

Huiwen Lian
Department of Management
Mays Business School
Texas A&M University
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July 2025

Google Scholar Link: <https://scholar.google.com/citations?user=yBRuy34AAAAJ&hl=en>

ACADEMIC EXPERIENCE

- July, 2022 – Now Full Professor (with Tenure, September 2024 – Now)
Associate Professor (with Tenure, July 2022 – August 2024)
Lawrence E. Fouraker Professor in Business Administration
(September 2023 – August 2026)
Department of Management
Mays Business School
Texas A&M University
- July, 2017 – June, 2022 Associate Professor (with Tenure)
Gatton Endowed Professor (July 2019 – June 2022)
Department of Management
Gatton College of Business and Economics
University of Kentucky
- October, 2011 – June, 2017 Associate Professor (with Tenure, July 2016 – June 2017)
Assistant Professor (October 2011 – June 2016)
Department of Management
School of Business and Management
The Hong Kong University of Science and Technology

EDUCATION

- Ph.D.
University of Waterloo, 2006 - 2011
Industrial/Organizational Psychology
- M.A.
Beijing Normal University, 2003 - 2006
Industrial/Organizational Psychology
- B.S. (Honours)
Beijing Normal University, 1999 - 2003
Department of Psychology

JOURNAL ARTICLES

Underlined name indicates graduate or undergraduate students coauthor at the time of submission.

29. Hu, D., Deng, Y., Song, Y., **Lian, H.**, Daniels, S., Yang, M., & Chen, W. (2024). Gossiping the (recipient's) day away: The impact of supervisor-directed gossip on recipients' rumination, sleep quality, vitality, and work outcomes. *Journal of Applied Psychology*, *109*, 1311-1326. ([Link](#))
Note. Hu and Deng contributed equally, Song and Lian contributed equally.
28. Huai, M., **Lian, H.**, Farh, J.L., & Wang, H. (2024). Leaders' impulsive versus strategic abuse, goal realization, and subsequent supportive behaviors: A self-regulation perspective. *Journal of Management*, *50*, 793-825. ([Link](#))
27. Liang, L. H., Varty, C. T., **Lian, H.**, Brown, D., Law, D., Chen, J., & Evans, R. (2023). Subordinate organizational citizenship behavior trajectories and well-being: The mediating roles of perceived supervisor consideration and initiating structure. *Human Performance*, *36*, 64-88. ([Link](#))
26. Zhong, R., **Lian, H.**, Hershcovis, S., & Robinson, S. (2023). Mitigating or magnifying the harmful influence of workplace aggression: An integrative review. *Academy of Management Annals*, *17*, 516-545. ([Link](#))
25. **Lian, H.**, Li, J., Pan, J., Du, C., & Zhao, Q. (2023). Are gossipers looked down upon? A norm-based perspective on the relation between gossip and gossip status. *Journal of Applied Psychology*, *108*, 905-933. ([Link](#))
24. **Lian, H.**, Li, J., Du, C., Wu, W., Xia, Y., & Lee, C. (2022). Disaster or opportunity? How COVID-19-associated changes in environmental uncertainty and job insecurity relate to organizational identification and performance. *Journal of Applied Psychology*, *107*, 693-706. ([Link](#))
23. Liang, L. H., Coulombe, C., Skyvington, S., Brown, D., Ferris, L., & **Lian, H.** (2022). License to retaliate: Good deeds as a moral license for misdeeds in reaction to abusive supervision. *Human Performance*, *35*, 94-112. ([Link](#))
22. Liang, L. H., Nishioka, M., Evans, R., Brown, D. J., Shen, W., & **Lian, H.** (2022). Unbalanced, unfair, unhappy, or unable? Theoretical integration of multiple processes underlying the leader mistreatment-employee CWB relationship with meta-analytic methods. *Journal of Leadership and Organizational Studies*, *29*, 33-72. ([Link](#))
21. Liang, L. H., Coulombe, C., Brown, D. J., **Lian, H.**, Hanig, S., Ferris, L., & Keeping, L. M. (2022). Can two wrongs make a right? The buffering effect of retaliation on subordinate well-being following abusive supervision. *Journal of Occupational Health Psychology*, *27*, 37-52. ([Link](#))
20. **Lian, H.**, Huai, M., Farh, J.L., Huang, J.C., Lee, C., & Chao, M.M. (2022). Leaders' unethical pro-organizational behaviors and employee unethical conduct: Social learning of moral disengagement as a behavioral principle. *Journal of Management*, *48*, 350-379. ([Link](#))
19. Hanig, S., Yang, S. W., Liang, L. H., Brown, D. J., & **Lian, H.** (2021). Abusive supervision and supervisor-directed deviance: A social network approach. *Journal of Leadership and Organizational Studies*, *28*, 401-414. ([Link](#))
18. Ferris, D. L., Fatimah, S., Yan, M., Liang, L. H., **Lian, H.**, & Brown, D. J. (2019). Being sensitive to positives has its negatives: An approach/avoidance perspective on reactivity to ostracism. *Organizational Behavior and Human Decision Processes*, *152*, 138-149. ([Link](#))

