

**LINDIE HANYU LIANG**  
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Last Update: September 1, 2022

## **ACADEMIC POSITIONS**

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**July 2017 – present** Assistant Professor of Organizational Behavior & Human Resource Management, Lazaridis School of Business & Economics, Wilfrid Laurier University (*on maternity leave from March – October 2019; on maternity leave from July 2021 – February 2022*)

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

## **EDUCATION**

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**2016** Department of Psychology, University of Waterloo  
**Ph.D.** in Industrial and Organizational Psychology

**2012** Department of Psychology, University of Waterloo  
**M.A.** in Industrial and Organizational Psychology

**2010** Trinity College, University of Toronto  
**B.Sc. (Hon.)** in psychology (specialist), linguistics, and Spanish

## **JOURNAL ARTICLES**

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

1. Ni, D., Zheng, X., & Liang, L. H. (in press). How and when leader mindfulness influences subordinate interpersonal behavior: Evidence from a quasi-field experiment and a field survey. *Human Relations*.
2. Zheng, X., Ni, D., Liu, X., & **Liang, L. H.** (in press). Workplace mindfulness: Scale development and validation. *Journal of Business and Psychology*.  
<https://doi.org/10.1007/s10869-022-09814-2>
3. Shen, W., Evans, R., **Liang, L. H.**, & Brown, D. J. (in press). Bad, mad, or glad? Exploring leaders' emotional reactions to their use of abusive supervision. *Applied Psychology: An International Review*. <https://doi.org/10.1111/apps.12394>

4. **Ni, D.**, Zheng, X., & **Liang, L. H.** (2022). Rethinking the role of team mindfulness in team relationship conflict: A conflict management perspective. *Journal of Organizational Behavior*, 43, 878-891. <https://doi.org/10.1002/job.2588>
5. **Liang, L. H.**, **Coulombe, C.**, **Skyvington, S.**, Brown, D. J., Ferris, D. L., & Lian, H. License to retaliate: Good deeds as a moral license for misdeeds in reaction to abusive supervision. (2022). *Human Performance*. 35, 94-112. <https://doi.org/10.1080/08959285.2022.2032069>
6. **Liang, L. H.**, **Nishioka, M.**, **Evans, R.**, Brown, D. J., Shen, W., & Lian, H. (2022). Unbalanced, unfair, unhappy, or unable? Theoretical integration of multiple processes underlying the leader mistreatment-employee CWB relationship with meta-analytical methods. *Journal of Leadership & Organizational Studies*, 29(1), 33-72. doi:[10.1177/15480518211066074](https://doi.org/10.1177/15480518211066074)
7. **Liang, L. H.**, **Coulombe, C.**, Brown, D. J., Lian, H., Hanig, S., Ferris, D. L., & Keeping, L. (2022). Can Two Wrongs Make a Right? The Buffering Effect of Retaliation on Subordinate Well-Being Following Abusive Supervision. *Journal of Occupational Health Psychology*, 27, 37-52. <https://doi-org.libproxy.wlu.ca/10.1037/ocp0000291>
8. Shen, W., **Liang, L. H.**, & Brown, D. J., **Ni, D.**, & Zheng, X. (2021). Subordinate poor performance as a stressor on leader well-being: The mediating role of abusive supervision and the moderating role of motives for abuse. *Journal of Occupational Health Psychology*, 26, 491-506. <https://doi-org.libproxy.wlu.ca/10.1037/ocp0000307>
9. **Hanig, S.**, **Yang, S. W.**, **Liang, L. H.**, & Brown, D. J., Lian, H. (2021). Abusive supervision and supervisor-directed deviance: A social network approach. *Journal of Leadership & Organizational Studies*, 28, 401-414. <https://doi.org/10.1177/15480518211030914>
10. **Coulombe, C.**, **Liang, L. H.**, Brown, D. J. (2021). Third party reactions to supervisor mistreatment through an identity theory lens. *Canadian Psychology/Psychologie Canadienne*, 62, 195-203. <https://doi.org/10.1037/cap0000266>
11. Ferris, D. L., Fatimah, S., Yan, M., **Liang, L. H.**, Lian, H., & Brown, D. J. (2019). Being sensitive to positives has its negatives: An approach/avoidance perspective on reactivity to ostracism. *Organizational Behavior and Human Decision Processes*, 152, 138-149. <https://doi.org/10.1016/j.obhdp.2019.05.001>
12. **Liang, L. H.**, **Hanig, S.**, **Evans, R.**, Brown, D. J., Lian, H. (2018). 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*, 39, 1050-1065. <https://doi.org/10.1002/job.2248>
13. **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.  
<https://doi.org/10.1016/j.leaqua.2018.01.004>

