

# ZHENYU LIAO

D'Amore-McKim School of Business | Northeastern University  
112 Hayden Hall | 360 Huntington Avenue | Boston, MA 02115  
Email: [liaozenyu@northeastern.edu](mailto:liaozenyu@northeastern.edu) | Web: [www.zhenyuliao.com](http://www.zhenyuliao.com)

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## ACADEMIC EXPERIENCE

Northeastern University, D'Amore-McKim School of Business, 2019-present  
Assistant Professor of Management & Organization  
Washington University in St. Louis, Olin Business School, 2017-2019  
Post-Doctoral Research Scholar of Organizational Behavior

## EDUCATION

National University of Singapore, 2017  
Ph.D., Management & Organization  
Renmin University of China, 2012  
M.Sc., Management & Organization  
Jiangxi University of Finance and Economics, 2010  
B.A., Management & Organization

## RESEARCH INTERESTS

Leadership, Behavioral Ethics, Social Inequality, Philanthropy, Online Labor Markets

## REFEREED JOURNAL PUBLICATIONS

Liao, Z., Lee, H. W., Johnson, R., Song, Z., & Liu, Y. (2020). Seeing from a short-term perspective: When and why daily abusive supervisor behavior yields functional and dysfunctional consequences. *Journal of Applied Psychology*.

Liao, Z., Liu, W., Li, X., & Song, Z. (2019). Give and take: An episodic perspective on leader-member exchange. *Journal of Applied Psychology*, *104*, 34-51.

- Liao, Z., Yam, K. C., Johnson, R., Liu, W., & Song, Z. (2018). Cleansing my abuse: A reparative response model of perpetrating abusive supervisor behavior. *Journal of Applied Psychology*, *103*, 1039-1056.
- Yam, K. C., Christian, M., \*Wei, W., \*Liao, Z., & \*Nai, J. (2018). The mixed blessing of leader sense of humor: Examining costs and benefits. *Academy of Management Journal*, *61*, 348-369. (\*Equal contribution)
- \*Zhu, J., \*Liao, Z., Yam, K. C., & Johnson, R. (2018). Shared leadership: A state-of-the-art review and future research agenda. *Journal of Organizational Behavior*, *39*, 834-852. (\*Equal contribution)
- Liu, W., Song, Z., Li, X., & Liao, Z. (2017). Why and when leader's affective states influence employee upward voice. *Academy of Management Journal*, *60*, 238-263.
- Zhang, Y., & Liao, Z. (2015). Consequences of abusive supervision: A meta-analytic review. *Asia Pacific Journal of Management*, *32*, 959-987.
- Liao, Z., & Liu, Y. (2015). Abusive supervision and psychological capital: A mediated moderation model of team member support and supervisor-student exchange. *Frontiers of Business Research in China*, *9*, 576-607.
- Wang, W., Liu, Y., Liao, Z., & Liu, J. (2012). Workplace marginalization: In the group but out of the loop. *Frontiers of Business Research in China*, *6*, 245-261.

## **BUSINESS ARTICLES**

- Liao, Z. (2020). Intimidating bosses can change – They just need a nudge. *Harvard Business Review*. Digital article, Aug 31. (see *Chinese version in HBR Beijing, China*)
- Liao, Z., Liu, W., & Song, Z. (2019). When being close to your employees backfires. *Harvard Business Review*, Digital article, Jan 14. (see *Chinese version in HBR Taiwan, China*)
- Liao, Z., Yam, K. C., Johnson, R., Liu, W., & Song, Z. (2018). When your boss has an angry outburst, what do they do next? *Harvard Business Review*, Digital article, Apr 4.

