

Curriculum Vitae

Wu LIU

Professor of Management
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Education

Ph.D.	Vanderbilt University, U.S.A (Organization Studies)	2008
M.Sc.	Fudan University, China (International Business Management)	2002
B.S.	Fudan University, China (Business Administration)	1999

Academic Experience

Professor, Hong Kong Polytechnic University (July, 2019 –)
Visiting Scholar, INSEAD, France (September, 2016- August, 2017)
Associate Professor, Hong Kong Polytechnic University (since July 2014)
Assistant Professor, Hong Kong Polytechnic University (August 2008- June 2014)

Visiting Scholar, University of Maryland (December, 2012)
Visiting Scholar, Vanderbilt University (November, 2012)

Professional Recognition and Academic Awards

- **Faculty Prize for Outstanding Performance** in Research & Scholarly Activities, 2018/2019, Faculty of Business, Hong Kong Polytechnic University
- **Guest Editor.** Special Issue for *Journal of Organizational Behavior*. (2019, Issue 1).
- **Senior Editor.** Management and Organization Review (since Jan 2019)
- **Representative-at-Large**, Asia Pacific, International Association for Chinese Management Research (incoming, June, 2020)
- 2015: **Emerald Citation of Excellence Winner** in 2015
- 2014: **Best Conference Paper Award.** International Association for Chinese Management and Research. Beijing, China.
- 2014: DMgt Thesis Supervision - **Best Dissertation Award** – Dr. ZHANG Yanwu— Hong Kong Polytechnic University
- 2010: DMgt Thesis Supervision - **Best Dissertation Award** – Dr. MA Yimin - Hong Kong Polytechnic University
- 2009: **Best Conference Paper Award.** International Association of Conflict Management. Kyoto, Japan.
- 2007: **Dissertation Enhancement Grant.** Vanderbilt University.
- 2006: **Best Conference Paper Award.** International Association for Chinese Management and Research. Nanjing, China.

1. Research Publications

(† refers to current or previous Ph.D. student in the program)

1.1. Journal Publications

1. Xu, E.H.†, Huang, X., Jia, R.W.†, & **LIU, W.**, Xu, J., Les, G., & Snape, E. The “evil pleasure”: Abusive supervision and third-party observers’ malicious reactions toward victims. Accepted by *Organization Science* (SSCI₂₀₁₈ Impact Factor = 3.257).
2. He, W., Han, Y., Hu, X.F., **LIU, W.**, Yang, B.Y., & Chen, H.Z. From Idea Endorsement to Idea Implementation: A Social Network Approach toward Managerial Voice Implementation. Accepted by *Human Relations* (SSCI₂₀₁₈ Impact Factor = 3.367).
3. Ouyang, K.†, Xu, E.H.†, **LIU, W.**, & Huang, X. Speak up? And How? The Joint Effects of Issue Importance, Managerial Openness, and Leaders’ Positive Mood on Employee Voice and Voice Tactics. Accepted by *Human Resource Management* (SSCI₂₀₁₈ Impact Factor = 2.934).
4. Friedman, R.A., Pinkley, R., Bottom, W.P., **LIU, W.**, Gelfand, M. “Implicit Theories of Negotiation: Developing a Measure of Agreement Fluidity”. Accepted by *Negotiation and Conflict Management Research*. (SSCI₂₀₁₈ Impact Factor = 1.189)
5. Bai, F., Ho, G.†, & **LIU, W.** The Dark Side of Status Incentives: Investigating the Role of Perceived Inauthenticity in Status Conferral. Accepted by *Organizational Behavior and Human Decision Processes*. (SSCI₂₀₁₈ Impact Factor = 2.908)
6. Liao, Z.Y., **LIU, W.**, Li, X., & Song, Z. (2019). Give and Take: An Episodic Perspective on Leader-Member Exchange. *Journal of Applied Psychology*, 104(1), 34-51. (SSCI₂₀₁₈ Impact Factor = 5.067)

*Early versions of this paper won the **Best Conference Paper Award** at the Conference of the International Association for Chinese Management and Research (IACMR), 2014, Beijing, China, and the **Best Conference Paper Award** of the Organizational Behavior Division at the Academy of Management Conference, 2015, Vancouver, Canada.*

