

# Curriculum Vitae

**Wu LIU**

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## Education

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

## Academic Experience

Professor, Hong Kong Polytechnic University (July, 2019-Present)  
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 Teaching Activities, 2022/2023, Faculty of Business, Hong Kong Polytechnic University.
- **Best Short Paper Runner-up**, Pacific Asia Conference on Information Systems (PACIS) 2023, Nanchang, China, July, 2023.
- Management and Organization Review 2020 – 2021 **Best Senior Editor Award**
- **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 (Jan, 2019-)
- **Representative-at-Large**, Asia Pacific, International Association for Chinese Management Research (June, 2020-)
- **Editorial Board Member**, Journal of Management (July, 1<sup>st</sup>, 2020 - )
- 2015: **Emerald Citation of Excellence Winner** in 2015
- 2014: **Best Conference Paper Award**. International Association for Chinese Management and Research. Beijing, China.
- 2019: DMgt Thesis Supervision - **Best Dissertation Award** – Dr. WANG Zhongdong— Hong Kong Polytechnic University
- 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. Wu, W. †, **LIU, W.**, Wu, W., & Xia, Y.H. (2024). Novices' Professional Identification Awakened: Uncovering the Impact of Positive Profession-Spotlighting Events. *Personnel Psychology*, 77(3), 1195-1234.
2. Zhang, S.M. †, **LIU, W.**, & Mo, S.J. (2024). Anger for Good? Unethical-Behavior-Targeted Leader Anger Expression and Its Consequences on Team Outcomes. *Journal of Organizational Behavior*, 45(1), 57-80.
3. Du, W.C. †, **LIU, W.**, Guo, X.T., & Vogel, D. (2024). How Team Diversity Influences Online Medical Team Service Performance through Shared Leadership: An Input-Process-Output Perspective. *Group Decision and Negotiation*, 33, 27-54.
4. Zhang, Y., Qu, H., Walter, F., **LIU, W.**, & Wang, M. (2023). A new perspective on time pressure and creativity: Distinguishing employees' radical versus incremental creativity. *Journal of Organizational Behavior*, 44(9), 1400-1418.
5. Ling, C. D. †, He, J., Gong, Y., **LIU, W.**, & Cho, V. (2023). Does receiving knowledge catalyze creativity? A dyadic-level contingency model of knowledge type and psychological closeness on knowledge elaboration. *Journal of Organizational Behavior*, 44(9), 1436-1463.
6. Wang, F.H. †, **LIU, W.**, Ling, C.D. †, Fan, P., & Chen, Y. (2023). Combating Team Hopelessness: How and Why Leader Interpersonal Emotion Management Matters. *Personnel Psychology*, 76(3), 797–827.
7. Tai, K., Lin, K.J., Lam, C., & **LIU, W.** (2023). Biting the Hand That Feeds: A Status-Based Model of When and Why Receiving Help Motivates Social Undermining. *Journal of Applied Psychology*, 108(1), 27-52.
8. Ling, C.D. †, **LIU, W.**, & Xie, X.Y. (2022). Inter-Team Coordination, Information Elaboration, and Performance in Teams: The Moderating Effect of Knowledge Integration Capability. *Journal of Business Research*, 149(C), 149-160.
9. Wu, W. †, **LIU, W.**, Ma, L. (2021). The good, the bad, and the contingency: How patients' treatment verification behaviors are linked to doctors' reactions. *Patient Education and Counseling*, 104, 1364-1370. (SSCI<sub>2018</sub> Impact Factor = 2.607).
10. Xu, E.H. †, Huang, X., Jia, R.W. †, & **LIU, W.**, Xu, J., Les, G., & Snape, E. (2020). The “evil pleasure”: Abusive supervision and third-party observers' malicious reactions