## **CONFERENCE BEST PAPER PROCEEDINGS**

- Liao, Z., Wu, L., Wang, Y., & Zhang, J. (2019). Exchanging through emoting: An emotional model of leader-member episodic exchanges. *Academy of Management Best Paper Proceedings*. [OB division]

Liao, Z., Peng, A. C., Li, W., & Schaubroeck, J. (2016). A latent change score approach to examining consequences of abusive supervision. *Academy of Management Best Paper Proceedings*. [OB division]

Liao, Z., Wu, L., Song, Z., Li, X., & Liu, Y. (2015). Leader-member exchange process: The mediating roles of state gratitude and momentary trust in leader. *Academy of Management Best Paper Proceedings*. [OB division]

❖ **Best Paper Award, Academy of Management, OB Division, 2015**

Liao, Z., Li, W., De Pater, I. E., & Liu, J. (2015). A multilevel study on antecedents of abusive supervision: A trait activation approach. *Academy of Management Best Paper Proceedings*. [OB division]

## **MANUSCRIPTS UNDER REVIEW**

Liao, Z., Wu, L., Zhang, J., Song, Z., & Wang, Y. (revise and resubmit). Exchanges.  
Wang, N., Liao, Z., Johnson, R., & Zhu, J. (revise and resubmit). Organizational justice.  
Yang, N., Lin, C., & Liao, Z. (revise and resubmit). Moral self-regulation.  
Liao, Z., Zhang, J., Wang, N., & Bottom, W. (under review). Gender and moral judgments.  
Liao, Z., Yam, K. C., Lee, H. W., & Johnson, R. (under review). Moral self-regulation.  
Kim, Y. J., Liao, Z., Oh, J., Lee, H. W., & Chung, S. (under review). Procrastination.  
Wang, A., Liu, W., & Liao, Z. (under review). Leader emotions.

## **SELECTED MANUSCRIPTS IN PROGRESS**

Liao, Z., & Norton, M. Nudging ethicality. Data collection.  
Liao, Z., Lee, H. W., Ferris, L., & Young, H. Job autonomy. Manuscript drafting.  
Liao, Z., & Dencker, J. Monetary rewards. Data analysis.  
Liao, Z. Complicitous misconduct. Idea developing.  
Liao, Z. Ideation and creativity ownership. Idea developing.  
Liao, Z., Zhao, E., & Liu, W. Online labor markets & moral appeals. Data analysis.  
Su, Q., Wang, E., & Liao, Z. Leader delegation. Manuscript drafting.  
Xie, X., Hu, Q., Wei, J., & Liao, Z. Boundary spanning behavior. Manuscript drafting.

## **INVITED RESEARCH TALKS**

2020-2021 West Virginia University, John Chambers College of Business (scheduled)  
2019-2020 Harvard University, Harvard Business School Behavioral Lab  
Zhejiang University, School of Management  
2018-2019 Northeastern University, D'Amore-McKim School of Business

Michigan State University, Eli Broad College of Business  
 2017-2018 Washington University in St. Louis, Olin Business School  
 Nanjing University, School of Business  
 Shanghai University of Finance & Economics, School of Business  
 2016-2017 Hong Kong University of Science and Technology, School of Business  
 City University of Hong Kong, College of Business  
 Hong Kong Baptist University, School of Business  
 Peking University, Guanghua School of Management  
 Hong Kong Polytechnic University, Faculty of Business  
 Renmin University of China, School of Business  
 Peking University, Research Method Workshop at Psychology Department

## **SELECTED MEDIA COVERAGE**

WUSTL Source. How a boss can get too close with workers, Jan 2019  
 Futurity. Getting close with employees can backfire on bosses, Feb 2019  
 Science Daily/MSU Today. An abusive boss today might mean a better boss tomorrow. Jun 2018  
 Futurity. Jokey bosses can encourage rule breakers. Apr 2018  
 WUSTL Source. Funny side, hard edge: Your boss' behavior matters. Apr 2018  
 International Coach Federation Blog. Leaders be aware: Your humor influences employees. May 2018  
 LSE Business Review. It is ok for leaders to have a sense of humor. Jun 2017  
 Harvard Business Review. When joking with your employees leads to bad behavior. Mar 2017

## **CHAired CONFERENCE SESSIONS AND ACTIVITIES**

Liao, Z., & Zhang, J. (Aug, 2019). Leadership Voice Dynamics. *Chairperson* at 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.

Liao, Z., & Calderon, C., (Aug, 2016). New Doctoral Student Consortium Professional Development Workshop. *Chairperson* at 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim.

Liao, Z. (Aug, 2015). Socialization models and tactics. *Chairperson* at 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver.