14. **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>
15. 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 Research*, 10, 28-45. <https://doi.org/10.1111/ncmr.12087>
16. 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. [doi: 10.1037/apl0000164](https://doi.org/10.1037/apl0000164)
17. 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. <https://doi.org/10.1371/journal.pone.0154467>
18. **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. <https://doi.org/10.5465/amj.2014.0651>
19. 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. <https://doi.org/10.1016/j.obhdp.2015.08.001>
20. **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. <https://doi.org/10.1111/ncmr.12041>
21. 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. <https://doi.org/10.5465/amj.2011.0977>
22. 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. <https://doi.org/10.1007/s10902-011-9290-6>

## BOOK CHAPTERS

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

## PUBLISHED PROCEEDINGS

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24. Huai, M., **Liang, L. H.**, Oh, J. K., & Yu, L. (2019). Abusive Supervision: New Understandings and Practical Implications. *Academy of Management Proceedings*, 2019(1), 14722.
25. **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.
26. 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.
27. **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.
28. **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 25<sup>th</sup> International Association for Conflict Management, Stellenbosch, South Africa.

## RESEARCH GRANTS

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- 2018 – 2022** Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant (grant # 430-2018-00053), Principal Investigator (with co-applicant Douglas Brown). *It's About Time: Moving Toward a Dynamic Temporal Framework of Leader Mistreatment* (Value: \$62,261 CAD).
- 2018 – 2024** Social Sciences and Humanities Research Council (SSHRC) Insight Grant (grant # 435-2018-0629), Principal Investigator (with co-applicant Douglas Brown, and collaborators Lance Ferris and Huiwen Lian). *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 (grant # 71771133), Co-Principal Investigator (with Principal Investigator Dr. Xiaoming Zheng, Tsinghua University). *Mindfulness in Organization: A Multi-Level Longitudinal Study of Construct, Measurement, Antecedents, and Consequences* (Value: \$100,926 CAD).

## HONOURS, AWARDS, AND SCHOLARSHIPS

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- 2021** **Academic Vice President's Course Remission for Scholarly Activity**  
Wilfrid Laurier University
- 2021** **Laurier Early Career Researcher Award (\$2,500)**  
Wilfrid Laurier University

- 2020**            **Best Poster Award (\$150)**  
Industrial and Organizational Psychology Section, Canadian Psychological Association
- 2020**            **Academic Vice President's Course Remission for Scholarly Activity**  
Wilfrid Laurier University
- 2020**            **CPA President's New Researcher Award (\$500)**  
Canadian Psychological Association
- 2019**            **Merit Award (\$1000)**  
Wilfrid Laurier University
- 2019**            **Academic Vice President's Course Remission for Scholarly Activity**  
Wilfrid Laurier University
- 2019**            **Best Poster Award (\$150)**  
Industrial and Organizational Psychology Section, Canadian Psychological Association
- 2018**            **Ig Nobel Prize in Economics**  
Annals of Improbable Research
- 2018**            **Merit Award (\$1000)**  
Wilfrid Laurier University
- 2017**            **Top Paper Award**  
Society for Industrial and Organizational Psychology
- 2016**            **Inaugural Industrial and Organizational Psychology Graduate Student Scientist-Practitioner Award (\$1000)**  
Department of Psychology, University of Waterloo
- 2016**            **Student Travel Award (\$500)**  
Annual meetings of the Society for Industrial and Organizational Psychology
- 2015**            **Outstanding Reviewer Award**  
Organizational Behavior Division, Academy of Management
- 2014**            **RHR Kendall Award (\$1000)**  
Industrial and Organizational Psychology Section, Canadian Psychological Association
- 2014**            **Top Paper Award**  
Annual meetings 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
- 2012**            **Best Poster Award**  
Industrial and Organizational Psychology Section, Canadian Psychological Association
- 2010-2015**     **Faculty of Arts Graduate Experience Award**

