

Szu-Han (Joanna) Lin
W. Richard and Emily Acree Professor
Associate Professor, University of Georgia
Terry College of Business
E-mail: JoannaLin@uga.edu

ACADEMIC POSITIONS

University of Georgia

Terry College of Business
W. Richard and Emily Acree Professor (2024- present)
Associate Professor of Management (2022 – present)
Assistant Professor of Management (2020 – 2022)

University of Massachusetts Amherst

Isenberg School of Management
Assistant Professor of Management (2017 – 2020)

EDUCATION

Michigan State University, Eli Broad College of Business

Ph.D. in Organizational Behavior and Human Resource Management (2017)

University of Florida, Hough Graduate School of Management

Master of Arts in International Business (2011)

National Chengchi University

Bachelor of Arts in Public Finance, College of Social Sciences (2010)
Bachelor of Science in Accounting, College of Commerce (2010)

AWARDS

2025 SIOP Distinguished Early Career Contributions Award
2023 Best 40 Under 40 MBA Professors, Poets & Quants
2021-2022 Institute for Leadership Advancement Research Scholar Award, University of Georgia
2019 Isenberg Outstanding Researcher Award, University of Massachusetts Amherst

RESEARCH INTERESTS/TOPICS

Self-regulation; Leadership; Voice; Organizational Citizenship Behaviors; Gender

REFERRED JOURNAL PUBLICATIONS

(† denotes students at time of submission) (†† denotes former students at time of submission)

†Lin, C. Y., **Lin, S.-H.**, †Poulton, E., & Chi, N. W. (conditional acceptance). Do you want to hang out? Understanding the positive and negative consequences of coworkers' social activity invitations at work. *Personnel Psychology*.

Lin, S.-H., †Poulton, E. C. & Johnson, R. E. (in press). Short-term fulfillment: How supervisors' motives for abusive behaviors influence need satisfaction and daily outcomes. *Journal of Management*.

Lin, S.-H., †Woodall, J. P., Mitchell, M. S., Chi., N.-W. & Johnson, R. E. (in press). The gendered

nature of leader behaviors: Navigating stereotype threat from conservation of resources and gender role perspectives. *Journal of Applied Psychology*.

Lin, S.-H., Fatimah, S., Ho, C., Ferris, D. L., Johnson, R. E., & †Poulton, E. Every voice has its bright and dark sides: Understanding third-party observers' reactions to coworkers' voice behaviors. (in press). *Journal of Occupational and Organizational Psychology*.

†Poulton, E. C., **Lin, S.-H.**, Fatimah, S., Ho, C., Ferris, D. L., & Johnson, R. E. My manager endorsed my coworkers' voice: Understanding observers' positive and negative reactions to managerial endorsement of coworker voice. (2024). *Journal of Applied Psychology*, 109, 1250-1270.

Lee, H. W., Chi, N.-W., Kim, Y. J., Lee, H., **Lin, S.-H.** & Johnson, R. E. (2024). Leaders' responses to receipt of proactive helping: Integrating theories of approach-avoidance and challenge-hindrance. *Human Relations*, 77, 560-590.

Lin, S.-H., †Poulton, E. C., Tu, M.-H. & †Xu, M. (2022). The consequences of empathic concern for the actors themselves: Understanding empathic concern through conservation of resources and work-home resources perspectives. *Journal of Applied Psychology*, 107, 1843-1863.

Lennard, A. C., Matta, F. K., **Lin, S.-H.**, Koopman, J., & Johnson, R. E. (2022). The dynamism of daily justice: A person-environment fit perspective on the situated value of justice. *Organization Science*, 33, 1523-1553.

Ho, C., **Lin, S.-H.**, & Johnson, R. E. (2022) Does depletion have a bright side? Self-regulation exertion heightens creativity engagement. *Journal of Consumer Affairs*, 56, 666-684.

Ho, C., **Lin, S.-H.**, & Wyer, R. S. (2021). The downside of purchasing a servant brand: The effect of servant brand consumption on consumer charitable behavior. *Psychology & Marketing*, 38, 2019-2033.