17. Liang, L. H., Hanig, S., Evans, R., Brown, D. J., & **Lian, H.** (2018). Why is your boss making you sick? A longitudinal investigation modeling time-lagged relations between abusive supervision and employee physical health. *Journal of Organizational Behavior*, 39, 1050-1065. ([Link](#))
16. Liang, L. H., Brown, D. J., **Lian, H.**, Hanig, S., Ferris, D. L., & Keeping, L. M. (2018). Righting a wrong: Retaliation on a voodoo doll symbolizing an abusive supervisor restores justice. *Leadership Quarterly*, 29, 443-456. ([Link](#))
- Selected Media mention
 - The Telegraph – *Voodoo dolls of bosses improve staff morale, study finds*
 - Science Alert – *Turns out having a voodoo doll of your boss is awesome for team morale*
 - Daily Mail – *Hate your boss? Stab a voodoo doll*
 - The Times – *Voodoo works if boss needles you*
15. Ferris, D. L., Reb, J., **Lian, H.**, Sim, S., & Ang, D. (2018). What goes up must...keep going up? Cultural differences in cognitive styles influence evaluations of dynamic performance. *Journal of Applied Psychology*, 103, 347-358. ([Link](#))
14. Liang, L. H., Brown, D. J., Ferris, D. L., Hanig, S., **Lian, H.**, & Keeping, L. M. (2018). The dimensions and mechanisms of mindfulness in regulating aggressive behaviors. *Journal of Applied Psychology*, 103, 281-299. ([Link](#))
13. **Lian, H.**, Yam, S., Ferris, D.L., & Brown, D.J. (2017). Self-control at work. *Academy of Management Annals*, 11, 703-732. ([Link](#))
- Selected Media mention
 - Harvard Business Review (June 5th, 2017) – *Leadership takes self-control: Here is what we know about it.*
12. Feldman, G., **Lian, H.**, Kosinski, M., & Stillwell, D. (2017). Frankly, we do give a damn: The relationship between profanity and honesty. *Social Psychological and Personality Science*, 8, 816-826. ([Link](#))
- Selected Media mention
 - BBC – *Are there hidden benefits to swearing?*
 - ABC – *Bridge Street: Swearing and Honesty*
 - Global TV – *Does a potty mouth make you more honest?*
 - APS – *Swearing Correlated with Honesty*
 - The Huffington Post – *Why You May Be More Honest If You Swear Often*
 - The Guardian – *How truthful and honest are you, honestly? Quiz*
11. Liang, L.H., **Lian, H.**, Brown, D. J., Ferris, D. L., Hanig, S., & Keeping, L. (2016). Why are abusive supervisors abusive? A dual-system self-control model. *Academy of Management Journal*, 59, 1385-1406. ([Link](#))
10. Ferris, D. L., **Lian, H.**, Brown, D. J., & Morrison, R. (2015). Ostracism, self-esteem, and job performance: When do we self-verify and when do we self-enhance? *Academy of Management Journal*, 58, 279-297. ([Link](#))