- toward victims. *Organization Science*, 31(5), 1115-1137. (SSCI<sub>2018</sub> Impact Factor = 3.257).
11. Bai, F., Ho, G.<sup>†</sup>, & LIU, W. (2020). Do status incentives undermine morality-based status attainment? Investigating the mediating role of perceived authenticity. *Organizational Behavior and Human Decision Processes*, 158 (C), 126-138. (SSCI<sub>2018</sub> Impact Factor = 2.908)
  12. He, W., Han, Y., Hu, X.F., LIU, W., Yang, B.Y., & Chen, H.Z. (2020). From Idea Endorsement to Idea Implementation: A Social Network Approach toward Managerial Voice Implementation. *Human Relations*, 73(11), 1563–1582. (SSCI<sub>2018</sub> Impact Factor = 3.367).
  13. Xu, E.H.<sup>†</sup>, Huang, X., Ouyang, K.<sup>†</sup>, LIU, W., Hu, S.Q. (2020). Tactics of speaking up: The roles of issue importance, perceived managerial openness, and managers' positive mood. *Human Resource Management*, 59 (2), 255-269. (SSCI<sub>2018</sub> Impact Factor = 2.934).
  14. Friedman, R.A., Pinkley, R., Bottom, W.P., LIU, W., Gelfand, M. (2020). Implicit Theories of Negotiation: Developing a Measure of Agreement Fluidity. *Negotiation and Conflict Management Research*, 13 (2), 127-150. (SSCI<sub>2018</sub> Impact Factor = 1.189)
  15. 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. (SSCI<sub>2018</sub> 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*
16. Huang, X., Xu, E.H.<sup>†</sup>, 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. (SSCI<sub>2018</sub> Impact Factor = 5.067)
  17. 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. (SSCI<sub>2018</sub> Impact Factor = 5.067)
- Press coverage by Harvard Business Review, ScienceDaily, Futurity, WUSTL Source, Olin Blog, and MSU Today*
18. Ouyang, K.<sup>†</sup>, Xu, E.H.<sup>†</sup>, 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. (SSCI<sub>2018</sub> Impact Factor = 5.067)
  19. 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. (SSCI<sub>2018</sub> Impact Factor = 7.191)

20. **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. (SSCI<sub>2018</sub> Impact Factor = 5.000)
21. **LIU, W.**, Tangirala, S., Lam, W., Chen, Z., Jia, R.<sup>†</sup>, & Huang, X. (2015). How and Why Peers' Positive Mood Influences Team Members' Voice Behavior. *Journal of Applied Psychology*, 100(3), 976-989. (SSCI<sub>2018</sub> Impact Factor = 5.067)
22. 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. (SSCI<sub>2018</sub> Impact Factor = 2.400)
23. **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. (SSCI<sub>2018</sub> Impact Factor = 5.067)
24. **LIU, W.**, Tangirala, S., & Ramanujam, R. (2013). The relational antecedents of voice targeted at different leaders. *Journal of Applied Psychology*, 98(5), 841-851. (SSCI<sub>2018</sub> Impact Factor = 5.067)
25. **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. (SSCI<sub>2017</sub> Impact Factor = 2.259)

*Press coverage by Chinese Management Insights*

26. 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. (SSCI<sub>2017</sub> Impact Factor = 1.580)
27. 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. (SSCI<sub>2018</sub> Impact Factor = 2.400)

*Emerald Citation of Excellence Winner in 2015*

*Press coverage by Chinese Management Insights*

28. **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. (SSCI<sub>2018</sub> Impact Factor = 5.631)
29. 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. (SSCI<sub>2018</sub> Impact Factor = 5.067)

30. 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. (SSCI<sub>2018</sub> Impact Factor = 1.189)

### Other Referred Journal Publications

31. Bai, X.W., LIU, W., & Lin, L. (2011). Shared Mental Models and Team Performance: A Contingent Model. *Acta Psychologica Sinica*, 43(5), 561-572.
32. 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. (SSCI<sub>2018</sub> Impact Factor = 5.000)

