

# Feng Bai

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## ACADEMIC POSITIONS

- 2016-** **Assistant Professor**, Hong Kong Polytechnic University
- **Affiliated Member**, Center for Leadership & Innovation

## EDUCATION

- 2016** **Ph.D.** in Organizational Behaviour and Human Resources,  
Sauder School of Business, University of British Columbia  
Dissertation: A Moral Virtue Theory of Status Attainment  
Committee: Jennifer Berdahl (chair), Danielle van Jaarsveld,  
Chen-Bo Zhong, and Jacob Hirsh.
- 2009** **M.Phil.** in Management Sciences, City University of Hong Kong
- 2007** **B.B.A.**, School of Business, Nanjing University, China

## ACADEMIC RESEARCH

### Areas of research interest

Morality, social inequality, status attainment, leader emergence

### Key peer reviewed publications

- Bai, F.**, Ho, G. C. C., & Yan, J. (in press). Does virtue lead to status? Testing the moral virtue theory of status attainment. *Journal of Personality and Social Psychology*. doi:10.1037/pspi0000192
- Bai, F.**, Ho, G. C. C., & Liu, W. (in press). Do status incentives undermine morality-based status attainment? Investigating the mediating role of perceived authenticity. *Organizational Behavior and Human Decision Processes*. doi:10.1016/j.obhdp.2019.04.005
- Bai, F.** (2017). Beyond dominance and competence: A moral virtue theory of status attainment. *Personality and Social Psychology Review*. 21(3), 203-227 (lead article), doi:10.1177/1088868316649297
- Bai, F.** (2014). A (moral) virtue theory of status attainment in human social hierarchies. *Academy of Management Best Paper Proceedings*. doi:10.5465/ambpp.2014.28

**Works in progress**

**Bai, F.**, Wu, W., Bavik, Y. L., & Yan, J. Moral but dominant: When and why do do-gooders become hubristic and get derogated? In preparation for *Academy of Management Journal*.

**Bai, F.**, Wang, F. H., & Yan, J. Humility and leadership emergence: How and when do humble people get to the top? In preparation for *Academy of Management Journal*.

**Bai, F.** Social inequality weakens the virtue route to status through undermining empathy. *Initial data collection completed*.

**Other peer reviewed publications**

Silberzahn, R., Uhlmann, E. L., Martin, D. P., Anselmi, P., Aust, F., Awtrey, E. C., Bahník, Š., **Bai, F.**, ..., & Nosek, B. A. (2018). Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in Methods and Practices in Psychological Science*, 1, 337-356. doi:10.1177/2515245917747646

**Bai, F.**, Uhlmann, E. L., & Berdahl, J. L. (2015). The robustness of the Win-Win effect. *Journal of Experimental Social Psychology*, 61, 139-143. doi:10.1016/j.jesp.2015.07.005

Berdahl, J. L., Uhlmann, E. L., & **Bai, F.** (2015). Win-win: Female and male athletes from more gender equal nations perform better in international sports competitions. *Journal of Experimental Social Psychology*, 56, 1-3 (lead article). doi:10.1016/j.jesp.2014.08.003

Lam, K. F., & **Bai, F.** (2011). Minimizing deviations of input and output weights from their means in data envelopment analysis. *Computers & Industrial Engineering*, 60, 527-533. doi:10.1016/j.cie.2010.12.007

**Bai, F.**, & Cheng, D. J. (2006). The effect of pay dispersion on the performance of individuals and teams. *Economic Science* (in Chinese), 6, 118-128.

**Selected conference presentations**

**BAI, F.**, Wu, W., & Bao, S. (2019, June). Moral but dominant: When do-gooders get derogated. Positive Organizations Scholarship (POS) Research Conference, Ann Arbor, Michigan, USA.

**Bai, F.**, Ho, G.C.C., Tan, H., & Liu, W. (2018, August). Do Status Incentives Undermine Morality-based Status Attainment? Investigating the Mediating Role of Perceived (In)authenticity. Annual Meeting of the Academy of Management, Chicago, Illinois, USA.

**Bai, F.** & Berdahl, J. L. (2016, August). Attaining status by being humble: An empirical test of the moral virtue theory of status attainment. Annual Meeting of the Academy of Management, Anaheim, California, USA.

*\* Finalist, Organization Science/INFORMS Dissertation Proposal Competition*

**Bai, F.** (2015, November). Is there a third route to attaining status? A (moral) virtue theory of status attainment in human social hierarchies. Organization Science/INFORMS Dissertation Proposal Competition, Philadelphia, Pennsylvania, USA.

**Bai, F.** (2014, August). A (moral) virtue theory of status attainment in human social hierarchies. Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania, USA.

**Bai, F.,** Stuart, C. H., & Berdahl, J. L. (2014, August). Is status inequality functional for group performance? Examining legitimacy and task type. Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania, USA.

**Bai, F.** (2014, June). A (moral) virtue theory of status attainment in human social hierarchies. International Association for Chinese Management Research Conference, Beijing, China.

*\* Finalist, Excellence in Ethics Dissertation Proposal Competition*

**Bai, F.** (2014, May). A (moral) virtue theory of status attainment in human social hierarchies. Excellence in Ethics Conference, University of Notre Dame, South Bend, Indiana, USA.

**Bai, F.** (2012, May). The differential effects of challenge and hindrance work stressors on psychological well-being: The roles of resource gain and job control. London Business School Trans-Atlantic Doctoral Conference, London, UK.

### **Invited talks**

Chinese University of Hong Kong (Symposium), 2019

Shanghai University of Finance and Economics (Symposium), 2017

Hong Kong Polytechnic University (Management and Marketing), 2015

## **SELECTED AWARDS AND HONORS**

- 2018**      *Student Publication Award* (with \$400 honorarium), Society for Personality and Social Psychology  
**2015**      *Finalist*, Organization Science/INFORMS Dissertation Proposal Competition  
**2014**      *Best Paper Proceedings*, Organizational Behavior Division, Academy of Management  
**2014**      *Finalist*, Excellence in Ethics Dissertation Proposal Competition (with \$500 Travel Grant)

## **TEACHING EXPERIENCE**

- 2016-**      Hong Kong Polytechnic University, Undergraduate Program (MM3141), Organizational Behaviour (two sessions)  
**2016-18**   Hong Kong Polytechnic University, Doctor of Management Program (MM6011), Qualitative Research & Experimental Design (half session)  
**2016**      University of British Columbia, Undergraduate Program (COMM292-206), Management and Organizational Behaviour (one session)

## **PROFESSIONAL AFFILIATIONS**

- Member, Academy of Management (AOM)  
Member, International Association for Conflict Management (IACM)  
Member, International Association for Chinese Management Research (IACMR)  
Member, Society for Personality and Social Psychology (SPSP)

## **EXTERNAL SERVICE**

### **Session chair**

International Association for Chinese Management Research (IACMR) Conference

### **Ad hoc journal reviewer**

Psychological Science, European Journal of Social Psychology, Academy of Management Discovery, Journal of Applied Psychology