9. **Lian, H.**, Ferris, D. L., **Morrison, R.**, & Brown, D. J. (2014). Blame it on the supervisor or the subordinate? Reciprocal relations between abusive supervision and organizational deviance. *Journal of Applied Psychology*, 99, 651-664. ([Link](#))
 - Media mention
Association for Psychological Science News, Abusive Supervision – Who’s to Blame? July 17, 2014.
8. Spence, J. R., Keeping, L. M., Brown, D. J., & **Lian, H.** (2014). Helpful today, but not tomorrow? Feeling grateful as a predictor of daily organizational citizenship behaviors. *Personnel Psychology*, 67, 705-738. ([Link](#))
7. **Lian, H.**, Brown, D. J., Ferris, D. L., **Liang, L.L.**, Keeping, L., & **Morrison, R** (2014). Abusive supervision and retaliation: A self-control framework. *Academy of Management Journal*, 57, 116-139. ([Link](#))
 - Media mention
Academy of Management Press Release, January, 2014
Business News Daily, Fox News, YAHOO Business News. *Lack of Power Makes Bosses Vulnerable to Abuse*. January 23, 2014.
Association for Psychological Science News, *Predicting When Employees Will Lash Out at a Nasty Boss*. April 25, 2014.
6. **Lian, H.**, Ferris, D. L., & Brown, D. J. (2012). Does taking the good with the bad make things worse? How abusive supervision and LMX interact to impact need satisfaction and organizational deviance. *Organizational Behavior and Human Decision Processes*, 117, 41-52. ([Link](#))
5. **Lian, H.**, Ferris, D. L., & Brown, D. J. (2012). Does power distance exacerbate or mitigate the effects of abusive supervision? It depends on the outcome. *Journal of Applied Psychology*, 97, 107-123. ([Link](#))
4. **Lian, H.**, Brown, D. J., Tanzer N. T., & Che H. (2011). Distal charismatic leadership and follower effects: An examination of Conger and Kanungo’s conceptualization of charisma in China. *Leadership*, 7, 251-273. ([Link](#))
3. Ferris, D. L., **Lian, H.**, Pang, F. X. J., Brown, D. J., & Keeping, L. M. (2010). Self-esteem level and job performance: The moderating role of self-esteem contingencies. *Personnel Psychology*, 63, 561-593. ([Link](#))
2. Ferris, D. L., Brown, D. J., **Lian, H.**, & Keeping, L. M. (2009). When does self-esteem relate to deviant behaviour? The role of contingencies of self-worth. *Journal of Applied Psychology*, 94, 1345-1353. ([Link](#))
1. Ferris, D. L., Brown, D. J., Berry, J., & **Lian, H.** (2008). The development and validation of the Workplace Ostracism Scale. *Journal of Applied Psychology*, 93, 1348-1366. ([Link](#))

PUBLISHED CONFERENCE PROCEEDINGS

Lian, H., Huai, M., Farh, J.L., Huang, J.C., Lee, C., & Chao, M.M. (2016, August). *Leaders' unethical pro-organizational behaviors and employee unethical conduct: A moral disengagement perspective*. Proceedings of the Academy of Management, Anaheim, CA.

Lian, H., Ferris, D. L., & Brown, D. J. (2010, May). *Does power distance exacerbate or mitigate the effects of abusive supervision*. Proceedings of the Administrative Sciences Association of Canada, Regina, Saskatchewan.

Ferris, D. L., Brown, D. J., Berry, J., & **Lian, H.** (2008, August). *When silence isn't golden: Measuring ostracism in the workplace*. Best Paper Proceedings of the Academy of Management, Anaheim, CA.

