1 (ACRP 1)
Partners: Chinese Academy of Sciences, Beijing Normal University
- 01/07/2011-31/06/2012 Applied Creativity Research Project 2 (ACRP 2)
Partners: Chinese Academy of Sciences, Beijing Normal University, Shaanxi Normal University
- 01/07/2013 till now Implicit theories of creativity and innovation: An European perspective
Partners: Lund University (Sweden), University of Cadiz (Spain), University of Birmingham (UK), Jagiellonian University (Poland), Riga Teacher Training and Education Management Academy (Latvia)

INTERNATIONAL PROJECTS

- 11/2003 - 03/2006 Project Coordinator, DEFT eChina-UK Project (www.echinauk.org)
Co-funded by the Higher Education Funding Council for England and the Ministry of Education, P. R. China
- 25/07/ - 08/08/2010 Project Manager, International Summer School “Applied Creativity across Domains 2010” (www.china2010.fham.de)
- 01/08/ - 14/08/2011 Project Manager, International Summer School “Applied Creativity across Domains 2011” (www.china2011.fham.de)
- 14/07/ - 27/07/2013 Project Manager, ERASMUS IP “Effective Management of Creativity & Innovation 2013” (www.emci.fham.de)
- 10/08/ - 23/08/2014 Project Manager, ERASMUS IP “Effective Management of Creativity & Innovation 2014” (www.emci.fham.de)

REVIEW WORK

Ad-hoc reviewer for the *Journal of Creative Behaviour*

Ad-hoc reviewer for the *British Journal of Educational Psychology*

Ad-hoc reviewer for *International Handbook on Giftedness* edited by Shavanina (2009)

PROFESSIONAL MEMBERSHIP

- 11/2012 till now Member of the Jury Committee of the International Exhibition for Ideas, Invention and Innovation: www.iena.de
- 08/2009 till now Member of the International Research Association for Talent Development and Excellence (IRATDE): <http://www.iratde.org/>
(08/2009-08/2010 Assistant to the Executive Committee of IRATDE)
- 08/2009 till now Consultant, Bavarian Giftedness Centre:
<http://www.begabungszentrum-bayern.de/>
- 10/2003 till now Member of the Association of the Former Scholarship Recipients of Hanns Seidel Foundation: <http://www.hss.de/homepage.shtml>

PUBLICATIONS

Books / Book Chapters

- Tang, M., & Moser, M.** (in press). Nomination of domestic and overseas creative celebrities: The German style and the factors behind it. In I. Lebuda & V. Glaveanu (Eds.), *Palgrave handbook of social creativity research*. London: Palgrave Macmillan UK.
- Tang, M., & Werner, C.** (2017) (Eds.). *Handbook of the Management of Creativity and Innovation: Theory and practice*. Singapore: World Scientific Press.
- Tang, M.** (2017). Creativity and innovation: Basic concepts and approaches. In M. Tang & C. H. Werner (Eds.), *Handbook of the management of creativity and innovation: Theory and practice (Chap. 1, pp. 3-32)*. Singapore: World Scientific Press.
- Gruszka, A., & **Tang, M.** (2017). The 4P's Creativity Model and its application in different fields. In M. Tang & C. H. Werner (Eds.), *Handbook of the management of creativity and innovation: Theory and practice (Chap. 3, pp.51 -71)*. Singapore: World Scientific Press.