### 1.3. Referred Conference Proceedings

1. Wu, W.<sup>†</sup>, LIU, W., Wu, W., & Xia, Y.H. (2022). Hardening Heart? Empathic Concern Decline and Consequences on Emotional Labor during Socialization. Academy of Management Best Paper Proceedings.
2. Wang, F.H.<sup>†</sup>, LIU, W., & Ling, C.D.<sup>†</sup>. (2019). “Tomorrow Never Dies! Team Pessimism, Leader Interpersonal Emotion Regulation, and Team Outcomes”. Academy of Management Best Paper Proceedings.
3. Xu, E.<sup>†</sup>, Huang, X., Jia, R.<sup>†</sup>, 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.
4. Huang, X., Xu, E.<sup>†</sup>, & LIU, W. (2014). When Upward Voicing Becomes “Upward Nagging”: Employee Voice, LMX and Managers’ Reactions. Academy of Management Best Paper Proceedings.
5. Xu, E.<sup>†</sup>, 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., Wang, F.H.<sup>†</sup>, & Liao, Z. (2021). Leader's Anger and Employee Upward Voice. In Kelly Peng & Chia-huei Wu (Eds). *Emotion and proactivity at work*. Bristol University Press.
2. 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.

- 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**

LIU, W., Li, W.D., Liao, H., & Campbell, E. "Feeling as Believing or Believing as Feeling? Affect, Trust, and Trustworthiness in Doctor-Inpatient Interactions".

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".

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".

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".

LIU, W., Qureshi, I., & Fang, Y. "Stress contagion in organizations: Friendship ties, interdependent self-construal in the workplace, and similarity in stress level".

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

## **3. Presentation of Refereed Papers in Conferences (in the recent three years, 2024-2022)**

Li, D.W.†, Lin, K.J., LIU, W., & Lian, H.W. (August, 2024). Objectify Self or Seek Affirmation from Others: How and When Employees React to Organizational Objectification. The 84<sup>th</sup> Annual Meeting of the Academy of Management.

Wu, W.†, Huang, N.†, & LIU, W. Rotated, Then What: How Job Rotation Characteristics and Career Initiative Shape the Evolution in Newcomers' Leader Efficacy after Job Rotation. The 84<sup>th</sup> Annual Meeting of the Academy of Management.

- LIU, W.**, Tu, H.Y., Peng, J.S., & Zhong, W.G. (April, 2024). Team Epistemic Motivation and Communication in Multidisciplinary Team Meetings. 2024 Society of Industrial and Occupational Psychology (SIOP) Annual Conference.
- Zhang, S.M.<sup>†</sup>, & **LIU, W.** (April, 2024). How Voice Content Is Developed by Employees and Evaluated by Managers. 2024 Society of Industrial and Occupational Psychology (SIOP) Annual Conference.
- Zhang, E.Y., **LIU, W.**, Hu, X.F.<sup>†</sup>, & Bai, X. (Aug 2023). His and Hers Gratitude: The Role of Gender in Shaping Gratitude and Collaboration Networks. The 83<sup>rd</sup> Annual Meeting of the Academy of Management.
- Hu, X.F.<sup>†</sup>, Lin, K.J., & **LIU, W.** (Aug 2023). Managing prosocial identity threat after saying “no” to coworkers at work. The 83<sup>rd</sup> Annual Meeting of the Academy of Management.
- Wu, W.<sup>†</sup>, **LIU, W.**, Wu, W. & Xia, Y. (Aug 2023). Are Job Rotation Programs Worth the Effort? How Job Rotation Influences Newcomers’ Adaptation Processes. The 83<sup>rd</sup> Annual Meeting of the Academy of Management.
- Finalist for the “Outstanding Paper Award with Practical Implications for Management” in the Organizational Behavior Division of AOM
- Du, W.C., **LIU, W.**, Guo, X.T., & Vogel, D. (July 2023). Exploring the Role of the Transactive Memory System in Virtual Team Resilience: Evidence from Online Medical Teams.” Pacific Asia Conference on Information Systems (PACIS). Nanchang, July 8-12th, 2023.
- Best Short Paper Runner-up
- Li, D.W.<sup>†</sup>, & **LIU, W.** (June, 2023). Comfort-seeking, alerting, or emotional contagion? How and when leader anxiety expression elicits subordinate emotional and behavioral reactions. The 10<sup>th</sup> Biennial International Association of Chinese Management and Research Conference.
- Wang, A.F.<sup>†</sup>, & **LIU, W.** (June, 2023). An Approach-Avoidance Perspective of Follower Responses to Leader Anger Expression. The 10<sup>th</sup> Biennial International Association of Chinese Management and Research Conference.
- Wang, A.F.<sup>†</sup>, & **LIU, W.** (June, 2023). The (Dys-)functionality of Within-Team Social Hierarchy: The Role of Power and Status as Hierarchical Bases. The 10<sup>th</sup> Biennial International Association of Chinese Management and Research Conference.
- Wu, W.<sup>†</sup>, **LIU, W.**, Wu, W. & Xia, Y. (Aug 2022). Hardening Heart? Empathic Concern Decline and Consequences on Emotional Labor during Socialization. The 82<sup>nd</sup> Annual Meeting of the Academy of Management Best Paper Proceedings
- Hu, X.F.<sup>†</sup>, **LIU, W.** & Zhou, Y. (Aug 2022). The Joint Effects of Voice Importance and Leader Network Ability on Actual Voice Implementation. The 82<sup>nd</sup> Annual Meeting of the Academy of Management Proceedings.