INVITED PRESENTATIONS

The State University of New York, University at Buffalo, School of Management (Buffalo, NY, USA, May 2024)

University of Texas at San Antonio, Carlos Alvarez College of Business (San Antonio, TX, USA, April 2024)

IACMR Research Series (Virtual, September 2023)

Nanyang Business School (Singapore, September 2022)

Texas A&M University, I/O Psychology (College Station, TX, USA, September 2022)

Tongji University (Shanghai, China, July 2019)

China Europe International Business School (Shanghai, China, July 2019)

Peking University (Beijing, China, July 2019)

Northeastern University, D'Amore-McKim School of Business (Boston, MA, USA, February 2019)

China Europe International Business School (Shanghai, China, November, 2017)

University of Kentucky, Gatton College of Business and Economics (Lexington, KY, USA, April 2015).

New Direction in Leadership Conference (Rotterdam, Netherlands, June 2014).

CHAIR/DISCUSSANT OF CONFERENCE SESSIONS

Zhao, Q., Lian, H., & Li, J. (Co-Chair, 2024, August). *The benefits and harms of workplace gossip: Considering its valence, content, and target*. Symposium presented at the annual meeting of the Academy of Management, Chicago, IL.

Lian, H. (Chair, 2023, June). *Dynamics of authoritarian leadership and abusive supervision*. Paper session at the 10th Biennial Conference of the International Association for Chinese Management Research, Hong Kong.

Li, J., & Lian, H. (Co-Chair, 2019, August). *The functions of workplace gossip*. Symposium presented at the annual meeting of the Academy of Management, Boston, MA.

Huai, M., & Lian, H. (Co-Chair, 2019, August). *Abusive supervision: New understandings and practical implications*. Symposium presented at the annual meeting of the Academy of Management, Boston, MA.

Lian, H., & Li, J. (Co-Chair, 2019, April). *When gossip is functional and when it is not? The bright and dark sides of gossip*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.

- Lian, H.** (Discussant, 2019, April). *Letting you in on a secret: New perspectives of workplace gossip*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Lian, H., & Liang, L.H.** (Co-Chair, 2015, August). *New development in self-control theory and its applications in organizational research*. Symposium presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Lian, H.** (Chair, 2012, August). *Addressing problems with your data*. Symposium presented at the annual meeting of the Academy of Management, Boston, MA.
- Lian, H., Ferris, D. L., & Brown, D. J.** (Co-Chair, 2010, October). *When and why: Examining moderators and mediators of abusive supervision*. Symposium presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.
- Lian, H.** (Discussant, 2010, October). *Workplace bullying and employee performance: The role of employee attributions*. Symposium presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

RESEARCH GRANTS

- 2024-2026 Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant, CAD\$62,516 (or US\$45,454). Co-Investigator (with Dr. Jie Li, Wilfrid Laurier University).
- 2022-2023 Mays Business School Mini Research Grant, Texas A&M University, US\$4,000. Co-Investigator.
- 2017-2020 College-based Initiatives, Gatton College of Business & Economics, University of Kentucky, US\$15,000. Principal Investigator.
- 2018-2022 Social Sciences and Humanities Research Council (SSHRC) Insight Grant, CAD\$113,983 (or US\$87,927). Co-Investigator (with Dr. Lindie Liang, Wilfrid Laurier University).
- 2016-2018 Research Grant Council General Research Fund, Hong Kong Government, HK\$643,000 (or US\$82,936). Principal Investigator.
- 2015-2019 UGC - School-based Initiatives, Hong Kong University of Science and Technology, HK\$13,000 (or US\$1,676). Principal Investigator.
- 2015-2019 UGC - Research Infrastructure Grant, Hong Kong University of Science and Technology, HK\$25,000 (or US\$3,226). Principal Investigator.
- 2012-2016 Research Grant Council Early Career Scheme, Hong Kong Government, HK\$369,000 (or US\$47,612). Principal Investigator.
- 2012-2019 Research Grant Council Direct Allocation Grant, Hong Kong Government, HK\$200,000 (or US\$25,785). Principal Investigator.

