

## LINDIE HANYU LIANG

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Last Update: April 10<sup>th</sup>, 2025

### ACADEMIC POSITIONS

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|------------------------------|---|
| <b>July 2023 – present</b>   | Associate Professor of Organizational Behavior & Human Resource Management, Lazaridis School of Business & Economics, Wilfrid Laurier University  |
| <b>July 2017 – June 2023</b> | Assistant Professor of Organizational Behavior & Human Resource Management, Lazaridis School of Business & Economics, Wilfrid Laurier University ( <i>on maternity leave from March – October 2019; on maternity leave from July 2021 – February 2022</i> ) |
| <b>July 2016 – July 2017</b> | Assistant Professor of Human Resources Management, School of Human Resources Management, York University  |

### EDUCATION

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|-------------|--|
| <b>2016</b> | Department of Psychology, University of Waterloo<br><b>Ph.D.</b> in Industrial and Organizational Psychology       |
| <b>2012</b> | Department of Psychology, University of Waterloo<br><b>M.A.</b> in Industrial and Organizational Psychology        |
| <b>2010</b> | Trinity College, University of Toronto<br><b>B.Sc. (Hon.)</b> in psychology (specialist), linguistics, and Spanish |

### RESEARCH GRANTS

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|--------------------|---|
| <b>2024 – 2026</b> | Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant (grant # 430-2024-00619), Sole Principal Investigator. <i>Leading with the Heart: The Power and Potential of Vulnerable Leadership</i> . (Value: \$70,846 CAD).                             |
| <b>2024 – 2029</b> | Social Sciences and Humanities Research Council (SSHRC) Insight Grant (grant # 435-2024-0724), Principal Investigator (with co-applicant Douglas Brown). <i>Compassion in Command: Shielding Workplaces from Mistreatment through Self-Compassion</i> (Value: \$159,059 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 – 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 – 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).

## JOURNAL ARTICLES

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

1. **Liang, L. H.**, Varty, C. T., Lian, H., Brown, D. J., Law, D., Chen, J., & Evans, R. Subordinate organizational citizenship behavior trajectories and well-being: The role of supervisor behaviors. (2023), *Human Performance*, 36(2), 64-88. doi:10.1080/08959285.2023.2205140
2. Yoon., S., Koopman, J., Dimotakis, N., Simon, L., **Liang, L. H.**, Ni, D., Zheng, X. M., Fu, S. Q., Lee, Y. E., Tang, P. M., Ng, C. T. S., Bush, J., Darden, T., Forrester, J., Tepper, B. J., & Brown, D. J. (2023). Consistent and low is the only way to go: A polynomial regression approach to the effect of abusive supervision inconsistency. *Journal of Applied Psychology*, 108(10), 1619-1639. <https://doi.org/10.1037/apl0001096>
3. Ni, D., Zheng, X., & **Liang, L. H.** (2023). How and when leader mindfulness influences subordinate interpersonal behavior: Evidence from a quasi-field experiment and a field survey. *Human Relations*, 76, 1940-1965. <https://doi.org/10.1177/00187267221128571>
4. Zheng, X., Ni, D., Liu, X., & **Liang, L. H.** (2023). Workplace mindfulness: Scale development and validation. *Journal of Business and Psychology*, 38, 777-801. <https://doi.org/10.1007/s10869-022-09814-2>
5. Shen, W., Evans, R., **Liang, L. H.**, & Brown, D. J. (2023). Bad, mad, or glad? Exploring leaders' emotional reactions to their use of abusive supervision. *Applied Psychology: An International Review*, 72(2), 647-673. <https://doi.org/10.1111/apps.12394>

6. **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>
7. **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>
8. **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)
9. **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>
10. 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>
11. **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>
12. **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>
13. 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>
14. **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>
15. **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>
16. **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>
  17. 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>
  18. 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)
  19. 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>
  20. **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>
  21. 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>
  22. **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>
  23. 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>
  24. 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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25. Ng, P., Zur, E., **Liang, L. H.**, & Brown, D. J. (2024). A Field Guide to Non-Field Research: Experimental Methods in Abusive Supervision Research. In Breevaart, K. & Schyns, B. (Eds.) *Destructive Leadership – Forms, Context, and Boundary Conditions*. Edward Elgar Publishing.