- Tang, M.**, & Werner, C. H. (2017). Interdisciplinary and intercultural approaches to creativity and innovation: Example of the EMCI ERASMUS Intensive Program. In M. Tang & C. H. Werner (Eds.), *Handbook of the management of creativity and innovation: Theory and practice (Chap. 4, pp.73-96)*. Singapore: World Scientific Press.
- Tang, M.**, & Joos, I. (2017). Evaluation of training initiatives about the management of creativity and innovation: Practice of an intensive program. In M. Tang & C. H. Werner (Eds.), *Handbook of the management of creativity and innovation: Theory and practice (Chap. 14, pp.279 -298)*. Singapore: World Scientific Press.
- Werner, C. H., & **Tang, M.** (2017). Essentials of the management of creativity and innovation in education, business, and engineering. In M. Tang & C. H. Werner (Eds.), *Handbook of the management of creativity and innovation: Theory and practice (Chap. 18, pp.347-364)*. Singapore: World Scientific Press.
- Tang, M.**, Hu, W., & Zhang, H. (2017). Creative self-efficacy from the Chinese perspective: Review of studies in Mainland China, Hong Kong, Taiwan and Singapore. In M. Karwowski & J. C. Kaufman (Eds.), *The creative self: How our beliefs, self-efficacy, mindset, and identity impact our creativity*. Philadelphia, PA: Elsevier.
- Werner, C., & **Tang, M.** (2016). Diversity, risk-taking, risk Management and group creativity: Experience of an ERASMUS Intensive Program. In M. Sand (Ed.), *Adventure, Erlebnis und Bildung: Adventuremanagement in Theorien und Praxis* (pp. 6-19). Augsburg: ZIEL.
- Tang, M.** (2011). Psychological studies of inventive creativity among children and adolescents: The concept, a literature review, and a report of an empirical study. In A. Ziegler & Ch. Perleth (Eds.), *Excellence: Essays in honour of Kurt Heller* (pp. 245-258). Berlin: LIT.
- Werner, C., Cao, G., **Tang, M.**, Tumasjan, A., Shi, J., Shen, J., & Spörrle M. (2010). This is not about art, it's about work: Comparing Chinese to Germans regarding creative performance on the basis of job-related verbal tasks. In Tan A. G. (ed.), *Creativity in Business and Education: Interdisciplinary and Intercultural Aspects* (chap. 9; pp. 97-115). Singapore: Printers Pte Ltd.
- Tang, M.**, Tan, A. G., & Shi, J. (2010). Gender and developmental issues in inventive creativity among Chinese children and adolescents. In Tan A. G. (ed.), *Creativity: An Asian-Euro-African Perspective* (chap. 4; pp. 49-64). Singapore: Research Publishing.
- Spencer-Oatey, H. & **Tang, M.** (2007). Managing collaborative process in international projects: Project management perspectives. In H. Spencer-Oatey (Ed.), *e-Learning initiatives in China: Sino-UK perspectives on policy, pedagogy and collaborative design*. (chap. 10; pp. 159-173). Hong Kong University Press.

Journal Articles

- Tang, M.**, & Werner, C. (in preparation). Creativity alone does not make a star – Social Attributes of the Nomination of Creative Icons: Results of a Trend Study in Germany. *Frontiers in Psychology* (special issue of “Creative Processes and Products”).
- Tang, M.**, & Werner, H. C. (2017). An Interdisciplinary and intercultural approach to creativity and innovation: Evaluation of the EMCI ERASMUS Intensive Program. *Thinking Skills and Creativity*, 24, 268-278.

