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

ACADEMIC EXPERIENCE

July, 2022 – Now	Associate Professor (with Tenure) 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
July, 2016 – June, 2017	Associate Professor (with Tenure) Department of Management School of Business and Management The Hong Kong University of Science and Technology
October, 2011 – June, 2016	Assistant Professor 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.

28. Liang, L. H., Varty, C. T., **Lian, H.**, Brown, D., Law, D., Chen, J., & Evans, R. (forthcoming). Subordinate organizational citizenship behavior trajectories and well-being: The mediating roles of perceived supervisor consideration and initiating structure. *Human Performance*.
27. 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.
26. Huai, M., **Lian, H.**, Farh, J.L., & Wang, H. (forthcoming). Leaders' impulsive versus strategic abuse, goal realization, and subsequent supportive behaviors: A self-regulation perspective. *Journal of Management*.
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 gossiper status. *Journal of Applied Psychology*, *108*, 905-933.
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.
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.
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.
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.
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.
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.
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.
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.

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.
 - 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.
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.
13. **Lian, H.**, Yam, S., Ferris, D.L., & Brown, D.J. (2017). Self-control at work. *Academy of Management Annals*, 11, 703-732.
 - 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.
 - 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.
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.
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.

- 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.

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.

- 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.

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.

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.

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.

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.

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.

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.

MANUSCRIPTS UNDER REVIEW

Deng, Y., Hu, D., Song, Y., & **Lian, H.**, Daniels, S., Yang, M., & Chen, W. (2nd R&R). (Title removed for the purpose of blind review). *Journal of Applied Psychology*.

MANUSCRIPTS IN PREPARATION

Lian, H., Du, C., Zhao, Q., Ferris, L. D., & Li, J. (writing stage). Interpersonal relationships and self-regulation. Targeting the *Journal of Applied Psychology*.

Lian, H., Li, J., Brass, D.J., Chiang, F., & Birtch, T.A. (writing stage). Abusive supervision. Targeting *Organization Science*.

Zhao, Q., **Lian, H.**, & Koopman, J. (writing stage). Gossip. Targeting the *Journal of Applied Psychology*.

Walker, D., **Lian, H.**, Wang, X., & Zhang, X (writing stage). Customer and employee incivility. Targeting the *Journal of Applied Psychology*.

Li, J., **Lian, H.**, Du, C., Zhao, Q., & Lee, C. (data analysis). Gossip. Targeting the *Journal of Applied Psychology*.

Lian, H., Tang, P. M., & Ji, H. (data collection). AI and relational regulation. Targeting the *Academy of Management Journal*.

Du, C., & **Lian, H.** (data collection). Co-worker capitalization and relational regulation. Targeting the *Journal of Applied Psychology*.

INVITED PRESENTATIONS

Lian, H., Li, J., Pan, J., Du, C., & Zhao, Q. (2022, September). *Are gossipers looked down upon? A norm-based perspective on the relation between gossip and gossipier status*. Paper presented at Nanyang Business School (Singapore), Texas A&M University (I/O Psychology).

Lian, H., Li, J., & Pan, J. (2019, July). *Workplace gossip*. Paper presented at Tongji University (Shanghai, China), China Europe International Business School (Shanghai, China), Peking University (Beijing, China).

Lian, H., Li, J., Brass, D.J., Chiang, F., & Birtch, T.A. (2019, February). *When and why do supervisor-directed citizenship behaviors lead to abusive supervision?* Paper presented at D'Amore-McKim School of Business, Northeastern University, Boston, MA, USA.

