

Huiwen Lian
Department of Management
The Hong Kong University of Science and Technology
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February, 2017

ACADEMIC EXPERIENCE

July, 2016 – Present 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

Lian, H., Yam, S., Ferris, D.L., & Brown, D.J. (in press). Self-control at work. *Academy of Management Annals*.

Feldman, G., **Lian, H.**, Kosinski, M., & Stillwell, D. (in press). Frankly, we do give a damn: The relationship between profanity and honesty. *Social Psychological and Personality Science*.

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.

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.

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.

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.

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.

Lian, H., Ferris, D. L., & Brown, D. J. (2012a). 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.

Lian, H., Ferris, D. L., & Brown, D. J. (2012b). Does power distance exacerbate or mitigate the effects of abusive supervision? It depends on the outcome. *Journal of Applied Psychology*, 97, 107-123.

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.

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.

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.

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.

Lian, H., Che, H., & Yang, L. (2004). The investing behaviours of individual stock investors in China. *Economic Management-New Management (in China)*, 6, 85-91.

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.

CHAIR/DISCUSSANT OF CONFERENCE SESSIONS

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

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.

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

2016-2018 Research Grant Council General Research Fund, Hong Kong Government, HK\$643,000 (or US\$82,936). Principal Investigator.

2015-2018 UGC – School-based Initiatives, Hong Kong University of Science and Technology, HK\$13,000 (or US\$1,676). Principal Investigator.

2015-2016 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.

2012-2017 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:

Journal of Applied Psychology, 2015-Present

Personnel Psychology, 2017-Present

Organizational Behavior and Human Decision Processes, 2013-2016

Ad-hoc reviewer for:

Academy of Management Journal

Management Science

Applied Psychology: An International Review

Human Relations

Society for Industrial and Organizational Psychology Conference.

Academy of Management Annual Meeting.

International Association for Chinese Management Research Annual Meeting.

OTHER SERVICE

Panelist of Doctoral Student Consortium of the International Association for Chinese Management Research Annual Meeting (2014).

HONOURS, AWARDS, AND SCHOLARSHIPS

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. (2015-2016, September – December). *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