- Tang, M.**, Werner, C., & Karwowski, M. (2016). Differences in creative mindset between Germany and Poland: The mediating effect of individualism and collectivism. *Thinking Skills and Creativity*, 21, 31-40.
- Tang, M.**, Werner, C., Tumasjan, A., Cao, G., Shen, J., Shi., J., & Spörrle, M. (2015). Culture predicts creative expression and its evaluation in work-related verbal tasks: A comparison between Chinese and German samples. *Journal of Creative Behavior*. Article first published online: 31 DEC 2015, DOI: 10.1002/jocb.134
- Tang, M.** (2015). Revisiting the systems approach: Commentary to Glaveanu's Paper „The Psychology of Creativity: A Critical Reading“. *Creativity: Theories-Research-Applications*, 2(1), 79-84.
- Werner, C., **Tang, M.**, Kruse, J., Kaufman, J., & Spörrle, M. (2014). The Chinese Version of the Revised Creativity Domain Questionnaire (CDQ-R): First Evidence for its Factorial Validity and Systematic Association with the Big Five. *Journal of Creative Behavior*, 48(4), 254-275.
- Urhahne, D., Timm, O., Zhu, M. & **Tang, M.** (2013). Sind unterschätzte Schüler weniger leistungsmotiviert als überschätzte Schüler? [Are underestimated pupils less motivated than overestimated pupils?]. *Zeitschrift für Entwicklungspsychologie und Pädagogische Psychologie*, 45(1), 34-43. [Original: in German language].
- Schmidt, J.T., **Tang, M.**, Mielke, A. (2012). Creative problem solving in an intercultural context. In *SQ-Forum, Schlüsselqualifikationen in Lehre, Forschung und Praxis*, 10(2), 229--264.
- Werner, C., **Tang, M.**, Schmidt, J., & Spörrle, M. (2012). Effective management of creativity and innovation: Introduction to an Erasmus IP Project. *Creative Personality*, 10, 96-102.
- Werner, C., **Tang, L. M.**, Schmidt, J., Mielke, A., Spörrle, M., Neber, H., Zhou, Z., Zhao, X., & Cao, G. (2011). Applied creativity across domains and cultures: Integrating Eastern and Western perspectives. *Creative Personality*, 9, 228–240.
- Yi, X., Lin, C., Cai, S., Huang, S., Chen, G., Luo, L., & **Tang, M.** (2011). Studying abroad experience and artistic creativity. *Psychological Science*, 34(1), 190-195. [Original: in Chinese language].
- Tang, M.**, & Neber, H. (2008). Motivation and self-regulated science learning in high-achieving students: differences related to nation, gender, and grade-level. *High Ability Studies*, 19(2), 103-116.
- Tang, M.** (2007). Failed? Succeeded! Some thoughts on group creativity among children. *China Invention and Patent*, 8, 23-24. [Original: in Chinese language].

Online Publication

- Tang, M.** (2010). *China's young inventors: A systematic view of the individual and environmental factors* (Doctoral dissertation). PSYNDEX (Accession Order No. 0236803): http://edoc.ub.uni-muenchen.de/14898/1/Tang_Min.pdf

Conference Speeches/Papers

- Moser, M., & **Tang, M.** (2018, August). *German students' nomination of creative celebrities: The influence of the Individual and social factors*. Poster presentation at the 126th

Annual Convention of the American Psychological Association (APA 2018), 9-12 August, 2018, San Francisco, USA.

- Tang, M.** (2018, June). *Fostering Team Creativity: The VICTORY Model*. Keynote speech at the 5th Chinese Academic Conference on Creativity Research, 22-24 June, 2018, Jinan, Shandong Province, P. R. China.
- Werner, C. H., **Tang, M.**, & Schmidt, J. (2018, June). How creativity meets innovation? The ICI Approach. Invited speech at the Creativity Week, 4-8 June, 2018, Webster University, Geneva, Switzerland.
- Tang, M., Werner, C. H., & Yi, X. (2017, August). *What do we mean by creativity? Voices of Laypersons from Six Different Countries*. Symposium presentation at the 125th American Psychological Association (APA) Annual Convention, August 3-6, 2017, Washington DC, USA.
- Tang, M., & Werner, C. H. (2017, July). *Managing creativity and innovation: Theories and practice from the fields of psychology, education, business and engineering*. Symposium presentation at the 15th conference of the International Centre for Innovation in Education (ICIE), July 3-5, 2017, Lisbon, Portugal.
- Karwowski, M., & **Tang, M.** (2016, August). Cross-Cultural Differences in Creative Mindsets. Proceedings of the 124th APA Annual Convention, Denver, USA.
- Werner, C., & **Tang, M.** (2015, November). Kulturelle Vielfalt, Risikobereitschaft, Risikomanagement und Gruppenkreativität. 4. Kongress für Adventuremanagement, November 17, 2015, Treuchtlingen, Germany.
- Tang, Min** (2015, July). *Interdisciplinary and Intercultural Approach to Creativity and Innovation: From Theory to Practice*. Invited speech at the 12th International Conference on Excellence in Education: The Creativity – Innovation Challenge, July 1-4, 2015, Krakow, P. R. China.
- Werner, C., Spörrle, M., & **Tang, M.** (2014, August). *Talents approaching a globalized future: Three guiding principles for the future of talent management and development across educational institutions*. Keynote speech at the 13th Asia-Pacific Conference on Giftedness, August 3 – 6, 2014, Beijing, P. R. China.
- Tang, M.** Werner, C., Schmidt, J., & Spörrle, M. (2014, July). *Preparing students to manage creativity and innovation in an intercultural context: Design, delivery and evaluation of the EMCI training program*. Paper presented at the 11th International Conference on Excellence in Education: The Creativity-Innovation Challenge, July 7-10, 2014, Paris, France.
- Werner, C., **Tang, M.**, Schmidt, J., & Spörrle, M. (2012, November). *Effective management of creativity and innovation: Introduction to an Erasmus IP Project*. Keynote speech at the 10th International Conference on Creativity of the Riga Teacher Training and Educational Management Academy, 23-24 Nov., Riga, Latvia.
- Schmidt, J., Mielke, A., & **Tang, M.** (2012, August). *Creative problem solving in an intercultural context*. Paper presented at the 9. Jahrestagung: Schlüsselkompetenz-erwerb im interkulturellen Lernraum, Gesellschaft für Schlüsselkompetenzen in Lehre, Forschung und Praxis e.V., 1-2 August, 2012, Passau, Germany.