2012-2014 School-based Initiatives, Hong Kong University of Science and Technology, HK\$16,000 (or US\$2,062). Principal Investigator.

EDITORIAL SERVICE

Editorial board of:

Academy of Management Journal, 2023-Present

Journal of Applied Psychology, 2015-Present

Personnel Psychology, 2017-Present

Organizational Behavior and Human Decision Processes, 2013-2016

Ad-hoc reviewer for (selective journals):

Organization Science

Management Science

Applied Psychology: An International Review

Human Relations

Journal of Business Ethics

Society for Industrial and Organizational Psychology Conference.

Academy of Management Annual Meeting.

International Association for Chinese Management Research Annual Meeting.

SERVICE

For Texas A&M University:

- Chair of the AI Dissertation Proposal Competition hosted by Mays Business School (2025, Department level)
- Chair of the Promotion and Tenure Committee (2024, Department level)
- Faculty Search Committee (2022-2023, Department level)
- Doctoral Program Committee (Jan. 2023-Present, Department level)
- MSHRM Admissions Committee (2022-Present, Department level)

For the University of Kentucky:

- Director of Graduate Studies (2018-2022, Department level)
- Hiring Committee (2018-2019, Department level)
- Research Excellence Committee (2019, College level)
- Invited speaker at the Networking in a Global Business Environment Gatton Connect (January 2020, College level)
- University Ad-Hoc Committee on Supporting Graduate and Professional Students Impacted by COVID (June 2020, University level)
- Graduate Council (2021-2022, University level)

For Hong Kong University of Science & Technology:

- Co-chair of PhD Committee (2016-2017, Department level)

- PhD Committee (2013-2016, Department level)
- Hiring Committee (2013-2017, Department level)
- Research Seminar Committee (2015-2017, Department level)
- Lab Committee (2012-2017, Department level)
- Library Coordinator (2014-2015, Department level)
- Social Committee (2011-2012, Department level)

For the Field:

- AOM OB Division Cummings Early-to Mid-Career Scholarly Achievement Award Committee (2025)
- AOM HR Division Representative-at-Large (2023-2026)
- AOM HR Division Middle-Stage Doctoral Consortium Session Chair (2024)
- AOM HR Division Research Roundtable Networking Forum Panelist (2024)
- AOM HR Division New Member Social Organizer (2024)
- AOM OB Division Research Roundtables Forum Facilitator (2024)
- AOM HR Division Research Roundtable Networking Forum Co-Organizer (2023)
- AOM OB Division Research Roundtables Facilitator (2023)
- AOM OB Division “The Art of Writing and Publishing for Non-Native English Scholars” Panelist (2023)
- AOM HR Division Doctoral Consortium Research Feedback Session (2021)
- AOM OB Division Research Roundtables Facilitator (2019)
- AOM OB Division Networking Social “OB Expert” (2018)
- AOM OB Division Doctoral Consortium Friday Session Presenter (2017)
- AOM OB Division Research Networking Forum Facilitator (2017)
- AOM The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty Presenter (2015)
- IACMR Research Committee Member (2021-2023)
- IACMR “Navigating the Publishing Process at Top Management Journals: A Conversation with Editors, Reviewers, and Productive Scholars” Panelist (2023)
- IACMR “It Takes a Village: Creating a Supportive Community for Junior Women Faculty” Facilitator (2023)
- IACMR Doctoral Student Consortium Panelist (2014).

HONOURS, AWARDS, AND SCHOLARSHIPS

Best Reviewer Award, Organizational Behavior Division, Academy of Management 83rd Annual Meeting, August 2024.

Best Reviewer Award, Organizational Behavior Division, Academy of Management 83rd Annual Meeting, August 2023.

High Impact Research Award, Gatton College of Business and Economics, University of Kentucky, US\$2,500, 2021.