	University of Waterloo
<b>2010-2015</b>	<b>Faculty of Arts Graduate Award</b> University of Waterloo
<b>2010</b>	<b>College Scholar Award</b> Trinity College, University of Toronto
<b>2006-2010</b>	<b>Dean's List Scholar</b> Faculty of Arts and Science, University of Toronto

### Major Scholarships

<b>2013 – 2015</b>	Social Sciences and Humanities Research Council Doctoral Scholarship (\$40,000)
<b>2013</b>	Ontario Graduate Scholarship (\$15,000; <i>declined to accept SSHRC</i> )
<b>2012</b>	Ontario Graduate Scholarship (\$15,000)
<b>2010 – 2015</b>	University of Waterloo President's Graduate Scholarship (\$50,000)

### **CHAIR OF CONFERENCE SYMPOSIA**

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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**

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Underlined name indicates graduate or undergraduate student coauthor

1. Kim, J., Liang, L. H., & Brown, D. J. (2022, June). How changes in prevalence impact perceptions of the severity of sexual harassment. Paper presented at the Canadian Psychological Association Annual Meeting, Calgary, AB. \* **Winner of the Equity, Diversity, and Inclusion Award, Canadian Society for Industrial Organizational Psychology**
2. Wang, L., Liang, L. H., Brown, D. J., & Coulombe, C. (2022, June). An empirical redundancy test between workplace deviance and gossip constructs. Paper presented at the Canadian Psychological Association Annual Meeting, Calgary, AB.

3. Law, D., Brown, D. J., & Liang, L. H. (2022, June). Testing a general factor in employees' need satisfaction. Paper presented at the Canadian Psychological Association Annual Meeting, Calgary, AB.
4. Wang, L., Liang, L. H., & Brown, D. J. (2022, February). Abusive supervision and subordinate negative gossip. The moderating role of supervisor and subordinate gender. Paper presented at the 2022 Society for Personality and Social Psychology Annual Convention. San Francisco, CA.
5. Yoon, S., Koopman, J., Dimotakis, N., Forrester, J., Simon, L., Tepper, B., Liang, L. H., Brown, D. J., Ni, D., & Zheng, X. M. (2021, August). Theoretical and Empirical Insights into Management Research Using Polynomial Regression. Symposium at the 2021 Academy of Management Meeting, online.
6. Ni, D., Zheng, X. M., & Liang, L. H. (2021, August). How and when leader mindfulness influences subordinate interpersonal behavior: A mix-study study. Paper presented at the 2021 Academy of Management Meeting, online.
7. Ni, D., Liang, L. H., Zheng, X. (2020, August). Rethinking the role of team mindfulness in relationship conflict. Paper presented at the 2020 Academy of Management Meeting, Vancouver, BC.
8. Yoon, S., Koopman, J., Dimotakis, N., Forrester, J., Simon, L., Tepper, B., Liang, L. H., Brown, D. J., Ni, D., & Zheng, X. M. (2020, August). Swinging between abusive and non-abuse: A polynomial regression approach to inconsistency of abusive supervision. Paper presented at the 2020 Academy of Management Meeting, Vancouver, BC.
9. Liang, L. H., & Liu, X. (2020, July). A cross-cultural examination of the mechanisms explaining leader mistreatment and CWBs. Paper presented at the International Association for Cross-Cultural Psychology, Olomouc, Czech Republic. \*Conference cancelled
10. Coulombe, C., Liang, L. H., Brown, D. J., & Brunner, L. (2020, May). Introducing humility in leadership: Identifying humble leadership passages for leader prototype interventions. Paper presented at the Canadian Psychological Association Annual Meeting, Montreal, QC, Canada. **\*Third place winner of Canadian Society for Industrial Organizational Psychology Best Student Poster Award**
11. Liang, L. H., Brown, D. J., Ni, D., Zheng, X. M. (2019, August). Too much self-control? The case of abusive supervision and employee job tension. Paper presented at the 2019 Academy of Management Meeting, Boston, MA.
12. Hui, R., Liang, L. H., & Brown, D. J. (2019, June). Coping with abusive supervision: Retaliation versus perspective taking. Paper presented at the Canadian Psychological Association Annual Meeting, Halifax, NS, Canada. **\*Second place winner of Canadian Society for Industrial Organizational Psychology Best Student Poster Award**