Liao, Z. (Aug, 2015). New Doctoral Student Consortium Professional Development Workshop. *Committee chairperson* at 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver.

## SELECTED CONFERENCE PRESENTATIONS

Wang, A. Liao, Z., & Liu, W., (Aug, 2019). Some anger works, some anger hurts: Angry leaders and employees responses. Paper presented at Making Voice Happen Symposium of the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.

❖ **Included in a showcase symposium, 2019**

Liao, Z., Yam, K. C., Lee, H. W., & Johnson, R. (Aug, 2019). Corporate social responsibility and unethical pro-organizational behavior. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.

❖ **Best Paper Award Finalist, Academy of Management, MOC Division, 2019**

Liao, Z. (Aug, 2018). Compensating for my toxic leadership behavior: A daily investigation of emotional and cognitive mechanisms. Paper presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.

Liao, Z., Peng, A. C., Li, W., Schaubroeck, J., & Liu, J. (Aug, 2016). Is abuse always bad? A latent change approach to examining consequences of abusive supervision. Paper presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim.

Yam, K. C., Liao, Z., Nai, J., & Wu, W. (Aug, 2016). No laughing matter: When and how leader humor increases follower deviance. Paper presented at Unethical Behavior Symposium of the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim.

Liao, Z., Wu, L., Song, Z., Li, X., & Liu, Y. (Aug, 2015). Leader-member exchange process: The mediating roles of state gratitude and momentary trust in leader. Paper presented at OB session of 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver.

Li, X., Song, Z., Liu, W., & Liao, Z. (Aug, 2014). Leader and member's interaction experiences and leader-member exchange. Paper presented at OB Symposium of 74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia.

Liao, Z., Wu, L., Song, Z., Liu, Y., & De Pater, I. E. (Jun, 2014). Incubating creative newcomers: An integrative model of creativity expectation, regulatory focus, newcomer affect, and different types of creativity. Presented at Poster session of 29<sup>th</sup> SIOP Conference, Honolulu.

Liao, Z., Bhattacharya, P., & Yin, Z. (Aug, 2013). What makes abusive supervision? A process of trait activation. Presented at OB session of 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, Florida.

## TEACHING EXPERIENCES

### Northeastern University, D'Amore-McKim School of Business

Organizational Behavior (undergraduate core course), 2020-2021 S

Instructor ratings: 4.8/4.5 (mean) & 5/5 (median) out of 5

## **Washington University in St. Louis, Olin Business School**

Organizational Behavior within the Firm (undergraduate core course), 2017 F, 2019 S  
Instructor ratings: 9.63 (mean) & 10 (median) out of 10  
Foundations of Organizational Behavior (PhD Seminar), 2017 F  
Guest Instructor, Taught by Professor William Bottom

## **AWARDS, HONORS, AND FELLOWSHIPS**

Best Paper Award Finalist, Academy of Management Conference, MOC Division, 2019  
Best Paper Award, Academy of Management Conference, OB Division, 2015  
Best Paper Proceedings, Academy of Management Conference, 2015, 2016, 2019  
Kwok Leung Dissertation Grant Award, International Association for Chinese Management Research Conference, 2016  
Academic Visit Fund, NUS Business School, 2015  
Outstanding Graduate among Universities in Beijing City & of Renmin University, 2012  
Outstanding Master Thesis, Renmin University of China, 2012

## **PROFESSIONAL SERVICE ACTIVITIES & AFFILIATIONS**

**Ad-Hoc Reviewer:** *Academy of Management Journal*

*Journal of Applied Psychology*

*Organization Science*

*Journal of Organizational Behavior*

*Journal of Experimental Psychology: Applied*

*Applied Psychology: An International Review*

*Business Ethics: A European Review*

*Group and Organization Management*

*Human Performance*

*Journal of Business Research*

*The International Journal of Selection and Assessment*

*The International Journal of Human Resource Management*

**Conference Reviewer:** Academy of Management Conference (OB & MOC divisions)

International Association for Conflict Management Conference

International Association for Chinese Management Research Conference

**Membership:** Academy of Management

Society for Industrial and Organizational Psychology

International Association for Chinese Management Research