

ZHENYU LIAO

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ACADEMIC EXPERIENCE

Northeastern University, D'Amore-McKim School of Business
Joseph G. Riesman Research Professor, 2021 – 2023
Assistant Professor of Management & Organization, 2019 – present
Washington University in St. Louis, Olin Business School
Post-Doctoral Research Scholar of Organizational Behavior, 2017 – 2019

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., Wu, L., Zhang, J., Song, Z., & Wang, Y. (2022). Exchange through emoting: An emotional model of leader-member exchanges. *Personnel Psychology*. Advance online publication.

❖ **Best Paper Proceedings, Academy of Management, 2015, 2019**

Liao, Z., Lee, H. W., Johnson, R., Song, Z., & Liu, Y. (2021). Seeing from a short-term perspective: When and why daily abusive supervisor behavior yields functional and dysfunctional consequences. *Journal of Applied Psychology*, 106, 377-398.

Yang, N., Lin, C., Liao, Z., & Xue, M. (2021). When moral tension begets cognitive dissonance: An investigation of responses to unethical pro-organizational behavior and the contingent effect

of construal level. *Journal of Business Ethics*.

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 & BOOK CHAPTERS

Liao, Z. (2020). Intimidating bosses can change – They just need a nudge. *Harvard Business Review*, Digital article, Aug 31. (see *Chinese version in HBR*)

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*)

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.

Liu, W., Wang, F., & Liao, Z. (2021). Leader's anger and employee upward voice. In: Peng, K. Z. & Wu, C. (Eds). *Emotion and Proactivity at Work: Prospects and Dialogues*. Bristol University Press.

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*.

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*.

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*.

❖ **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*.

MANUSCRIPTS UNDER REVIEW

Liao, Z., Zhang, J., Wang, N., Bottom, W. & Deichmann, D. (revise & resubmit). Venture novelty.

Liao, Z., Wang, N., Johnson, R., Zhu, J., & Chen, T. (revise & resubmit). Justice.

Liao, Z., Yam, K. C., Lee, H. W., & Johnson, R. (revise & resubmit). CSR & morality.

Liao, Z., Dencker, J., Liu, Y., & Zhao, E. (under review). Rewards.

Liao, Z., Lee, H. W., Lance, D. F., Young, R. H., Wang, N., & Chen, N. (under review). Autonomy.

Oh, J., Liao, Z., Kim, Y. J., & Sohn, W. (under review). Social equilibrium.

Kim, Y. J., Liao, Z., & Oh, J. (under review). Procrastination.

Xie, X., Hu, Q., Wei, J., & Liao, Z. (revise & resubmit). Boundary spanning.

SELECTED MANUSCRIPTS IN PROGRESS

Liao, Z. Leader advocacy of inclusiveness, egalitarianism, and meritocracy.

Liao, Z. Leader anthropomorphism and technology transformation.

Liao, Z. Racial discrimination in venture funding decisions.

Liao, Z. Gender & Entrepreneurial ownership claim.

Liao, Z. Ideation, concepting, and prototyping.

INVITED RESEARCH TALKS

2020-2021 West Virginia University, John Chambers College of Business (virtual)

- 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

CHAired CONFERENCE SESSIONS AND ACTIVITIES

- Liao, Z., & Zhang, J. (Aug, 2019). Leadership Voice Dynamics. *Chairperson* at 79th Annual Meeting of the Academy of Management, Boston.
- Liao, Z., & Calderon, C., (Aug, 2016). New Doctoral Student Consortium Professional Development Workshop. *Chairperson* at 76th Annual Meeting of the Academy of Management, Anaheim.
- Liao, Z. (Aug, 2015). Socialization models and tactics. *Chairperson* at 75th Annual Meeting of the Academy of Management, Vancouver.
- Liao, Z. (Aug, 2015). New Doctoral Student Consortium Professional Development Workshop. *Committee chairperson* at 75th 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 79th *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 79th *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 78th *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 *76th 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 *76th 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 *75th 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 *74th 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 *29th 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 *73rd Annual Meeting of the Academy of Management*, Orlando, Florida.

TEACHING EXPERIENCES

Northeastern University, D'Amore-McKim School of Business

Organizational Behavior, 2020-2022 S

Leadership, 2022 S

Instructor ratings: 4.9 (mean) & 5 (median) out of 5

Washington University in St. Louis, Olin Business School

Organizational Behavior within the Firm, 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

Joseph G. Riesman Research Professorship, Northeastern University, 2021
Tier 1 Research Grant (Mentored Award), Northeastern University, 2021
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

Editorial Board Membership

Journal of Applied Psychology (2022 –)
Management and Organization Review (2021 –)

Ad-Hoc Reviewer

Academy of Management Journal, Journal of Applied Psychology, Organization Science, Journal of Management Studies, Journal of Organizational Behavior, Journal of Experimental Psychology: Applied, Journal of Business Ethics, Journal of Business Research, Applied Psychology: An International Review, Business Ethics: A European Review, Group and Organization Management, Human Performance, Psychological Reports, 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

Service to the University & the School

DMSB MOD Seminar Series Organizer (2020 –)
DMSB MOD Faculty Recruitment Committee (2021)
DMSB MOD Student Engagement Event Organizer (2019 –)
Northeastern University Faculty Senate Academic Policy Committee (2021-2022)

Professional Membership

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