13. Ferris, D. L., Liang, L. H., Keeping, L. M., & Hanig, S. (2019, April). The different functions of retaliation and gossip following abusive supervision. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
14. 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.
15. 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.
16. 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.
17. 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.
18. 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.
19. 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.
20. 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. **\*Selected as a Featured Top Paper based on reviewer ratings and comments**
21. 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.
22. 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.
23. 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 77<sup>th</sup> Annual



Convention of the Canadian Psychological Association, Victoria, British Columbia, Canada.

24. 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.
25. 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.
26. 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.
27. 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.
28. 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.
29. 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.
30. Liang, L. H., Brown, D. J., Armstrong, R., Szabo, J., Hanig, S., & Pillai, T. (2015, April). Righting a wrong: Does deviance restore justice following abusive supervision? Paper presented at the University of Waterloo Graduate Psychology Discovery Conference, Waterloo, ON.
31. Liang, L. H., Brown, D. J. Why are abusive supervisors abusive? A dual-system self-control model. Paper presented at the University of Waterloo Graduate Psychology Discovery Conference, Waterloo, ON.
32. 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.
33. 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.
34. 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.

35. 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 75<sup>th</sup> Annual Convention of the Canadian Psychological Association, Vancouver, BC. **\*Winner of the 2014 RHR Kendall Award, Canadian Society for Industrial/Organizational Psychology**
36. 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 75<sup>th</sup> Annual Convention of the Canadian Psychological Association, Vancouver, BC.
37. 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 75<sup>th</sup> Annual Convention of the Canadian Psychological Association, Vancouver, BC.
38. 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 75<sup>th</sup> Annual Convention of the Canadian Psychological Association, Vancouver, BC.
39. 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 75<sup>th</sup> Annual Convention of the Canadian Psychological Association, Vancouver, BC.
40. 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. **\*Selected as a Featured Top Paper based on reviewer ratings and comments**
41. 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. **\*Nominated for the 2013 Carolyn Dexter Best International Paper Award**
42. 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.
43. 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.
44. 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 14<sup>th</sup> annual meeting of the Society for Personality and Social Psychology, Houston, TX.

45. 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.
46. 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.
47. 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 21<sup>st</sup> Congress of International Association for Cross-Cultural Psychology, Stellenbosch, South Africa.
48. Xiong, T., Adair, W. L., & Liang, L. H. (2012, July). The relationship between multicultural experience and team creativity. Paper presented at the 2012 Annual Conference of the International Association for Conflict Management, Stellenbosch, South Africa.
49. Adair, W. L. Xiong, T., & Liang, L. H. (2012, June). The effect of conflict on team identity in Chinese and Canadian teams. In Liu, L. A. and Keller, J. W. (Chairs) New Perspectives on Culture in Social Interactions. Symposium presented at the 2012 International Association for Chinese Management Research, Hong Kong, China.
50. 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 73<sup>rd</sup> Annual Convention of the Canadian Psychological Association, Halifax, NS. **\*Winner of Canadian Society for Industrial and Organizational Psychology Top Student Poster Award**
51. Leung, K., Liang, L. H., Lian, H., & Brown, D.J. (2012, May). The automaticity of retaliation against abusive supervision. Paper presented at the 24<sup>th</sup> Annual Convention of the Association for Psychological Science, Chicago, IL.
52. 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.
53. 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.
54. Liang, L. H., Armstrong, R., Chen, K., Chung, C., Litt, A., Mu, F., Stanton, B., & Adair, W. L. (2012, April). When conflict is not detrimental for group performance: The case of culture faultline groups. Paper presented at the 2012 Graduate Student Research Conference, Waterloo, ON.