Press coverage by Harvard Business Review, WUSTL Source, Olin Blog, HRR Taiwan

7. Huang, X., Xu, E.H.†, Huang, L., & **LIU, W.** (2018). Nonlinear consequences of promotive and prohibitive voice for managers’ responses: The roles of voice frequency and LMX. *Journal of Applied Psychology*, 103(10), 1101-1120. (SSCI₂₀₁₈ Impact Factor = 5.067)
8. Liao, Z.Y., Yam, K.C.S., Johnson, R.E., **LIU, W.**, & Song, Z.L. (2018). Cleansing my Abuse: A reparative response model of perpetrating abusive supervisor behavior. *Journal of Applied Psychology*, 103(9), 1039-1056. (SSCI₂₀₁₈ Impact Factor = 5.067)

Press coverage by Harvard Business Review, ScienceDaily, Futurity, WUSTL Source, Olin Blog, and MSU Today

9. Ouyang, K.[†], Xu, E.H.[†], Huang, X., **LIU, W.**, & Tang, Y.P. (2018). Reaching the Limits of Reciprocity in Favor Exchange: The Effects of Generous, Stingy, and Matched Favor Giving on Social Status. *Journal of Applied Psychology*, 103(6), 614-630. (SSCI₂₀₁₈ Impact Factor = 5.067)
10. **LIU, W.**, Song, Z.L., Li, X., & Liao, Z.Y. (2017). Why and When Leader's Positive Emotion Promotes Employee Voice Behavior. *Academy of Management Journal*, 60(1), 238-263. (SSCI₂₀₁₈ Impact Factor = 7.191)
11. **LIU, W.**, Liu, L.A., & Zhang, J.D. (2016). How to Dissolve Fixed-Pie Perceptions in Negotiation? Social Antecedents and the Mediating Effect of Mental Model Adjustment. *Journal of Organizational Behavior*, 37(1), 85-107. (SSCI₂₀₁₈ Impact Factor = 5.000)
12. **LIU, W.**, Tangirala, S., Lam, W., Chen, Z., Jia, R.[†], & Huang, X. (2015). How and Why Peers' Positive Mood Influences Team Members' Voice Behavior. *Journal of Applied Psychology*, 100(3), 976-989. (SSCI₂₀₁₈ Impact Factor = 5.067)
13. Zhang, J.D., Liu, L.A., & **LIU, W.** (2015). Trust and Deception in Negotiation: Culturally Divergent Effects. *Management and Organization Review*, 11(1), 123-144. (SSCI₂₀₁₈ Impact Factor = 2.400)
14. **LIU, W.**, Gong, Y., & Liu, J. (2014). When do firms reap more benefits from top management team OCB? A managerial discretion perspective. *Journal of Applied Psychology*, 99(3), 523-534. (SSCI₂₀₁₈ Impact Factor = 5.067)
15. **LIU, W.**, Tangirala, S., & Ramanujam, R. (2013). The relational antecedents of voice targeted at different leaders. *Journal of Applied Psychology*, 98(5), 841-851. (SSCI₂₀₁₈ Impact Factor = 5.067)
16. **LIU, W.**, Friedman, R., & Hong, Y. (2012). Culture and Accountability in Negotiation: Recognizing the Importance of In-group Relations. *Organizational Behavior and Human Decision Processes*, 117(1), 221-234. (SSCI₂₀₁₇ Impact Factor = 2.259)

Press coverage by Chinese Management Insights

17. Friedman, R., **LIU, W.**, Chi, S. S., Hong, Y., & Sung, L. (2012). Cross-Cultural Management and Bicultural Identity Integration: When Does Experience Abroad Lead to Appropriate Cultural Switching? *International Journal of Intercultural Relations*, 36(1), 130-139. (SSCI₂₀₁₇ Impact Factor = 1.580)
18. Wu, M., Huang, X., Li, C., & **LIU, W.** (2012). Perceived Interactional Justice and Trust-in-supervisor as Mediators for Paternalistic Leadership. *Management and Organization Review*, 8(1), 97-121. (SSCI₂₀₁₈ Impact Factor = 2.400)

*Emerald Citation of Excellence Winner in 2015
Press coverage by Chinese Management Insights*

