

LINDIE HANYU LIANG
Lazaridis School of Business and Economics
Wilfrid Laurier University
75 University Avenue West, Waterloo, ON, N2L 3C5
Email: lliang@wlu.ca
Last Update: August, 2018

ACADEMIC POSITIONS

Assistant Professor of OB/HRM July 2017 – present
Lazaridis School of Business and Economics, Wilfrid Laurier University

Assistant Professor of HRM July 2016 – July 2017
School of Human Resources Management, York University

EDUCATION

Ph.D. University of Waterloo, Industrial/Organizational Psychology, 2016
Dissertation committee: Douglas Brown (Chair), James Beck, Winny Shen, Aaron Schat,
and Marc Hurwitz

M.A. University of Waterloo, Industrial/Organizational Psychology, 2012
Thesis advisor: Wendi Adair

B.Sc. (Hon.) University of Toronto, 2010
Psychology Specialist (with High Distinction), Spanish Minor, Linguistics Minor

JOURNAL ARTICLES

Underlined name indicates graduate or undergraduate students coauthor at the time of submission

1. **Liang, L. H.**, Hanig, S., Evans, R., Brown, D. J., Lian, H. (in press). 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*.
2. **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. *The Leadership Quarterly*, 29, 443-456.
3. **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.

4. Adair, W. L., **Liang, L. H.**, & Hideg, I. (2017). Buffering against the detrimental effects of faultlines: The curious case of intragroup conflict. *Negotiation and Conflict Management Journal*, *10*, 28-45.
5. Brady, D. L., Brown, D. J., & **Liang, L. H.** (2017). Moving beyond assumptions of deviance: The reconceptualization and measurement of workplace gossip. *Journal of Applied Psychology*, *102*, 1-25.
6. Plaks, J. E., Fortune, J. L., **Liang, L. H.**, & Robinson, J. S. (2016). Effects of culture and gender on judgments of intent and responsibility. *PLoS ONE*, *11*(4), e0154467.
7. **Liang, L. H.**, Lian, H., Brown, D. J., & Ferris, D. L., Hanig, S., & Keeping, L. M. (2016). Why are abusive supervisors abusive? A dual-system self-control model. *Academy of Management Journal*, *59*, 1385-1406.
8. Wu, L.-Z., Ferris, D. L., Kwan, H. K., Chiang, F., Snape, E., & **Liang, L. H.** (2015). Breaking (or making) the silence: How goal interdependence and social skill predict being ostracized. *Organizational Behavior and Human Decision Processes*, *131*, 51-66.
9. **Liang, L. H.**, Adair, W. L. & Hideg, I. (2014). When should we disagree? The effect of relationship conflict on team identity in East Asian and North American teams. *Negotiation and Conflict Management Research*, *7*, 282–289.
10. Lian, H., Brown, D. J., Ferris, D. L., **Liang, L. H.**, Keeping, L. M., & Morrison, R. (2014). Abusive supervision and retaliation: A self-control framework. *Academy of Management Journal*, *57*, 116-139.
11. Tafarodi, R. W., Bonn, G., **Liang, L. H.**, Takai, J., Moriizumi, S., Belhekar, V., & Padhye, A. (2012). What makes for a good life? A four-nation study. *Journal of Happiness Studies*, *13*, 783-800.

BOOK CHAPTERS

12. **Liang, L. H.**, & Brown, D. J. (2016). Abusive leadership. *Global Encyclopedia of Public Administration and Public Policy*. Springer Major Reference Work.

PUBLISHED PROCEEDINGS

13. **Liang, L. H.**, Nishioka, M., Evans, R., Brown, D. J., & Shen, W. (2017). Why do mistreated employees behave badly? A meta-analytic review of multiple mediation processes. *Academy of Management Proceedings*, *2017*(1), 11689.
14. Hanig, S, **Liang, L. H.**, & Brown, D. J. (2015). Abusive supervision and supervisor-directed deviance: A social network approach. *Academy of Management Proceedings*, *2015*(1), 13779.