Lin, S.-H., Chang, C.-H., Lee, H. W., & Johnson, R. E. (2021). Positive family events facilitate effective leader behaviors at work: A within-individual investigation of family-work enrichment. *Journal of Applied Psychology*, 106, 1412-1434.

Liao, C., Lee, H. W., Johnson, R. E., & **Lin, S.-H.** (2021). Serving you depletes me? A leader-centric examination of servant leadership behaviors. *Journal of Management*, 47, 1185-1218.

Chong, S., Kim, Y.-J., Lee, H. W., Johnson, R. E., & **Lin, S.-H.** (2020). Mind your own break: The interactive effect of workday respite activities and mindfulness on employee outcomes via affective linkages. *Organizational Behavior and Human Decision Processes*, 159, 64-77.

Matta, F. K., Sabey, T., Scott, B. A., **Lin, S.-H.**, & Koopman, J. (2020). Not all fairness is created equal: A study of employee attributions of supervisor justice motives. *Journal of Applied Psychology*, 105, 274-293.

Koopman, J., **Lin, S.-H.**, Lennard, A. C., Matta, F. K., & Johnson, R. E. (2020). My coworkers are treated more fairly than me! A self-regulatory perspective on justice social comparisons. *Academy of Management Journal*, 63, 857-880.

Lin, S.-H., Scott, B. A. & Matta, F. K. (2019). The dark side of transformational leader behaviors for leaders themselves: A conservation of resources perspective. *Academy of Management Journal*, 62, 1556-1582.

Lee, H. W., Bradburn, J., Johnson, R. E., **Lin, S.-H.**, & Chang, C.-H. (2019). The benefits of receiving gratitude for helpers: A daily investigation of proactive and reactive helping at work.

Journal of Applied Psychology, 104, 197-213.

Rosen, C. C., Simon, L. S., Gajendran, R., Johnson, R. E., Lee, H. W., & **Lin, S.-H.** (2019). Boxed in by your inbox: Implications of daily email demands for managers' leadership behaviors. *Journal of Applied Psychology*, 104, 19-33.

Lin, S.-H., & Johnson, R. E. (2018). Opposing affective and cognitive effects of prevention focus counterproductive workplace behavior. *Journal of Business and Psychology*, 33, 283-296.

Johnson, R. E., King, D. D., **Lin, S.-H.**, Scott, B. A., Jackson Walker, E. M., & Wang, M. (2017). Regulatory focus trickle-down: How leader regulatory focus shapes follower regulatory focus and behavior. *Organizational Behavior and Human Decision Processes*, 140, 29-45.

Johnson, R. E., **Lin, S.-H.**, Kark, R., Van Dijk, D., King, D. D., & Esformes, E. Consequences of regulatory fit for leader–follower relationship quality and commitment. (2017). *Journal of Occupational and Organizational Psychology*, 90, 379-406.

Lin, S.-H., Ma, J., & Johnson, R. E. (2016). When ethical leader behaviors breaks bad: How ethical leader behavior can turn abusive via ego depletion and moral licensing. *Journal of Applied Psychology*, 101, 815-830.

Finalist for the AOM Conflict Management Division Most Influential Article

Johnson, R. E., Rosen, C. C., Chang, C.-H., & **Lin, S.-H.** (2016). Assessing the status of locus of control as an indicator of core self-evaluations. *Personality and Individual Differences*, 90, 155-162.

Lin, S.-H., & Johnson, R. E. (2015). A suggestion to improve a day keeps your depletion away: Examining promotive and prohibitive voice behaviors within a regulatory focus and ego depletion framework. *Journal of Applied Psychology*, 100, 1381-1397.

Johnson, R. E., Rosen, C. C., Chang, C.-H., & **Lin, S.-H.** (2015). Getting to the core of locus of control: Is it a core evaluation of the self or the environment? *Journal of Applied Psychology*, 100, 1568-1578.