19. LIU, W., Zhu, R., & Yang, Y. (2010). I Warn You Because I Like You: Voice Behavior, Employee Identifications, and Transformational Leadership. *Leadership Quarterly*, 21(1), 189-202. (SSCI₂₀₁₈ Impact Factor = 5.631)
20. Friedman, R., LIU, W., Chen, C. C., & Chi, S. S. (2007). Causal attribution for inter-firm contract violation: A comparative study of Chinese and American commercial arbitrators. *Journal of Applied Psychology*, 92(3), 856-864. (SSCI₂₀₁₈ Impact Factor = 5.067)
21. LIU, W., Chi, S. S., Friedman, R., & Tsai, M. (2009). Explaining incivility in the workplace: The effects of personality and culture. *Negotiation and Conflict Management Research*, 2(2), 164-184. (SSCI₂₀₁₈ Impact Factor = 1.189)

Other Referred Journal Publications

22. Bai, X.W., LIU, W., & Lin, L. (2011). Shared Mental Models and Team Performance: A Contingent Model. *Acta Psychologica Sinica*, 43(5), 561-572.
23. Zhang, J.D., & LIU, W. (2009). The effects of group membership and accountability on information sharing and negotiation tactics. *Chinese Journal of Applied Psychology*, 15, 278-283.

1.2. Editorial Note

- LIU, W., Tangirala, S., Lee, C., & Parker, S. (2019). New Directions for Exploring the Consequences of Proactive Behaviors: Introduction to the Special Issue. *Journal of Organizational Behavior*, 40, 1-4. (SSCI₂₀₁₈ Impact Factor = 5.000)

1.3. Referred Conference Proceedings

1. Wang, F.H.[†], LIU, W., & Ling, C.D.[†]. (2019). “Tomorrow Never Dies! Team Pessimism, Leader Interpersonal Emotion Regulation, and Team Outcomes”. *Academy of Management Best Paper Proceedings*.
2. Xu, E.[†], Huang, X., Jia, R.[†], Graham, L., Snape, E., & LIU, W. (2016). “The “evil pleasure”: Abusive supervision and coworker observers’ malicious reactions to victims.” *Academy of Management Best Paper Proceedings*.
3. Huang, X., Xu, E., & LIU, W. (2014). When Upward Voicing Becomes “Upward Nagging”: Employee Voice, LMX and Managers’ Reactions. *Academy of Management Best Paper Proceedings*.
4. Xu, E.[†], LIU, W., & Huang, X. (2013). The joint effects of issue importance, managerial openness, and positive mood on voice and voice tactics. *Academy of Management Best Paper Proceedings*.

1.3. Book Chapters

1. **LIU, W.** & Friedman, R. (2012). Managing conflicts in Chinese societies. In X. Huang & M.H. Bond (Eds.) *The Handbook of Chinese Organizational Behavior: Integrating Theory, Research, and Practice*, (pp. 272-288). Edward Elgar Publishing Ltd.
2. Friedman, R. & **LIU, W.** (2009). "Biculturalism in management: Leveraging the benefits of intrapersonal diversity". In Rober S. Wyer, Chi-yue Chiu, and Ying-yi Hong (Eds.) *Understanding Culture: Theory, Research, and Application*, (pp. 343-360). New York, NY: Psychology Press.

2. Papers under Review and Working Papers

- Jia, R.W.[†], & **LIU, W.** "Could you transfer my voice to the leader? Transit voice as a new tactics".
- Ling, C.D.[†], Zhang, J., **LIU, W.**, & Xie, X.Y. "Affective Tone as a Mechanism: Team Voice and Team Performance".
- He, J., Gong, Y., Ling, C. D.[†], **LIU, W.**, & Cho, V. "Knowledge type matters: Impacts of knowledge giving and creative self-efficacy on creativity".
- LIU, W.**, Qureshi, I., & Fang, Y. "Stress contagion in organizations: Friendship ties, interdependent self-construal in the workplace, and similarity in stress level".
- LIU, W.**, Li, W.D., Liao, H., & Campbell, E. "Feeling as Believing or Believing as Feeling? Affect, Trust, and Trustworthiness in Doctor-Inpatient Interactions".
- Ling C.D.[†], Bavik Yuen-Lam[†], **LIU, W.**, & Xie Xiao-Yun. "Connected differently, learning differently? A social network perspective on team members' external learning".
- Ling C.D.[†], **LIU, W.**, & Xie Xiao-Yun. "Investigating the consequences of external learning: A relational perspective".
- Wang, F.H.[†], **LIU, W.**, Liao, Z.Y. "Some Anger Hurts, Some Anger Works: Leader's Anger and Employee's Responses".
- Wang, F.H.[†], **LIU, W.**, & Ling, C.D.[†] "Efficacy- and Safety-Based Voice and Their Impacts on Team Performance".
- Wang, F.H.[†], **LIU, W.**, & Ling, C.D.[†] "Tomorrow Never Dies! Team Hopelessness, Leader Interpersonal Emotion Management, and Team Performance".
- Ling, C.D.[†], **LIU, W.**, & Xie, X.Y. "Inter-Team Coordination, Information Elaboration, and Performance in Teams: The Moderating Effect of Knowledge Integration Capability".
- Huang, X., Xu, E., **LIU, W.**, Huang, L., Wang, X., & Yang, J. "Back stabbers and guardian angels: When and how skip-level voice cause direct supervisors' retaliation or reward".