55. 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 13<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
56. 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.
57. 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 24<sup>th</sup> Annual Conference of the International Association for Conflict Management, Istanbul, Turkey.
58. 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.
59. 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 72<sup>nd</sup> Annual Convention of the Canadian Psychological Association, Toronto, ON.
60. Liang, L. H., Lian, H., & Brown, D. J. (2011, April). I will only behave if you reward me: A self-regulation theory perspective of abusive supervision and supervisor-direct deviance. Paper presented at the 2011 Graduate Student Research Conference, Waterloo, ON.
61. 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 XX<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.
62. Bonn, G., Liang, L. H., & Tafarodi, R. W. (2010, July). Conceptions of a worthy life in Canada, China, India, and Japan. Paper presented at the 20<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.
63. Bonn, G., Liang, L. H., & Tafarodi, R. W. (2010, July). Culture's influence on the narration of day-to-day events: Differences in content between the life stories of Chinese and South Asians. Paper presented at the XX<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.
64. Bonn, G., Liang, L. H., & Tafarodi, R. W. (2010, June). Conceptions of a worthy life in four countries. Paper presented at the 71<sup>st</sup> Annual Convention of the Canadian Psychological Association, Winnipeg, MB.

## **PROFESSIONAL AND SERVICE ACTIVITIES**

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### Editorial and Review Activities

- Editorial Review Board
  - *Academy of Management Journal* (2021 – present)
  - *Journal of Organizational Behavior* (2020 – present)
- Ad-hoc Reviewer
  - *Academy of Management Journal*
  - *Applied Psychology: An International Review*
  - *Human Performance*
  - *Human Relations*
  - *Journal of Applied Psychology*
  - *Journal of Business Ethics*
  - *Journal of Management*
  - *Journal of Management Studies*
  - *Journal of Occupational and Organizational Psychology*
  - *Journal of Occupational Health Psychology*
  - *Journal of Organizational Behavior*
  - *Journal of Personnel Psychology*
  - *Journal of Vocational Behavior*
  - *Organizational Behavior and Human Decision Processes*
  - *Organizational Psychology Review*
  - *Personnel Psychology*
  - *The Leadership Quarterly*

#### Conference Reviewer

- Reviewer for *Academy of Management* Annual Meeting (OB and CM divisions)
  - Winner of a 2015 Outstanding Reviewer Award for OB Division
- Reviewer for *Canadian Psychological Association* Annual Meeting (CSIOP division)
- Reviewer for *Society for Industrial and Organizational Psychology* Annual Meeting
- Reviewer for *International Association for Conflict Management* Annual Meeting

#### Grant Reviewer

- 2022, 2020, 2019, 2018, 2017: External reviewer for Society Social Sciences and Humanities Research Council (SSHRC) Insight Grant

#### **MEDIA MENTIONS**

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Liang, L. H., Coulombe, C., Brown, D. J., Lian, H., Hanig, S., Ferris, D. L., & Keeping, L. (in press). *Can Two Wrongs Make a Right? The Buffering Effect of Retaliation on Subordinate Well-Being Following Abusive Supervision*. *Journal of Occupational Health Psychology*.

- **Selected media coverage:**
  - Blogs: BBC Worklife. Available [here](#).

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*.