BOOK CHAPTERS

Johnson, R. E., **Lin, S.-H.**, & Lee, H. W. (2018). Self-control as the fuel for effective self-regulation at work: Antecedents, consequences, and boundary conditions of employee self-control. In A. J. Elliot (Ed.), *Advances in Motivation Science*, Vol. 5, (pp. 87-128). San Diego, CA: Academic Press.

Johnson, R. E., Muraven, M., Donaldson, T., & **Lin, S.-H.** (2018). Self-control in work organizations. In D. L. Ferris, R. E. Johnson, & C. Sedikides (Eds.), *The self at work: Fundamental theory and research* (pp.119-144). New York: Routledge.

Johnson, R. E., Chang, C.-H., Kim, Y., **Lin, S.-H.** (2018). Employee self-concept and identity. In D. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE Handbook of Industrial, Work, & Organizational Psychology*, Vol. 2, (pp.25-45). London: Sage.

PUBLISHED PROCEEDINGS

†Woodall, J. P., & **Lin, S.-H.** I'm proud of you, but what about me? Pride, envy, and surface acting in dual-career households. *Proceedings of the 2025 Academy of Management Annual Meeting* (p.). Copenhagen, Denmark.

Lin, S.-H., LeBlanc, C. A., & Chang, C.-H. (2018). A within-individual approach to understand family-work enrichment and leader behaviors. *Proceedings of the 2018 Academy of Management Annual Meeting (p.17203)*. Chicago, Illinois.

Lin, S.-H., & Johnson, R. E. (2014). Promotive and prohibitive voice behaviors: The role of self-regulation. *Proceedings of the 2014 Academy of Management Annual Meeting (p.12879)*. Philadelphia, PA.

Lin, S.-H. (2013). The Influences of Social Characteristics on the Turnover Decision Process. *Proceedings of the 2013 Academy of Management Annual Meeting (p.12777)*. Orlando, FL.

REVISE AND RESUBMITTED MANUSCRIPTS

(† denotes students at time of submission) (†† denotes former students at time of submission)

Lee, H. W., Dishop, C., **Lin, S.-H.,** Kim, S., Scott, B. A., Hu., J., Kim, S., Lee, H. Who gets help when things get tough? The interplay of workload, core self-evaluations, and helping exchanges in the workplace. 1st Round Revise & Resubmit. *Journal of Applied Psychology*.

Lin, S.-H., †Woodall, J. P., †Poulton, E., Ho, C. M. Leader formal and casual language. 1st Round Revise & Resubmit. *Organizational Behavior and Human Decision Processes*.

†Poulton, E. C., ††Frank, E. L. & **Lin, S.-H.** I'm (obligated to be) happy for you, boss!": The divergent implications of leaders' capitalization attempts for leaders and followers. 1st Round Revise & Resubmit. *Organizational Behavior and Human Decision Processes*.

†Woodall, J. P., & **Lin, S.-H.** Spouse career success. 1st Round Revise & Resubmit. *Organizational Behavior and Human Decision Processes*.

MANUSCRIPTS UNDER REVIEW

Lee, H. W., Boncoeur, O. D., **Lin, S.-H.,** Scott, B. A. Amplifying prosocial behaviors in the workplace: A deep dive into the impact of gratitude expressions through the lens of the emotions as social information model and positive expectancy theory. Under review. *Personality and Social Psychology Bulletin*.

†Nakos, O., **Lin, S. H.,** & Woodall, J. P. Through others' eyes: How remote work shapes image perceptions in work and family domains. Under Review. *Organization Science*.

†Woodall, J. P., **Lin, S. H.,** Liu, Y., Chiang, J., & Wang, Z. Through others' eyes: How remote work shapes image perceptions in work and family domains. Under Review. *Organization Science*.