Huai, M., LIU, W., Farh, J., Lian, H., & Lee, C. "Leaders' Abusive Responses to Deviant Subordinates: An Attribution Theory Perspective".

LIU, W., Huang, X., & Yang, J. J. "Affective ups and downs do matter! The joint effects of average negative affect, negative affect variability, and affective commitments on employee service performance".

Liu, M., LIU, W., Zhang, J., & Liu, L. "Culture, Emotion, and Shared Cognition: A Dynamic Analysis of Shared Mental Models in Emotion-laden Dispute Resolution".

3. Presentation of Refereed Papers in Conferences (in the recent three years)

Wang, F.H., LIU, W., & Ling, C.D. (2019). "Tomorrow Never Dies! Team Pessimism, Leader Interpersonal Emotion Regulation, and Team Outcomes". *Academy of Management Annual Meeting*, Boston, Massachusetts.

Wang, F.H., LIU, W., Liao, Z.Y. (2019) "Some Anger Hurts, Some Anger Works: Leader's Anger and Employee's Responses". *Academy of Management Annual Meeting*, Boston, Massachusetts.

Jia, R. & LIU, W. (2018). Could you transfer my voice to the leader? Transit voice as a new tactics. *International Association for Chinese Management Research (IACMR) Conference*, Wuhan, China-PRC.

Friedman, R., Pinkley, R., Bottom, W. P., Gelfand, M., & LIU, W. (2017). Implicit Theories of Negotiation: Testing a New Measure of Agreement Dynamism. *International Association for Conflict Management (IACM) Conference*, Berlin, Germany.

Li, Y., LIU, W., & Zhang, Y. (2017). Doctor Affective Delivery, Patient Trust and Health Outcomes. *International Association for Conflict Management (IACM) Conference*, Berlin, Germany.

Ling, C.D., LIU, W., & Xie, X. (2017). Inter-Team Coordination, Knowledge Sharing, and Performance in Teams. *Academy of Management Annual Meeting*, Atlanta, Georgia.

Wang, F.H., LIU, W., & Ling, C.D. (2017). Efficacy- and Safety-Based Voice and Their Impacts on Team Performance. *Academy of Management Annual Meeting*, Atlanta, Georgia.

4. H-index = 13, i10-index = 15, Total Citations = 1183 (Source: Google Scholar)

5. Research Postgraduate Students Supervised

Student	Degree	Status	My Role	Period	Remark
Jia Rongwen	Ph.D.	Accomplished	Chief Supervisor	Graduated in 2017	Assistant Professor at University of International Business and Economics, China
Xiao Jialing	Ph.D.	Accomplished	Co-Supervisor	Graduated in 2018	Post Doc Fellow, Hong Kong Baptist University
Li Zheng	Ph.D.	Accomplished	Co-Supervisor	Graduated in 2019	
Ling Chuding	Ph.D.	Accomplished	Co-Supervisor	Since 2016	Assistant Professor at Renmin University, China
Bavik Yuelam	Ph.D.	In Progress	Co-Supervisor	Since 2015	
Wang Fenghao	Ph.D.	In Progress	Chief-Supervisor	Since 2015	
He Jiahui	Ph.D.	In Progress	Co-Supervisor	Since 2018	Joint PhD Program with Zhejiang University
Wu Wei	Ph.D.	In Progress	Chief Supervisor	Since 2018	Recipient of Hong Kong Government Fellowship

6. Research Grants

6.1. External Grants as Principle Investigator

2020: **LIU, W.** & Tangirala, S. “Voice Behavior in Multidisciplinary Team Meetings: The Role of Informal Leaders and Status Hierarchy.” (Hong Kong General Research Fund: Grant# 155036/19B). [Amount: HKD \$ 540,659].