- Lian, H., Li, J.,** Brass, D.J., Chiang, F., & Birtch, T.A. (2017, November). *Supervisor-directed citizenship behavior and abusive supervision*. Paper presented at the China Europe International Business School, Shanghai, China.
- Lian, H., Huai, M.,** Farh, J.L., Chiang, F., & Birth, T.A (2015, April). *Why supervisors mistreat deviant subordinates? Using power to affirm threatened status*. Paper presented at the University of Kentucky, Lexington, KY, USA.
- Lian, H., Liang, L.H.,** Brown, D. J., & Ferris, L. (2014, June). *When do supervisors lash out at poor performers? The role of self-control*. Paper presented at New Direction in Leadership Conference, Rotterdam, Netherlands.

CHAIR/DISCUSSANT OF CONFERENCE SESSIONS

- 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.

CONFERENCE PRESENTATIONS

- Li, J., **Lian, H.**, Zhao, Q., Du, C., Wu, W., Xia, Y., & Lee, C. (2023). *Gossip and its change during an event of layoff: Does perceived layoff justice matter?* Paper to be presented at the annual meeting of the Academy of Management, Boston, MA.
- Zhao, Q., **Lian, H.**, Li, J., & Du, C. (2023, August). *Share or not to share? The dual effect of sharing goals on performance.* Paper to be presented at the annual meeting of the Academy of Management, Boston, MA.
- Du, C., & **Lian, H.** (2023, August). *The impact of workplace interpersonal capitalization on recipients' work goal progress.* Paper to be presented at the annual meeting of the Academy of Management, Boston, MA.
- Zhao, Q., **Lian, H.**, Du, C., & Li, J. (2022, August). *Sharing work goals with the supervisor and creativity.* Paper presented at the annual meeting of the Academy of Management, Seattle, WA.
- Li, J., **Lian, H.**, & Pan, J. (2020, August). *A norm-based perspective on the relation between gossip and gossipers' status.* Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Du, C., Li, J., **Lian, H.**, Ferris, L., & Pan, J. (2020, August). *Social information processing and third party reactions to abusive supervision.* Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Li, J., **Lian, H.**, & Pan, J. (2019, August). *Does gossip accentuate or attenuate gossipers' status in the workplace.* Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Huai, M., **Lian, H.**, Farh, J. L., & Wang, H. (2019, August). *Impulsive and strategic abuse: An actor-centric model with a self-regulation perspective.* Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Koval, C. Z., Li, J., & **Lian, H.** (2019, August). The effects of subordinate ascribed and achieved status on supervisor incivility. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Li, J., & **Lian, H.** (2019, April). Does gossip enhance or hurt gossipers' workplace status. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington D.C.
- Liang, L. H., Evans, R., **Lian, H.**, Brown, D. J., Chen, J., & Law, D. (2018, August). *A longitudinal investigation of newcomer OCB and well-being during the first year.* Paper presented at the 2018 Academy of Management Meeting, Chicago, IL.
- Liang, L. H., Evans, R., Nishioka, M., Brown, D. J., Shen, W., & **Lian, H.** (2017, August). *Why Do Mistreated Employees Behave Badly? A Meta-Analytic Review of Multiple Mediation Processes.* Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Ferris, D. L., & **Lian, H.** (2017, August). *I come to praise ego depletion, not to bury it.* Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