CONFERENCE PRESENTATIONS

†Woodall, J. P., & **Lin, S.-H.** (2025, July). *I'm proud of you, but what about me? Pride, envy, and surface acting in dual-career households*. Paper presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

†Lin, C. Y., & **Lin, S.-H.,** & ††Poulton, C. E. (2025, July). Social activity invitations from coworkers: Examining the emotional and behavioral consequences at work. In Speech, M. (Chair), *Beyond helping: Exploring the complexities and boundaries of workplace assistance*. Symposium presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

†Kaleshval, M., Tu, M. -H., **Lin, S.-H.,** Krishnan, S. (2025, July). Navigating other granted

leadership: A gendered analysis of women leaders' perspectives and leadership behaviors. In Cooney, R. & Colbert, A. E. *Leader well-being: Understanding the burdens and benefits of leadership*. Symposium presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.

†Lin, C. Y., & **Lin, S.-H.**, ††Poulton, C. E., & Chi, N.-W. (2025, June). *Social activity invitations from coworkers: Examining the emotional and behavioral consequences at work*. Paper presented at the Taiwan Association and Industrial and Organizational Psychology Annual Meeting, Taipei, Taiwan.

†Kaleshval, M., Tu, M. -H., **Lin, S.-H.**, Krishnan, S. (2024, October). *Navigating other granted leadership: A gendered analysis of women leaders' perspectives and leadership behaviors*. Paper presented at the 2024 Meeting of the Southern Management Association, San Antonio, Texas.

Lin, S.-H., †Woodall, J. P., Chi, N.-W., & Johnson, R. E. (2024, August). Navigating stereotype threat from conservation of resources and gender role perspectives. In Yoon, S., & Yoon, S. (Chairs), *Leadership in the Trenches: Probing Uncharted Challenges Experienced by Leaders*. Symposium presented at the 84th Academy of Management Annual Meeting, Chicago, Illinois.

†Lin, C. Y., & **Lin, S.-H.**, ††Poulton, C. E., (2024, June). Beyond 9 to 5: Exploring after-work social activities with coworkers. Paper presented at the Asia Academy of Management Annual Meeting, Miri, Malaysia.

††Poulton, E., **Lin, S.-H.**, Tu, M.-H., & †Xu, M. (2024, August). The distinct consequences of task- and person-focused help for third-party observers. In Lee, Y. E., & Ong, M. (Chairs), *Novel Perspectives on Organizational Citizenship Behavior: Expanding the OCB Literature*, Symposium presented at the 84th Academy of Management Annual Meeting, Chicago, Illinois.

†Poulton, E., **Lin, S.-H.**, & †Frank, E. L. (2023, August). Bearing my own bad news: The dual consequences of leaders sharing bad news with subordinates. In Du. C., & Watkins, T. (Chairs), Can I tell you something? Implications of event disclosure at work for disclosers and responders. Symposium presented at the 83rd Academy of Management Annual Meeting, Boston, Massachusetts.

Lin, S.-H., Mitchell, M. S., & Johnson, R. E. (2022, August). The benefits and detriments of leader behaviors for women leaders: A gender role and stereotype threat spillover perspective. In Song, Y., & Tu, M.-H. (Chairs), *Daily goal regulation in various work contexts: different theoretical perspectives*. Symposium presented at the 82th Academy of Management Annual Meeting, Seattle, Washington.

†Poulton, E., **Lin, S.-H.**, Tu, M.-H., & †Xu, M. (2021, August). The dark side of a coworker receiving help. Paper presented at the 81st Academy of Management Annual Meeting, Virtual.

Lin, S.-H. †Poulton, E. †Xu, M., & Tu, M.-H. (2019, August). The dark and bright sides of empathic concern: A conservation of resources perspective. In Song, Y., Tu, M.-H., & Koopmann, J. (Chairs), *Citizenship Behavior: Different Theoretical Perspectives to Understand the Predictors and Outcomes*. Symposium presented at the 79th Academy of Management Annual Meeting, Boston, Massachusetts.