15. **Liang, L. H.**, Hideg, I., & Adair, W. L. (2013). When disadvantage becomes advantageous: A conflict expectation model of demographic faultlines. *Academy of Management Proceedings*, 2013(1), 11783.
16. **Liang, L. H.**, Adair, W. L., & Hideg, I. (2012). When should we disagree? The effect of conflict on team identity in North American and East Asian teams. Proceedings of the 25th International Association for Conflict Management, Stellenbosch, South Africa.

RESEARCH GRANTS

- 2018 – 2020: Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant, Principal Investigator. *It's About Time: Moving Toward a Dynamic Temporal Framework of Leader Mistreatment* (Value: \$62,261 CAD).
- 2018 – 2022: Social Sciences and Humanities Research Council (SSHRC) Insight Grant, Principal Investigator. *Lashing Out or Keeping their Cool: A Self-Control Perspective on Leader Mistreatment* (Value: \$113,983 CAD).
- 2018 – 2021: National Natural Science Foundation of China, Co-PI (with Dr. Xiaoming Zheng, Tsinghua University). *Mindfulness in Organization: A Multi-Level Longitudinal Study of Construct, Measurement, Antecedents, and Consequences* (Value: 490,000 RMB or \$100,926 CAD).

HONOURS, AWARDS, AND SCHOLARSHIPS

- 2017: Top Paper award for paper submitted to the annual meeting of the Society for Industrial and Organizational Psychology (2017)
- 2016: University of Waterloo Inaugural Industrial-Organizational Graduate Student Scientist-Practitioner Award - \$1000
- 2016: Society for Industrial and Organizational Psychology Student Travel Award - \$500
- 2015: Outstanding Reviewer Award for Organizational Behavior Division, Academy of Management Annual Meetings
- 2014: RHR Kendall Award, Canadian Society for Industrial/Organizational Psychology - \$1000
- 2014: Top Paper award for paper submitted to the annual meeting of the Society for Industrial and Organizational Psychology
- 2013: Nomination for the 2013 Carolyn Dexter Best International Paper Award, Conflict Management Division, Academy of Management
- 2013 – 2015: Social Science and Humanities Research Council Doctoral Scholarship - \$20,000/year
- 2012 – 2014: Ontario Graduate Scholarship - \$15,000/year
- 2012: Best Poster Award, Industrial/Organizational Psychology Section, Canadian Psychological Association
- 2012 – 2015: University of Waterloo President's Graduate Scholarship - \$10,000/year
- 2010 – 2015: University of Waterloo Graduate Scholarship - \$10,000/year
- 2010 – 2015: Faculty of Arts Graduate Experience Award, University of Waterloo

- 2010 – 2015: Faculty of Arts Graduate Award, University of Waterloo
- 2010: College Scholar Award, Trinity College in the University of Toronto
- 2006 – 2010: Dean’s List Scholar, University of Toronto Faculty of Arts and Science

CHAIR OF CONFERENCE SYMPOSIA

Liang, L. H. and Ferris, D. L. (Co-Chairs, 2018, August). *New developments in counterproductive workplace behavior (CWB) research*. Symposium presented at the 2018 Academy of Management Meeting, Chicago, IL.

Liang, L. H. and Brown, D. J. (Co-Chairs, 2016, August). *The bright side of the dark side: Challenging the conventional wisdom of abusive supervision*. Symposium presented at the 2016 Academy of Management Meeting, Anaheim, CA.

Lian, H. and Liang, L. H. (Co-Chairs, 2015, August). *New development in self-control theory and its applications in organizational research*. Symposium presented at the 2015 Academy of Management Meeting, Vancouver, BC.