2016: **LIU, W.** & Song, Z.L. “Some Anger Works, Some Anger Hurts: Leader’s Display of Anger and Employee Upward Voice.” (Hong Kong General Research Fund: Grant# 15500615). [Amount: HKD \$535,000].

2010: **LIU, W.**, Liu, L., & Hong, Y., Adaptation in Intercultural Negotiations: At the Conjunction of Culture, Time Pressure, and Mental Model Change. Research Grants Council of the Hong Kong Special Administrative Region, #545009 (Amount: HKD \$288,579).

6.2. External Grants as Co-Investigator

2017: Xie, X.Y., **LIU, W.**, Zhang, Z.Y., Lin, C.D., et al. Team boundary spanning activities and team innovation: A Motivated Information Processing Perspective. GOV-National Science Foundation (NSF, China, Amount: RMB ¥480,000).

2013: Huang, X., Xu, E.H., & **LIU, W.** Back Stabbing and Supervisor Retaliation: The Consequences of Employees’ Skip-level Voice. Research Grants Council of the Hong Kong Special Administrative Region, Grant# d02333 (Amount: HKD \$17,338).

2012: Bai, X.W., **LIU, W.**, Li, F., Song, Y., Wu, M., & Lin, X.M. Multilevel Investigations of Team Creativity: A Motivated Information Processing Perspective. GOV-National Science Foundation (NSF, China, Amount: RMB ¥591,000).

2011: Zhang, J., **LIU, W.**, & Liu, L., Mental Models in Cross-cultural Negotiations: A Dynamic Constructivist Perspective. GOV-National Science Foundation (NSF, China, Amount: RMB ¥200,000).

6.3. Internal Grants as Principle Investigator

2009: **LIU, W.** & Huang, X., To Whom Do You Voice Your Thoughts? A Social Relational Approach to Employee Voice Behavior. Competitive Research Grant of Hong Kong Polytechnic University, #A-PC1D (Amount: HKD \$130,000).

2009: **LIU, W.** The Change and Converge of Mental Model in Negotiation: Social Conditions, and Negotiation Tactics. Departmental Research Grant of Hong Kong Polytechnic University, 4-ZZ78 (Amount: HKD \$97,025).

7. Contributions to Professional/Community Service

- **Senior Editor**, Management and Organization Review, 2019-
- **Guest Editor**, Journal of Organizational Behavior, a special issue on the consequences of proactive behaviors, 2016~present
- **Editorial Board Member**, Management and Organization Review, the official publication by the International Association for Chinese Management Research(IACMR), 2013~present
- **Representative-at-Large**, Asia Pacific, International Association for Chinese Management Research (incoming, June, 2020)
- **Ad Hoc Reviewer for Journals**
 - Academy of Management Journal
 - Journal of Applied Psychology
 - Organizational Behavior and Human Decision Processes
 - Personnel Psychology
 - Journal of International Business Studies
 - Leadership Quarterly
 - Journal of Cross-Cultural Psychology
 - Human Relations
 - Management and Organization Review
 - Asia Pacific Journal of Management
 - Applied Psychology: An International Review
 - International Journal of Intercultural Relations
 - Negotiation and Conflict Management Research
- **Grant Reviewer**
 - Research Grants Council (RGC) of Hong Kong (2014)