Lee, S. Farh, C. I. C., **Lin, S.-H.** & Lee, S. M. (2019, August). Voice Justice: The importance of fair process when endorsing voice (or not). In Howell, T., & Parke, M. (Chairs), *To Be Heard or Not Heard: Effects of (Failed) Voice Behaviors on Managers and Employees*. Symposium presented at the 79th Academy of Management Annual Meeting, Boston, Massachusetts.

Ho. C., **Lin, S.-H.**, & Johnson, R. E. (2019, June). *Does depletion have a bright side? Self-regulation*

exertion heightens creativity performance. Paper presented at Asia Academy of Management Annual Meeting, Bali, Indonesia.

- Lin, S.-H.**, Fatimah, S., Ho, C., Ferris, D. L. & Johnson, R. E. (2019, April). Every voice has its bright and dark sides: Understanding employees' reactions to coworkers' voice behaviors. In Johnson, H., Lam, C. F., & Shao, Y. (Chairs), *Leaders' and Coworkers' Reactions to Voice and Why They Matter*. Symposium presented at the 31st Annual Society for Industrial and Organizational Psychology Conference, DC, Washington.
- Lin, S.-H.**, LeBlanc, C. A., & Chang, C.-H. (2018, August). *A Within-Individual Approach to Understand Family-Work Enrichment and Leader Behaviors*. Paper presented at 78th Academy of Management Annual Meeting, Chicago, Illinois.
- Lee, H. W., Kim, Y. J., Johnson, R. E. & **Lin, S.-H.** (2018, August). Do those who receive help always give help? Consequences of receiving unsolicited and solicited help. In Harvey, J., Bergeron, D (Chairs), *Perspectives on Performance: New Vantages on Organizational Citizenship Behavior*. Symposium presented at the 78th Academy of Management Annual Meeting, Chicago, Illinois.
- Lin, S.-H.** (2017, August). What instrumental reasons do abusive leaders give for being abusive? In Lanaj, K., & Foulk, T. (Chairs), *Daily Leadership: Understanding Predictors and Outcomes of Within-Person Leader Behaviors*. Symposium presented at the 77th Academy of Management Annual Meeting, Atlanta, Georgia.
- Connors, A., **Lin, S.-H.**, Matta, F. K., Koopman, J., & Johnson, R. E. (2017, August). The dynamic need for justice: A needs-based discrepancy model of justice in the workplace. In R. Bobocel & J. A. Colquitt (Chairs), *New Perspectives on Justice: Interfacing Justice Scholarship with Social/Cognitive Psychology*. Symposium presented at the 77th Academy of Management Annual Meeting, Atlanta, Georgia.
- Liao, C., Lee, H. W., & **Lin, S.-H.** (2017, August). Serving today, laissez-faire tomorrow? An actor-centric examination of daily servant leader behaviors and the moderating role of perspective taking. In J. Smallfield & B. Wu (Chairs), *The downside and darkside of servant leadership*. Symposium presented at the 77th Academy of Management Annual Meeting, Atlanta, Georgia.
- Lin, S.-H.** & Matta, F. K. (2016, August). The dark and bright side of transformational leader behavior: A conservation of resources perspective. In K. Lanaj & N. Wellman (Chairs), *The ebbs and flows of leadership: Exploring within-person variation in leader behavior*. Symposium presented at the 76th Academy of Management Annual Meeting, Anaheim, California.
- Koopman, J., **Lin, S.-H.**, Connors, A. L., Johnson, R. E., & Matta, F. K. (2016, August). Everyone is treated more fairly than me: An ego depletion perspective on justice social comparison. In S.-H. Lin, A. L. Connors & J. Koopman (Chairs), *Justice is all around us: The role of coworkers, employees, and daily justice*. Symposium presented at the 76th Academy of Management Annual Meeting, Anaheim, California.
- Lin, S.-H.**, Connors, A. L. & Koopman J. (Chairs) (2016, August). *Justice is all around us: The role of coworkers, employees, and daily justice*. Symposium presented at the 76th Academy of Management Annual Meeting, Anaheim, California.
- Lin, S.-H.**, & Johnson, R. E. (Chairs) (2016, April). *New and emerging research on the dark triad of personality*. Symposium presented at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, California.
- Lin, S.-H.**, Pan, L., Guo, Z., & Johnson, R. E. (2016, April). The potential bright side of narcissism.