**4. H-index = 22, i10-index = 24, Total Citations = 3028 (Source: Google Scholar)**

**5. Research Postgraduate Students Supervised**

<b>Student</b>	<b>Degree</b>	<b>Status</b>	<b>My Role</b>	<b>Period</b>	<b>Remark</b>
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.	Accomplished	Co-Supervisor	Since 2015	Assistant Professor at Deakin University, Australia
Wang Fenghao	Ph.D.	Accomplished	Chief-Supervisor	Since 2015	Assistant Professor at Deakin University, Australia
He Jiahui	Ph.D.	Accomplished	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
Xiaofei Hu	Ph.D.	In Progress	Chief Supervisor	Since 2019	Thesis defended
Diwan Li	Ph.D.	In Progress	Chief Supervisor	Since 2019	Thesis defended
Shimin Zhang	Ph.D.	In Progress	Chief Supervisor	Since 2021	
Yutong Sun	Ph.D.	In Progress	Chief- Supervisor	Since 2022	Recipient of Hong Kong Government Fellowship
Yue Pan	Ph.D.	In Progress	Chief- Supervisor	Since 2023	

**6. Research Grants**

**6.1. External Grants as Principal Investigator**

Forthcoming: **LIU, W., & Wu, W.** “How Can New Leaders Attain Status Over Time? The Status Attainment Dynamics in New Leader Transitions.” (Hong Kong General Research Fund: Grant# 15508224). [Amount: HKD \$555,012].

2024: **LIU, W., & Ling, C.D.** “Adaptations of Multiteam Systems in Response to Changes: A Field Investigation in A Nuclear Power Plant.” (Hong Kong General Research Fund: Grant# 15508523). [Amount: HKD \$ 643,210].

2022: **LIU, W., & Bai, X.W.** “Peer-to-peer Gratitude Expression and Work Network Evolvement: A Dynamic Social Network Perspective.” (Hong Kong General Research Fund: Grant# 15500621). [Amount: HKD \$ 599,493].

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**

Forthcoming: Liu, M.N., & **LIU, W.** Culture, Communication Media, and Emotions in Negotiation: A Mental Models Approach to Unpacking the Effects of Anger and Compassion. Research Grants Council of the Hong Kong Special Administrative Region, Grant# 12601024 (Amount: HKD \$ 412,000).

2024: Shen, G.Q., **LIU, W.**, Fan, H.Q., Xue, X.L., & Yan, H. Policy Framework for Cross-regional Cooperation Strategies in the Greater Bay Area's Construction Industry. Strategic Public Policy Research (SPPR) Funding Scheme, Grant#S2023.A6.023.23S (Amount: HKD \$ 3,966,350.00).

2022: Bai, F., Yan, J., Lin, K.J., & **LIU, W.** Taking a person-centered and dynamic approach to status attainment: A latent profile analysis. Research Grants Council of the Hong Kong Special Administrative Region, Grant# 15600221 (Amount: HKD \$ 227,554).

2022: Xie X.Y., Shi, J.Q., **LIU, W.**, Huang, L.Q., et al. Organizations being online: The dynamic organizational design and workplace behaviors. GOV-National Science Foundation, Grant#72232009 (NSF, China, Amount: RMB ¥2,000,000).