- **Conference Reviewer:**
 - Academy of Management Annual Meeting (2004-present)
 - International Association of Chinese Management Research Biennial Meeting (2004-present)
 - International Association for Conflict Management (2010-present)
- **Professional Services**
 - **Chair** (2018). 2017-2019 IACMR/Emerald China Doctoral-Research Publication Awards Review Panel
 - **Co-Organizer** (2018). Voice Being Heard and Voicers Being Killed? New Directions for Exploring the Consequences of Voice Behavior. Showcase symposium at the 2018 Academy of Management Conference, Chicago, IL.
 - **Co-Organizer** (2016). Exploring the Consequences of Proactive Behaviors: New Directions. Showcase symposium at the 2016 International Association of Chinese Management Research Biennial Meeting, Hangzhou, China.
- **Graduate Student Committees**
 - External Examiner for Hui LI, PhD dissertation, Chinese University of Hong Kong (2018)
 - External Examiner for Jingdan YAO, PhD dissertation, Hong Kong University of Science and Technology (2017)
 - External Examiner for Xiangyu GAO, PhD dissertation, National University of Singapore (2015)
 - External Examiner for Xian LI, PhD dissertation, National University of Singapore (2014)
- **Invited Presentation**
 - China Europe International Business School (CEIBS) (November, 2018)
 - Peiking University, Guanghua Graduate School of Management (July, 2018)
 - Huazhong Agriculture University, School of Management (April, 2018)
 - Erasmus University Rotterdam, Department of Management (April, 2017)
 - IE University, School of Management (March, 2017)
 - London School of Economics and Political Science, Department of Management (February, 2017)
 - Durham University, Department of Management (February, 2017)
 - Hong Kong University of Science and Technology, Department of Management, Negotiation Research Roundtable (May, 2015)
 - Shanghai University of Finance and Economics, School of International Business Administration (June, 2014)
 - Federation of Hong Kong Industries (KHKI), negotiation workshop (November, 2013)
 - Hong Kong Federation of Youth Groups (HKFYG), leadership training camp (July, 2013)

- Central China Normal University, Wuhan, China (December, 2011)
- Federation of Hong Kong Industries (KHKI), negotiation workshop (January, 2011)

8. Services at the Hong Kong Polytechnic University

- **Ph.D. Program Director**, Department of Management and Marketing, 2018-present
- **Departmental Staffing Committee (DSC) member**, 2015-2016, 2017-present
- **Search Committee member** for the Departmental Headship of Department of Management and Marketing, 2016
- **Departmental Research Committee (DRC) member**, 2015-2016
- **Faculty of Business Board member**, 2013-2015
- **Founding member of the Center for Leadership and Innovation**, Department of Management and Marketing, 2011-present

My colleagues and I won the **Faculty Service Prize** (Team) in the 2011/2012 year

- **DMgt Program Committee member**, 2011-present
- **DBA Program Committee member**, 2017-present
- **DBA and DMgt Workshops**, 2009-present
- **Supervision of DMgt and DBA students' dissertation**, 2008-present

Ma Yimin	DMgt	Accomplished ** Best DBA/DMgt Theses Award**	Chief Supervisor	2008-2010
Zhang Yuxia	DMgt	Accomplished	Chief Supervisor	2011-2013
Zhang Yanwu	DMgt	Accomplished ** Best DBA/DMgt Theses Award**	Chief Supervisor	2012-2014
Zhao Lei	DMgt	Accomplished	Chief Supervisor	2013-2015
Ma Lin	DMgt	Accomplished	Chief Supervisor	2014-2016
Zhong Jingming	DMgt	Accomplished	Co-Supervisor	2016-2018
Li Fan	DMgt	Accomplished	Chief Supervisor	2016-2018
Yuan Yu	DMgt	Accomplished	Co-Supervisor	2016-2018
Zhao Gangzhi	DMgt	Accomplished	Chief Supervisor	Since 2017
He Wenjun	DMgt	Accomplished	Chief Supervisor	Since 2017
Wang Zhongdong	DMgt	Accomplished ** Best DBA/DMgt Theses Award**	Co-Supervisor	Since 2017
Li Gang	DMgt	Accomplished	Chief Supervisor	Since 2018
Zhou Yeting	DMgt	In Progress	Chief Supervisor	Since 2019
Shirley Wu	DBA	Accomplished	Co-Supervisor	Since 2015
Clara Mak	DBA	Accomplished	Co-Supervisor	Since 2016
Laurence Cheung	DBA	Accomplished	Chief Supervisor	Since 2018
Cynthia Tan	DBA	Accomplished	Co-Supervisor	Since 2018

- **Supervision of MBA Investigative Report**, 2010-2013
- **BBA Program Mentor**, 2012-present

Last updated on 2-January-2020