- **Press release:**
  - Elsevier Connect: Stories for the science, technology and health communities. Available [here](#).
  - Elsevier Research Selection e-newsletter for science journalist and reporter. Available [here](#).
  - Wilfrid Laurier University: Horrible bosses? Laurier researcher studies the use of voodoo dolls to cope. Available [here](#).
  - Wilfrid Laurier University: Laurier researcher wins Ig Nobel Prize for research on employee retaliation using voodoo dolls. Available [here](#).
  - University of Waterloo: Another Ig Nobel prize for Arts – this time it’s about voodoo dolls. Available [here](#).
  
- **Selected interviews:**
  - BBC News (September 14, 2018).
  - CTV Kitchener news (March 12, 2018). Available [here](#).
  - CBC Radio As it Happens (with Carol Off, March 9, 2018). Available [here](#).
  - CBC Radio As it Happens (with Jeff Douglas, September 14, 2018). Available [here](#).
  - CBC Kitchener Morning News Edition (with Craig Norris, March 20, 2018)
  - CBC Central Morning Show (with David Newell, March 12, 2018)
  - Newstalk: the Sean Moncrieff show (with Sean Moncrieff, March 12, 2018)
  - talkRADIO UK (with Paul Ross, September 17, 2018)
  - CJAD 800 The Aaron Rand Show (with Aaron Rand, April 11, 2018)
  - CJOB 680 Winnipeg (September 17, 2018).
  - WERS 88.9 FM Boston, *You Are Here*. (with Madison Rogers, September 21, 2018).
  
- **Selected media coverage:**
  - News articles: [20minutes.fr \(French\)](#), [Apple Daily Hong Kong \(Chinese\)](#), [Brand Inside \(Thai\)](#), [BBC News](#), [Business Standard](#), [CBC news](#), [CBC international \(Chinese\)](#), [Chicago Daily Herald](#), [Chicago Tribune](#), [CTV News](#), [Daily Herald](#), [Daily Mail](#), [Deccan Chronicle](#), [Digi24 \(Romanian\)](#), [Discovery Channel \(Japanese\)](#), [Economic Times](#), [Euronews](#), [expressen.se \(Swedish\)](#), [Gandul](#), [Globalnews](#), [ITMedia \(Japanese\)](#), [India Today](#), [Kitchener Today](#), [Le Presse \(French\)](#), [La Provence \(French\)](#), [La Sicila \(Italian\)](#), [Lowell Sun](#), [Metro Time \(Dutch\)](#), [Miami Herald](#), [MSN.com \(Korean\)](#), [National Post](#), [Napa Valley Register](#), [Newsweek](#), [Nigeria Today](#), [NRC Handelsblad \(Dutch\)](#), [NZ Herald](#), [Perth Now](#), [Science Alert](#), [Semana.com \(Spanish\)](#), [Sherbrooke Times](#), [Sina News \(Chinese\)](#), [South Florida Reporter](#), [Standard Examiner](#), [TechNews \(Chinese\)](#), [The Guardian](#), [The Record](#), [The Sacramento Bee](#), [The Telegraph](#), [The Times](#), [The Times of India](#), [The Star](#), [The Week](#), [The Wichita Eagle](#), [The World News](#), [Toronto Sun](#), [Washington Post](#), [Yahoo Business News](#), and other news outlets.
  - Blogs: [IFL Science](#), [Ladders](#), [Gizmodo](#), [Mental Floss](#), [MeteoWeb \(Italian\)](#), [Psyfactor \(Russian\)](#), [Scientific American \(Chinese\)](#), [Society for Human Resource Management \(SHRM\)](#), [Yahoo Finance Australia](#).

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. Available [here](#).
- **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.

- **Press release:**
  - Smeal College of Business at Penn State University news release. Available [here](#).
- **Selected media coverage:**
  - News articles: [FOX Business News](#), Business News Daily, Yahoo Business News, and others
  - Blogs: Association for Psychological Science. Available [here](#).

## PROFESSIONAL AFFILIATIONS

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- Academy of Management
- Canadian Society for Industrial and Organizational Psychology
- International Association for Chinese Management Research
- Society for Industrial and Organizational Psychology