IG Nobel Prize in the field of Economics for paper titled “Righting a wrong: Retaliation on a voodoo doll symbolizing an abusive supervisor restores justice”, The IG Nobel Board of Governors, 2018.

Top Paper award for paper submitted to the annual meeting of the Society for Industrial and Organizational Psychology, 2014.

Early Career Award, Research Grant Council, Hong Kong Government, HK\$100,000 (or US\$12,903),

2012-2013.

Honourable Mention Award for paper submitted to the 2010 Administrative Sciences Association of Canada Conference, CAD\$500.

Arts Graduate Experience Award (2008-2010)

RHR Kendall Award for paper submitted to the 2007 annual meeting of the Canadian Psychological Association, CAD\$500.

University of Waterloo International Doctoral Student Award (2006-2009)

University of Waterloo Graduate Merit Scholarship (2007-2010)

University of Waterloo Faculty of Arts Graduates Merit Scholarship (2007-2010)

University of Waterloo Arts Graduate Enhancement Scholarship (2006-2007)

University of Waterloo Graduate Scholarship (2006)

Honor of Excellent Graduate Student of Beijing Normal University (2004-2005)

Award for Best Academic and Extracurricular performance at Beijing Normal University (2000-2002)

WORK EXPERIENCE

Teaching

Lian, H. (Spring 2023-Now). *Organizational Staffing (MGMT 622)*. Lecturer, Texas A&M University, U.S.A.

Lian, H. (Fall 2024). *Seminar in Organizational Behavior (MGMT 634)*. Lecturer, Texas A&M University, U.S.A.

Lian, H. (Spring 2024). *Seminar in Leadership (MGMT 683)*. Lecturer, Texas A&M University, U.S.A.

Lian, H. (Spring 2023). *Contemporary Organization Research Seminar (MGMT 689)*. Lecturer of two topics, Texas A&M University, U.S.A.

Lian, H. (2018-2022). *Organizational Behavior (MGT 410)*. Lecturer, University of Kentucky, U.S.A.

Lian, H. (2017). *Organizational Behavior Doctoral Seminar (MGMT 7120)*. Lecturer, The Hong Kong University of Science and Technology, HK.

Lian, H. (2015-2017). *Organizational Behavior (MGMT 2110)*. Lecturer, The Hong Kong University of Science and Technology, HK.

Lian, H. (2012–2014, February – May). *Managerial Leadership (MGMT 3120)*. Lecturer, The Hong Kong University of Science and Technology, HK.

Lian, H. (2010, September – December). *Research Methods in I/O Psychology (Psych 399)*. Lecturer, University of Waterloo, Waterloo, Ontario, CA.

Lian, H. (2008, October). *Leadership*. Guest lecturer for Organizational Psychology 338, University of Waterloo, Waterloo, Ontario, CA.

Lian, H. (2008, March). *Emotional Intelligence*. Guest lecturer for the Master of Business, Entrepreneurship and Technology (MBET) program, University of Waterloo, Waterloo, Ontario, CA.

Lian, H. (2004, April; 2005, March). *Interviews*. Guest lecturer for Human Resource Management, Beijing Normal University, Beijing, China.

Teaching assistant for Organizational Psychology, Personnel Selection, Human Resource Management, Training and Development, Psychological Measurement.

Consulting Projects

2007-2009. Analyzed qualitative data and wrote reports for the IBM manager feedback program of Clear Picture Corporation, Canada.

2005. Developed a situational-based judgment test to select senior leaders for Beijing G & G Human Resource Development Center, China.

2003-2006. Developed and administered assessment center for ChinaLife Insurance Co. Ltd., Department of Ministry of Education (China), Huaneng capital service s Co. Ltd., Beijing Normal University Press, and China Unicom Co. Ltd. Liaoning Branch.

MEMBERSHIPS

Academy of Management
Society for Industrial and Organizational Psychology
International Association for Chinese Management Research