- Liang, L. H., Brown, D. J., **Lian, H.**, Ferris, D. L., Hanig, S., & Keeping, L. M. (2017, April). *The Long-Term Benefits of Subordinate Retaliation Following Abusive Supervision*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- 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*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Liang, L. H., Brown, D. J., **Lian, H.**, Hanig, S., Ferris, D. L., & Keeping, L. M. (2016, August). *Righting a wrong: Retaliation following abusive supervision protects subordinate well-being*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Liang, L. H., Valdron, J., Skyvington, S., Brown, D. J., Ferris, D. L., & **Lian, H.** (2016, April). *Organizational citizenship behavior licenses deviant reactions to abusive supervision*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Lian, H.** (2015, August). *Self-determination theory in academic life: Satisfying our basic needs in the academic career*. Presented at the PDW entitled "The productivity process: Research tips and strategies from prolific junior faculty" at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Lian, H.**, Huai, M., & Farh, J.L. (2015, August). *Why supervisors mistreat deviant subordinates? Using power to affirm threatened status*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Liang, L.H., **Lian, H.**, Hanig, S., Brown, D.J., Ferris, D.L., & Keeping, L.M. (2015, August). *The mechanisms of mindfulness in regulating aggressive behaviors*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Lian, H.**, Huai, M., Farh, J.L., Chiang, F., & Birth, T.A (2015, April). *Supervisors mistreat due to ego-threat*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Hanig, S., Liang, L.H., Brown, D.J., & **Lian, H.** (2015, April). *A social network investigation of incivility and helping in organizations*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Hideg, I., **Lian, H.**, & Liang, L. H. (2014, August). *Lashing out when angered by abusive supervision: Can surface acting help?* Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Liang, L. H., **Lian, H.**, Brown, D. J., Ferris, L., & Spence, J. R. (2014, August). *Subordinate performance and abusive supervision: The role of supervisor self-control*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

- Lian, H.**, & Hong, Y. (2014, June). *Does supervisor support worsen abusive supervision? It depends on subordinate power distance orientation*. Paper presented at the 6th biennial International Association for Chinese Management Research Conference, Beijing, China.
- Lian, H.**, **Liang, L. H.**, Brown, D. J., & Ferris, L. (2014, May)*. *When supervisors lash out: A self-control model of abusive supervision*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
***Top-Rated Poster**
- Takeuchi, R., **Shum, C.**, & **Lian, H.** (2014, May) *Leader's and follower's power distance moderating abusive supervision-voice relations*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Morrison, R. J.**, **Lian, H.**, Ferris, L., & Brown, D. J. (2013, August). *Abusive supervision, home deviance, and well-being: Spillover and crossover effects*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Hideg, I., **Lian, H.**, & **Liang, L.H.** (2013, April). Surface acting and employees' behavioral reactions to abusive supervision. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Reb, J., Ferris, L., **Lian, H.**, & Ang, D. (2013, April). *Exploring the influence of culture on evaluations of dynamic performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Lian, H.**, Brown, D. J., Ferris, L., & **Morrison, R. J.** (2012, August). *Cross-lagged relations between abusive supervision and organizational deviance*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Lian, H.**, Brown, D. J., Ferris, L., **Liang, L. H.**, & Keeping, L. M. (2012, August). *Abusive supervision and supervisor-directed aggression: The application of self-control theory*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Morrison, R. J.**, **Lian, H.**, Brown, D. J., Ferris, L., & Keeping, L. M. (2012, April). *Righting a wrong: Does deviance restore justice following abusive supervision*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lian, H.**, Brown, D. J., **Liang, L. H.**, Ferris, L., & Keeping, L. M. (2012, April). *Abusive supervision and supervisor-directed aggression: The role of self-control*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Chan, V. W.**, **Lian, H.**, Brown, D. J., & Robie, C. (2012, April). *Leadership prototypes based on the big five dimensions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Semnani-Azad, Z.**, **Lian, H.**, Brown, D. J., & Adair, W. (2012, January). *Follow the powerful one: The moderating role of power distance orientation in mimicking power holders' behaviors*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