26. **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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27. 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.
28. **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.
29. 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.
30. **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.
31. **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.

#### **PUBLISHED CASES**

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32. Risavy, S. D., **Liang, L. H.**, Zhao, Y., & Zur, E. (2025). Five days per month? A remote/hybrid work policy. *The CASE Journal*, 21(2). 452-479. <https://doi.org/10.1108/TCJ-05-2024-0163>

#### **HONOURS, AWARDS, AND SCHOLARSHIPS**

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<b>2023</b>	<b>Academic Vice President's Course Remission for Scholarly Activity</b> Wilfrid Laurier University
<b>2023</b>	<b>Merit Award (\$1200)</b> Wilfrid Laurier University
<b>2023</b>	<b>Best Poster Award (\$150)</b> Industrial and Organizational Psychology Section, Canadian Psychological Association
<b>2022</b>	<b>Best Poster Award (\$150)</b> Industrial and Organizational Psychology Section, Canadian Psychological Association
<b>2022</b>	<b>Equity, Diversity, and Inclusion Research Award</b>

Industrial and Organizational Psychology Section, Canadian Psychological Association

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

## **CHAIR OF CONFERENCE SYMPOSIA**

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Zur, E., and Liang, L. H. (Co-Chairs, 2025, June). Beyond pain and pressure: Supporting workplace well-being. Canadian Psychological Association, St. John's, NL.

Zur, E., Ortynsky, M, and Liang, L. H. (Co-Chairs, 2025, July). *Beyond the glass ceiling: New insights on gender and leadership*. Symposium presented at the 2025 Academy of Management Meeting, Copenhagen, Denmark.

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.

## **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)
  - *Journal of Business and Psychology* (2023 – 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 Personality and Social Psychology*
  - *Journal of Personnel Psychology*
  - *Journal of Vocational Behavior*
  - *\*Organizational Behavior and Human Decision Processes*
  - *Organizational Psychology Review*
  - *Personnel Psychology*
  - *The Leadership Quarterly*

\* Denotes journals that are on the Financial Times Top 50 journal list

#### Grant Reviewer

- 2024, 2022, 2020, 2019, 2018, 2017: External reviewer for Society Social Sciences and Humanities Research Council (SSHRC) Insight Grant

#### **INVITED PRESENTATIONS**

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2018, September	Righting a wrong: Retaliation on a voodoo doll symbolizing an abusive supervisor restores justice. Massachusetts Institute of Technology.
2017, February	Mindfulness in the workplace. School of Business and Economics, Tsinghua University.
2015, October	Dimensions and mechanisms of mindfulness in regulating workplace aggression. College of Business Administration, University of Central Florida.
2013, November	The art and science of writing a good research proposal. Research Methods in Industrial-Organizational Psychology. Department of Psychology, University of Waterloo.
2011, November	Leader prototype, communication norms, and culture. Practical Business Skills. Department of Arts and Business Program, University of Waterloo.
2011, November	Communication in teams. Master of Digital Experience Innovation, University of Waterloo.
2010, December	Managing human resources in a global business. Department of Human Resources Management, University of Waterloo.



## MEDIA MENTIONS

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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>

- **Selected media coverage:**

- Blogs: BBC Worklife. Available [here](#).
- Blogs: Psychology Today. 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*, 29, 443-456. <https://doi.org/10.1016/j.leaqua.2018.01.004>

- **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. <https://doi.org/10.5465/amj.2014.0651>

- **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. <https://doi.org/10.5465/amj.2011.0977>

- **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](#).