In S.-H., Lin & R. E. Johnson (Chairs), *New and emerging research on the dark triad of personality*. Symposium presented at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, California.

Ma, J., **Lin, S.-H.**, Johnson, R. E., Chang, C.-H. (2016, April). *Commute stressor and effective leader behaviors: An ego depletion perspective*. Poster presented at the 31st Annual Society for Industrial and Organizational Psychology conference, Anaheim, California.

Lin, S.-H., Ma, J., Johnson, R. E. (2015, August). When ethical leadership turns abusive: Role of ego depletion and moral licensing. In H. Lian & L. H. Liang (Chairs), *New Development in self-control theory and its applications in organizational research*. Symposium presented at 75th Academy of Management Annual Meeting, Vancouver, Canada.

Lin, S.-H., Johnson, R. E., Rosen, C. C., & Chang, C.-H. (2015, April). *Locus of control: Evaluation of the self or the environment?* Poster presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Pan, L., **Lin, S.-H.**, & Johnson, R. E. (2015, April). *Not too dark: When narcissism relates favorably to creativity*. Poster presented at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania.

Matta, F. K., Scott, B. A., Koopman, J., & **Lin, S.-H.** (2015, April). Does the Perceived Motive for Just Treatment Matter for Employees? In J. A. Colquitt & K. P. Zipay (Chairs), *New Directions in Justice: Forming and Reacting to Overall Fairness*. Symposium presented at the 30th Annual Society for Industrial and Organizational Psychology. Philadelphia, Pennsylvania.

Lin, S.-H., & Johnson, R. E (2014, August). *Promotive and prohibitive voice behaviors: The role of self-regulation*. Paper presented at 74th Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Johnson, R. E., King, D. D., Scott, B. A., **Lin, S.-H.**, Jackson, E. M. (2013, November). *Regulatory focus spillover: How leader regulatory focus shapes follower regulatory focus*. Paper presented at the 2013 Southern Management Association Meeting, New Orleans, Louisiana.

Lin, S.-H. (2013, August). *The Influences of Social Characteristics on the Turnover Decision Process*. Paper presented at 73th Academy of Management Annual Meeting, Orlando, Florida.

SELECTED WORKING MANUSCRIPTS

††Poulton, E. C., †Nakos, O. M., **Lin, S.-H.**, & †Lin, C. Y. Alcohol abstention. Writing phase, target: *Journal of Applied Psychology*.

Lin, S.-H., †Nakos, O. M., & †Woodall, J. P. Goal sharing. Data analysis, target: *Academy of Management Journal*.

Lin, S.-H., & ††Poulton, E. C. Managerial voice rejection. Writing phase, target: *Academy of Management Journal*.

†Lin, C. Y., **Lin, S.-H.**, ††Poulton, E. C., Social activity engagement. Data analysis, target: *Academy of Management Journal*.

†Nakos, O. M., **Lin, S.-H.**, & †Woodall, J. P. Remote work. Data analysis, target: *Organization Science*.

†Woodall, J. P., Liu, Y., **Lin, S.-H.**, Chiang, J., Wang, Z. AI use. Writing phase, target: *Academy of*

PDWS & PANELS

The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty. Presented at the 84th Academy of Management Annual Meeting, Chicago, Illinois (August, 2024).

Organizational Behavior Doctoral Consortium. Roundtable at the 84th Academy of Management Annual Meeting, Chicago, Illinois (August, 2024).

Nevertheless She Persisted. Roundtable at the 84th Academy of Management Annual Meeting, Chicago, Illinois (August, 2024).

Organizational Behavior Doctoral Consortium. Roundtable at the 83rd Academy of Management Annual Meeting, Boston, Massachusetts (August, 2023).