CONFERENCE PRESENTATIONS

Underlined name indicates graduate or undergraduate students coauthor

1. 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.
2. Liang, L. H., Nishioka, M., Evans, R., Brown, D. J., & Shen, W. (2018, August). Unrequited, unfair, depleted, or unhappy? Meta-analytic tests of mistreatment-CWB mechanisms. Paper presented at the 2018 Academy of Management Meeting, Chicago, IL.
3. Evans, R., Liang, L. H., & Brown, D. J. What traits does my ideal leader have? Using a novel qualitative method to assess people’s implicit leadership theories. Paper presented at the 2018 Canadian Psychological Association Annual Meeting, Montreal, QC, Canada.
4. Shen, W., Liang, L. H., & Brown, D. J. (2018, April). When does hurting you hurt me? Leader well-being consequences of abusive supervision. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
5. Liang, L. H., Nishioka, M., Evans, R., Brown, D. J., & Shen, W. (2017, August). Why do mistreated employees behave badly? A meta-analytic review of multiple mediation processes. Paper presented at the 2017 Academy of Management Meeting, Atlanta, GA.
6. Liang, L. H., Brown, D. J., Lian, H., Hanig, S., Ferris, D. L., & 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.

7. Evans, R., Liang, L. H., Shen, W., & Brown, D. J. (2017, April). Motives for, and emotions following, abusive supervision: The supervisor's perspective. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
8. Hanig, S., Feng, L., Liang, L. H., Brown, D. J., & Prowse, E. (2017, April). Validation of two calculations of affect spin. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
9. 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 2016 Academy of Management Meeting, Anaheim, CA.
10. Armstrong, R., Liang, L.H., Brown, D.J., Hanig, S., LaMarre, G., Roncal, P., & Fu, K. (2016, June). License to misbehave: Organizational citizenship behavior as a moral license for displaced aggression to abusive supervision. Poster to be presented at the 77th Annual Convention of the Canadian Psychological Association, Victoria, British Columbia, Canada.
11. Evans, R., Liang, L. H., Shen, W., & Brown, D. J. (2016, May). Exploring the motives behind abusive supervision: An inductive approach. Paper presented at the Southern Ontario Behavioural Decision Research Conference, London, ON.
12. 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. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
13. Liang, L. H., Hanig, S., Brown, D. J., & Lian, H. (2016, April). Why is your boss making you sick? A longitudinal investigation. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
14. 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 2015 Academy of Management Meeting, Vancouver, BC.
15. Hanig, S., Liang, L. H., & Brown, D. J. (2015, August). Abusive supervision and supervisor-directed deviance: A social network approach. Paper presented at the 2015 Academy of Management Meeting, Vancouver, BC.
16. Armstrong, R., Liang, L. H., Brown, D. J., Szabo, J., Hanig, S., & Pillai, T. (2015, May). Righting a wrong: Stabbing a voodoo doll following supervisor mistreatment restores your sense of justice. Paper presented at the Southern Ontario Behavioural Decision Research Conference, Toronto, ON.
17. 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.