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 Principal Investigator**

2021: **LIU, W.**, Jiang, Y.W., Ngai, E.W.T., Zhan, X.Y., Gu, F., Xu, X., Xu, Z., Xu, X.P., Wei, S.X.D., Lai, M. Digital Transformation of Hong Kong Enterprises in the Greater Bay Area. (PolyU Strategic Importance Project, #P0035462). [Amount: HKD \$ 2,044,000].

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, 2019-2022
- **Guest Editor**, Journal of Organizational Behavior, a special issue on the consequences of proactive behaviors, 2016~2018
- **Editorial Board Member**, Journal of Management, July, 2020- Present
- **Editorial Board Member**, Management and Organization Review, the official publication by the International Association for Chinese Management Research (IACMR), 2013-present
- **Senior Editor**, Journal of Industrial Engineering and Engineering Management (管理工程学报), 2021- Present
- **Ad Hoc Reviewer for Journals**
  - Academy of Management Journal
  - Organization Science
  - Journal of Applied Psychology
  - Organizational Behavior and Human Decision Processes
  - Personnel Psychology
  - Journal of International Business Studies
  - Journal of Organizational Behavior
  - 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**

- **Micro-track Chair** of the International Association for Chinese Management Research (IACMR) Research Committee (2021, July-2023, June)
- **Representative-at-Large**, Asia Pacific, International Association for Chinese Management Research (June, 2020- June, 2023)
- **Co-Organizer** (March, 2020). International Association for Chinese Management Research (IACMR) Special Online Conference on “The COVID-19 Outbreak and Management”.
- **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**
  - Tongji University (November, 2019)
  - Xi’an Jiaotong University (October, 2019)
  - Wuhan University (October, 2019)
  - 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 and in Hong Kong**

- **Head of Department**, Department of Management and Marketing, 2020-present
- **Panel member**, 2020 UGC RAE. 2019-2021.
- **Panel member**, RGC Competitive Research Funding Schemes for the Local Self-financing Degree Sector. 2021-present.
- **Panel member**, President's Awards for Outstanding Achievement in Teaching and in Research 2019/20, Hong Kong Polytechnic University. 2020.
- **Ph.D. Program Director**, Department of Management and Marketing, 2018-2022
- **Director**, Centre for Leadership and Innovation, Department of Management and Marketing, 2020-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, 2020-present
- **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	2017-2019
He Wenjun	DMgt	Accomplished	Chief Supervisor	2017-2019
Wang Zhongdong	DMgt	Accomplished ** Best DBA/DMgt Theses Award**	Co-Supervisor	2017-2019
Li Gang	DMgt	Accomplished	Chief Supervisor	2018-2020
Zhou Yeting	DMgt	Accomplished	Chief Supervisor	2019-2021
Zhang Zhentao	DMgt	Accomplished	Co-Supervisor	2022-2024
Chen Wenzheng	DMgt	Accomplished	Co-Supervisor	2022-2024
Tang Junwu	DMgt	Accomplished	Co-Supervisor	2022-2024
Cui Linyi	DMgt	In Progress	Co-Supervisor	2024-
Zhang Jiajian	DMgt	In Progress	Co-Supervisor	2024-
Zhang Ning	DMgt	In Progress	Co-Supervisor	2024-

Chen Jinwen	DMgt-Sustech	In Progress	Co-Supervisor	2024-
Shirley Wu	DBA	Accomplished	Co-Supervisor	2015-2019
Clara Mak	DBA	Accomplished	Co-Supervisor	2016-2019
Laurence Cheung	DBA	Accomplished	Chief Supervisor	2018-2020
Cynthia Tan	DBA	Accomplished	Co-Supervisor	2018-2022
Wanwei Lu	DBA	Accomplished	Chief Supervisor	2019-2022
Mingxia Liu	DBA	Accomplished	Chief Supervisor	2019-2023
Ning Ronald Huang	DBA	Accomplished	Chief Supervisor	2020-2023
Catherine Guo	DBA	Accomplished	Chief Supervisor	2019-2024
Mingqing Katrina Liu	DBA	In Progress	Co-Supervisor	Since 2023

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

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