- Lian, H.**, & Brown, D. J. (2011, August). *Abusive supervision, power distance and deviance: A social learning theory perspective*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Ferris, D. L., **Lian, H.**, & Brown, D. J. (2011, August). *Ostracism and Job Performance: A Moderated Mediation Model*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Liang, L. H., **Lian, H.**, & Brown, D. J. (2011, August). *Abusive Supervision and Supervisor-Directed Deviance: A Self-Regulation Theory Perspective*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Chan, V. W., **Lian, H.**, & Brown, D. J. (2011, May). *Proactive Personality and Job Satisfaction: The Mediating Role of Basic Need Satisfaction*. Paper presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- Leung, K., **Lian, H.**, & Brown, D. J. (2011, May). *Abusive Supervision and Supervisor-Directed Deviance: A Dual-Process Perspective*. Paper presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- Lian, H.**, Spence, J., Ferris, D. L., & Brown, D. J. (2011, April). *Subordinate Narcissism and Abusive Supervision: Deviant Reactions to Power Loss*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lian, H.**, Ferris, D. L., & Brown, D. J. (2010, October). *A social learning theory perspective on abusive supervision and subordinate interpersonal deviance*. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.
- Lian, H.**, Ferris, D. L., & Brown, D. J. (2010, August). *Abusive supervision and organizational deviance: A mediated moderation model*. Paper presented at the annual meeting of the Academy of Management, Montreal, QC.
- Ferris, D. L., **Lian, H.**, & Brown, D. J. (2010, August). *Ostracism and organizational deviance: A mediated moderation model*. Paper presented at the annual meeting of the Academy of Management, Montreal, QC.
- Lian, H.**, Ferris, D. L., & Brown, D. J. (2010, May). *Does power distance exacerbate or mitigate the effects of abusive supervision*. Paper presented at the Administrative Sciences Association of Canada Conference, Regina, Saskatchewan.
- Lian, H.**, Ferris, D. L., Brown, D. J., & Berry, J. W. (2009, August). *Abusive supervision and organizational deviance: A mediated moderation model*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Lian, H.**, Ferris, D. L., Berry, J. W., & Brown, D. J. (2009, June). *Measurement invariance of the Workplace Ostracism Scale across Eastern and Western cultures*. Poster session presented at the annual meeting of the Canadian Psychological Association, Montreal, PQ.

- Komar, S., Brown, D. J., & **Lian, H.** (2009, June). *Do Transformational Leaders Make Self-Transcendent Values More Salient? A Priming Approach*. Poster session presented at the annual meeting of the Canadian Psychological Association, Montreal, PQ.
- Lian, H.**, Brown, D. J., & Ferris, D. L. (2009, June). *Abusive supervision and organizational deviance: The moderating effects of supervisory consideration*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Niagara Falls, ON.
- Berry, J. W., Brown, D. J., Ferris, D. L., & **Lian, H.** (2009, April). *Investigating a meditational model of ostracism in the workplace*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Ferris, D. L., Berry, J. W., Brown, D. J., & **Lian, H.** (2008, August). *When silence isn't golden: Measuring ostracism in the workplace*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Lian, H.**, & Brown, D. J. (2008, June). *Leaders' risk behaviour and its outcomes on perception of charisma: Cross-cultural comparison*. Poster session presented at the annual meeting of the Canadian Psychological Association, Halifax, NS.
- Lian, H.**, Lian, X., Che, H., & Ferris, D. L. (2008, April). *Tacit knowledge for business management and its validity in China*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Lian, H.**, Tanzer N. T., Che H. & Brown, D. J. (2007, August). *Charismatic leadership and followers effects in China*. Poster session presented at the annual meeting of the American Psychological Association, San Francisco, CA.
- Lian, H.**, & Brown, D. J. (2007, June). *Charismatic leadership and followers effects in China*. Poster session presented at the annual meeting of the Canadian Psychological Association, Ottawa, ON.
- Lian, H.**, Che, H., & Yang, L. (2004, August). *The investing strategy of individual stock investors in China*. Poster session presented at 28th International Congress of Psychology, Beijing, China.

RESEARCH GRANTS

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. 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:

- Faculty Search Committee (2022-2023, Department level)
- Doctoral Program Committee (Jan. 2023-Present, Department level)
- MSHRM Admissions Committee (2022-2023, 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 HR Division Representative-at-Large (2023-2026)
- 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 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). *Contemporary Organization Research Seminar (MGMT 689)*. Lecturer of two topics, Texas A&M University, U.S.A.

Lian, H. (2023-). *Organizational Staffing (MGMT 622)*. Lecturer, 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 services 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