18. Liang, L. H., Lian, H., Brown, D. J., Ferris, D. L., Spence, J. R. (2014, August). Subordinate performance and abusive supervision: The role of supervisor self-control. Paper presented at the 2014 Academy of Management Meeting, Philadelphia, PA.
19. Hideg, I., Lian, H., Liang, L. H. (2014, August). Lashing out when angered by abusive supervision: Can surface acting help? Paper presented at the 2014 Academy of Management Meeting, Philadelphia, PA.
20. Liang, L. H., Lian, H., Brown, D. J., & Ferris, D. L. (2014, June). The role of leader cognition in influencing the relationship between subordinate performance and abusive supervision: A self-control framework. Paper presented at the 75th Annual Convention of the Canadian Psychological Association, Vancouver, BC.
21. Skyvington, S., Liang, L. H., Spence, J. R., Lian, H. & Brown, D. J. (2014, June). Self-esteem and the influence of others: The influence of contingent self-esteem on ratings of interpersonal justice following workplace ostracism. Paper presented at the 75th Annual Convention of the Canadian Psychological Association, Vancouver, BC.
22. Skyvington, S., Liang, L. H., & Brown, D. J. (2014, June). Supervisor-directed deviance and the effects of work climate: High task conflict environments increase deviance in response to abusive supervision. Paper presented at the 75th Annual Convention of the Canadian Psychological Association, Vancouver, BC.
23. Skyvington, S., Liang, L. H., Spence, J. R., Lian, H. & Brown, D. J. (June, 2014). Does being good allow us to be bad? Moral licensing and extra-role behaviours in the workplace. Paper presented at the 75th Annual Convention of the Canadian Psychological Association, Vancouver, BC.
24. Armstrong, R., Skyvington, S., Liang, L. H., & Brown, D. J. (2014, June). The effects of subordinates' causal attributions of abusive supervision on their experiences of shame and guilt. Paper presented at the 75th Annual Convention of the Canadian Psychological Association, Vancouver, BC.
25. Lian, H., Liang, L. H., Brown, D. J., & Ferris, D., 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, HI.
26. Liang, L. H., Hideg, I., & Adair, W. L (2013, August). When disadvantage becomes advantageous: A conflict expectation model of demographic faultlines. Paper presented at the 2013 Academy of Management Meeting, Lake Buena Vista, FL.
27. Mu, F., Liang, L. H., Chen, K., Au-Yeung, A., & Adair, W. L. (2013, June). Strategic leader communication. Paper presented at the 2013 Convention of the Canadian Psychological Association, Quebec City, QC.
28. Hideg, I., Lian, H., & Liang, L. H. (2013, April). The role of surface acting in employees' behavioral reaction to abusive supervision. In X. Xu & Y. Zhan (chairs), Employees' management of emotional expressions within organizations. Symposium conducted the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

29. Liang, L. H., Adair, W. L., Hideg, I., Chen, K., Mu, F., & Armstrong, R. (2013, January). Overcoming the performance liabilities in work teams: The buffering effect of group faultlines. Paper presented at the 14th annual meeting of the Society for Personality and Social Psychology, Houston, TX.
30. Lian, H., Brown, D. J., Ferris, D. L., Liang, L. H., & Keeping, L. M. (2012, August). Abusive supervision and supervisor-directed deviance: The application of self-control theory. Paper presented at the 2012 Academy of Management Meeting, Boston, MA.
31. Liang, L. H., Adair, W. L., Hideg, I., & Xiong, T. (2012, July). When should we disagree? The effect of conflict on team identity in North American and East Asian teams. Paper presented at the 2012 Annual Conference of the International Association for Conflict Management, Stellenbosch, South Africa.
32. Liang, L. H., Adair, W. L., Hideg, I. (2012, July). How gender and relational closeness influence information sharing in culturally homogeneous and culture faultline teams? Paper presented at the 21st Congress of International Association for Cross-Cultural Psychology, Stellenbosch, South Africa.
33. Liang, L. H., Au-Yeung, A., Armstrong, R., Mu, F., Hideg, I., & Adair, W. L. (2012, June). Is conflict beneficial or detrimental for team functioning? It depends on team composition. Paper presented at the 73rd Annual Convention of the Canadian Psychological Association, Halifax, NS.
34. Leung, K., Liang, L. H., Lian, H., & Brown, D.J. (2012, May). The automaticity of retaliation against abusive supervision. Paper presented at the 24th Annual Convention of the Association for Psychological Science, Chicago, IL.
35. Xiong, T., Liang, L. H., & Adair, W. L. (2012, April). A longitudinal examination on the consequences of team conflict. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
36. Lian, H., Brown, D. J., Liang, L. H., Ferris, D. 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.
37. Liang, L. H., Semnani-Azad, Z., Ganai, O., & Adair, W. L. (2012, January). Do you like what you hear? The role of culture in preference for leader communication style. Paper presented at the 13th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
38. 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 2011 Academy of Management Meeting, San Antonio, TX.
39. Liang, L. H., Hideg, I., & Adair, W. L. (2011, July). The benefit of conflict and communication on performance in culture faultline groups. Paper presented at the 24th

Annual Conference of the International Association for Conflict Management, Istanbul, Turkey.