- Spörrle, M., **Tang, M.**, Zhang, H., Agthe, M., & Werner, C. (2012, May). *The green footprint of innovation: Perceived creativity of a country incrementally predicts green country image*. Paper presented at the 41st Annual Conference of the European Marketing Academy (EMAC), Lisbon, Portugal.
- Tang, M.**, Luo, F., Shi, B., Wang, J., & Spörrle, M. (2011, July). *Chinese young inventors: Their family background, perceptions of inventiveness, and attitudes towards peers*. Symposium paper for the 9th Biennial Conference of the Asian Association of Social Psychology, 28-31 July, 2011, Kunming, P. R. China.
- Tang, M.**, Shi, J., Shen, J., Tumasjan, A., Spörrle, M., & Werner, C. (2010). Farben wirken immer gleich? Ein Kulturvergleich des Annäherungs- und Vermeidungspotentials von Rot und Blau. In F. Petermann & U. Koglin (Hrsg.), *47. Kongress der Deutschen Gesellschaft für Psychologie* (S. 343–344). Lengerich: Pabst Science Publishers.
- Werner, C., Cao, G., Mielke, A., Neber, H., Schmidt, J., Spörrle M., **Tang, M.**, Zhao, X., & Zhou, Z. (2010, November). *Applied creativity across domains and cultures: Integrating the Eastern and Western perspectives*. Paper presented at the 15th International Creativity Conference “Creativity Research and Development for the Human Resource Development”, 5-6 November, 2010, Riga, Latvia.
- Tang, M.** (2009, November). *Inventive creativity as an example of applied creativity in family and school settings: Basic concepts and the results of an empirical study about young inventors in P. R China*. Paper presented at the International Conference on the Education and Cultivation of Creativity and Innovation, 30 October – 2 November, 2009, Xi'an, P. R. China.
- Tang, M.** (2008, September). *China's young inventors: a systemic view of the internal and environmental factors*. Paper presented at the Conference of Creativity and Talent Development, 3-4 September, 2008, Munich, Germany.
- Tang, M.** (2008, July). *Developmental trend and gender differences in inventive creativity among children and adolescents: a cross-sectional study from China*. Poster presentation at the XXIX International Congress of Psychology (ICP 2008), 20-25 July, 2008, Berlin, Germany.
- Spencer-Oatey, H., & **Tang, M.** (2006, April). *International teamworking and e-learning design*. Paper presented at Networked Learning 2006 International Research Conference, 10-12 April, 2006, Lancaster UK.