

ZHENYU LIAO

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ACADEMIC POSITION

Washington University in St. Louis, Olin Business School, 2017-Present
Post-Doctoral Research Scholar of Organizational Behavior

EDUCATION

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

RESEARCH INTERESTS

Leadership, Behavioral Ethics, Morality, Emotional Experiences

REFEREED JOURNAL PUBLICATIONS

- 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.
Press coverage by Harvard Business Review, WUSTL Source, Futurity, and Phys.org
- 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.
Press coverage by Harvard Business Review, ScienceDaily, Futurity, WUSTL Source, Olin Blog, and MSU Today
- 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. (* Equally contributed)
Press coverage by Harvard Business Review, LSE Business Review, WUSTL Source, Futurity, PSNEWS, and International Coach Federation Blog
- *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. (* Equally contributed)

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., Liu, W., & Song, Z. When being close to your employees backfires. *Harvard Business Review*, January 14, 2019. (See *Chinese version in HBR* Taiwan, China)

Liao, Z., Yam, K. C., Johnson, R., Liu, W., & Song, Z. When your boss has an angry outburst, what do they do next? *Harvard Business Review*. April 4, 2018.

CONFERENCE 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*. [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., Yam, K. C., Lee, H. W., & Johnson, R. (1st revise & resubmit). Unethical pro-organizational behavior and corporate social responsibility. *Journal of Applied Psychology*.

Liao, Z., Lee, H. W., Johnson, R., & Song, Z. (1st revise & resubmit). Daily leadership behavior and momentary cognitive experiences. *Journal of Applied Psychology*.

Peng, A. C., Liao, Z., Li, W., & Schaubroeck, J. (1st round review). Latent change perspective on leader and follower behavior. *Journal of Applied Psychology*.

SELECTED MANUSCRIPTS IN PROGRESS

Liao, Z., Wu, L., & Song, Z. Leader-member episodic exchanges and emotions. Manuscript drafting.

Liao, Z., Zhao, E., & Cohen, T. R. Mission moral framing. Data collection.

Su, Q., & Liao, Z. Daily negative & positive feedback shift. Manuscript drafting.

Wang, A., Liu, W., & Liao, Z. Leader anger expression and voice. Manuscript drafting.

AWARDS, HONORS, AND FELLOWSHIPS

Kwok Leung Dissertation Grant Award, International Association for Chinese Management Research Conference, 2016

Best Paper Award, Academy of Management Annual Conference, OB Division, 2015

Best Paper Proceedings, Academy of Management Annual Conference, 2015, 2016

Academic Visit Fund, NUS Business School, 2015 (visit at Michigan State University)

Outstanding Graduate among Universities in Beijing City & of Renmin University, 2012

Outstanding Master Thesis, Renmin University of China, 2012

MEDIA COVERAGE

WUSTL Source. How a boss can get too close with workers, January 28, 2019

Futurity. Getting close with employees can backfire on bosses, February, 1st, 2019

Science Daily. An abusive boss today might mean a better boss tomorrow. June 4, 2018

Futurity. Jokey bosses can encourage rule breakers. April 15, 2018

WUSTL Source. Funny side, hard edge: Your boss' behavior matters. April 12, 2018

International Coach Federation (ICF) Blog. Leaders be aware: Your humor influences employees. May 17, 2018

LSE Business Review. It is ok for leaders to have a sense of humor. June 7, 2017

Harvard Business Review. When joking with your employees leads to bad behavior. March 17, 2017.

INVITED RESEARCH TALKS

School of Management, Zhejiang University (Scheduled, Jun, 2019)

D'Amore-McKim School of Business, Northeastern University, (Nov, 2018)

Eli Broad College of Business, Michigan State University (Oct, 2018)

School of Business, Nanjing University (May, 2017)

School of Business, Shanghai University of Finance & Economics (May, 2017)

Olin Business School, Washington University in St. Louis (Apr, 2017)

School of Business, Hong Kong University of Science and Technology (Dec, 2016)

College of Business, City University of Hong Kong (Nov, 2016)

School of Business, Hong Kong Baptist University (Nov, 2016)

Guanghua School of Management, Peking University (Oct, 2016)
Faculty of Business, Hong Kong Polytechnic University (Oct, 2016)
Research Method Workshop at Psychology Department, Peking University (Oct, 2016)

CHAired CONFERENCE SESSIONS AND ACTIVITIES

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

Liao, Z. (August, 2015). Socialization models and tactics. *Chairperson* at 75th Annual Meeting of the Academy of Management, Vancouver.

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

SELECTED CONFERENCE PRESENTATIONS

Liao, Z. (August, 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., Song, Z., & Zhu, J. (August, 2017). Cleansing my abuse: A reparative response model of perpetrating abusive supervisor behavior. Paper presented at the 77th *Annual Meeting of the Academy of Management*, Atlanta.

Liao, Z., Peng, A. C., Li, W., Schaubroeck, J., & Liu, J. (August, 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. (August, 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., Li, W., De Pater, I. E., Liu, J., & Wang, D. (August, 2015). A multilevel study on antecedents of abusive supervision: A trait activation approach. Paper presented at OB session of 75th *Annual Meeting of the Academy of Management*, Vancouver.

Liao, Z., Wu, L., Song, Z., Li, X., & Liu, Y. (August, 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. (August, 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. (June, 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., Liu, Y., Song, Z., & Wu, L. (May, 2014). Abusive supervision and psychological capital: A mediated moderation model. Presented at Poster session of 29th SIOP Conference, Honolulu, Hawaii.

Liao, Z., Bhattacharya, P., & Yin, Z. (August, 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

Washington University in St. Louis, Olin Business School

Instructor, Organizational Behavior within the Firm (Undergraduate core course)
2019 Spring (TBD) & 2017 Fall (Average ratings: 8.25 out of 10)

Guest Instructor, Foundations of Organizational Behavior (PhD Seminar)
Taught by Dr. William Bottom, 2017 Fall

National University of Singapore, School of Business

Tutor, Management and Organization, 2014 Fall

PROFESSIONAL ACTIVITIES & AFFILIATIONS

Ad-Hoc Reviewer: *Academy of Management Journal*
Journal of Organizational Behavior
Journal of Experimental Psychology: Applied
Group and Organization Management
Business Ethics: A European Review
Applied Psychology: An International Review
Journal of Business and Psychology

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

PROFESSIONAL REFERENCES

Dr. Zhaoli Song

Associate Professor

NUS Business School, National University of Singapore

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Dr. William Bottom

Joyce and Howard Wood Distinguished Professor of Organizational Behavior

Olin Business School, Washington University in St. Louis

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Dr. Russell Johnson

Associate Professor

Eli Broad College of Business, Michigan State University

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Dr. Wu Liu

Associate Professor

Faculty of Business, The Hong Kong Polytechnic University

Tel: +852-3400-3854; Email: wu.liu@polyu.edu.hk