40. Liang, L. H., Adair, W. L., & Hideg, I. (2011, June). Timing, communication, and conflict: A cross-cultural comparison of levels of conflict in culturally homogeneous East Asian and Canadian groups over time. Paper presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Istanbul, Turkey.
41. Liang, L. H. & Plaks, J. E (2011, June). Thoughts versus deeds: How social norms influence judgments of intentionality and moral responsibility. Paper presented at the 72nd Annual Convention of the Canadian Psychological Association, Toronto, ON.
42. Liang, L. H., Fortune, J. L., & Plaks, J. E. (2010, June). Thoughts versus deeds: How culture and religiosity affect judgments of intentionality and moral responsibility. Paper presented at the XXth Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.

INVITED PRESENTATIONS

- Liang, L. H. (February, 2017). Mindfulness in the workplace. Tsinghua University, School of Business and Economics.
- Liang, L. H. (October, 2015). Dimensions and mechanisms of mindfulness in regulating workplace aggression. University of Central Florida, College of Business Administration.

MEDIA MENTIONS

Liang, L. H., Brown, D. J., Lian, H., Hanig, S., Ferris, D. L., & Keeping, L. M. (in press). Righting a wrong: Retaliation on a voodoo doll symbolizing an abusive supervisor restores justice. The Leadership Quarterly.

- **Press release:**
 - Elsevier Research Selection e-newsletter for science journalist and reporter
 - Wilfrid Laurier University: Horrible bosses? Laurier researcher studies the use of voodoo dolls to cope.
- **Interviews:**
 - CTV Kitchener news (television), CBC As it Happens, CBC Kitchener Morning News Edition, CBC Central Morning Show, Circa News, Newstalk: the Sean Moncrieff show, CIAD 900 The Aaron Rand Show.
- **Media coverage:**
 - News articles: 20minutes.fr (French), Brand Inside (Thai), Business Standard, CBC news, Chicago Daily Herald, Chicago Tribune, Daily Mail, Deccan Chronicle, Detik Health (Indonesian), Digi24 (Romanian), Discovery Channel (Japanese), Gandul, India Today, Le Presse (French), La Provence (French), La Sicila (Italian), Lowell Sun, Metro Time (Dutch), Miami Herald, MSN.com, Napa Valley Register, Nigeria Today, NZ Herald, Science Alert, Semana.com (Spanish), Sherbrooke Times, South Florida Reporter, Standard Examiner, The Sacramento Bee, The Telegraph, The Times, The Times of India, The Week, The

Wichita Eagle, The World News, Washington Post, Yahoo Business News, and other news outlets.

- Blogs: Ladders, Mental Floss, Society for Human Resource Management (SHRM).

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. <http://dx.doi.org/10.1037/apl0000283>

- **Press release:**
 - Wilfrid Laurier University news release.
- **Media coverage:**
 - Blogs: Ladders, Mental Floss, Society for Human Resource Management (SHRM).

Liang, L. H., Lian, H., Brown, D. J., & Ferris, D. L., Hanig, S., & Keeping, L. M. (2016). Why are abusive supervisors abusive? A dual-system self-control model. Academy of Management Journal, 59, 1385-1406.

- **Media coverage:**
 - South China Morning Post

Lian, H., Brown, D. J., Ferris, D. L., Liang, L. H., Keeping, L. M., & Morrison, R. (2014). Abusive supervision and retaliation: A self-control framework. Academy of Management Journal, 57, 116-139.

- **Media coverage:**
 - News articles: FOX Business News, Business News Daily, Yahoo Business News, and others
 - Blogs: Association for Psychological Science