Leveling the Playing Field: Reducing Between-Person Variation on Within-Person Research. Roundtable at the 83rd Academy of Management Annual Meeting, Boston, Massachusetts (August, 2023).

Nevertheless She Persisted. Roundtable at the 83rd Academy of Management Annual Meeting, Boston, Massachusetts (August, 2023).

The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty. Roundtable at the 82nd Academy of Management Annual Meeting, Seattle, Washington (August, 2022).

OB Research Roundtable at the 82nd Academy of Management Annual Meeting, Seattle, Washington (August, 2022).

INVITED TALKS

National Chengchi University, Business Administration. (June, 2025).

National Taiwan University, Business Administration. (June, 2024).

National Sun Yat-sen University, Business Administration. (June, 2023).

National Chengchi University, Business Administration. (June, 2023).

National Sun Yat-sen University, Business Administration. (July, 2022).

National Taiwan Normal University, Business Administration. (June, 2022).

National Chengchi University, Business Administration. (June, 2022).

University of Florida, Warrington College of Business (February, 2022).

Arizona State University, W. P. Carey School of Business (December, 2021).

University of Connecticut, School of Business (October, 2019).

The Ohio State University, Fisher College of Business (October, 2019).

University of Nebraska-Lincoln, College of Business Administration (September, 2019).

University of Georgia, Terry College of Business (September, 2019).

National Sun Yat-sen University, Business Administration. (June, 2019).

National Taiwan University, Business Administration. (June, 2019).

National Taiwan Normal University, Business Administration. (June, 2018).

National Taiwan University, Business Administration. (June, 2018).

National Sun Yat-sen University, Business Administration. (May, 2018).

National Chengchi University, Business Administration. (May, 2017)

National Sun Yat-sen University, Business Administration. (May, 2017).

National Taiwan University, Business Administration. (December, 2016).

University of Massachusetts Amherst, Isenberg School of Management. (December, 2016).

University of Nebraska-Lincoln, College of Business Administration (November, 2016).

University of Arizona, Eller College of Management (November, 2016).

University of Colorado at Boulder, Leeds School of Business. (October, 2016).

Northeastern University, D'Amore-McKim School of Business. (October, 2016).

University of Maryland, Robert H. Smith School of Business. (October, 2016).

Texas A&M University, Mays School of Business. (2016, September).

TEACHING EXPERIENCE	INSTRUCTOR RATING
Primary Instructor	
<i>University of Georgia</i>	
Organizational Behavior (Management 5920)	
Fall 2024 – 50 students	4.48 (out of 5)
PMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2024 – 42 students	4.91 (out of 5)
OMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2024 – 98 students	4.56 (out of 5)
Job Motivation – Ph.D. Seminar (Management 9870)	
Spring 2024 – 8 students	5.00 (out of 5)
Organizational Behavior (Management 5920)	
Fall 2023 – 58 students	4.65 (out of 5)
PMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2023 – 34 students	4.87 (out of 5)
OMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2023 – 58 students	4.64 (out of 5)
Organizational Behavior (Management 5920)	
Fall 2022 – 46 students	4.80 (out of 5)

PMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2022 – 38 students	4.85 (out of 5)
PMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2022 – 34 students	4.64 (out of 5)
Job Motivation – Ph.D. Seminar (Management 9870)	
Fall 2022 – 3 students	5.00 (out of 5)
PMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2021 – 36 students	4.71 (out of 5)
Organizational Behavior (Management 5920)	
Fall 2021 – 46 students	4.59 (out of 5)
PMBA Leadership and Organizational Behavior (Management 7410)	
Fall 2020 – 52 students (hybrid structure during pandemic)	4.76 (out of 5)
Organizational Behavior (Management 5920)	
Fall 2020 – 45 students (hybrid structure during pandemic)	4.76 (out of 5)
Fall 2020 – 45 students (hybrid structure during pandemic)	4.40 (out of 5)
<i>University of Massachusetts Amherst</i>	
Ph.D. Research Method (SOM-804)	
Managing large scale surveys & CFA, Fall 2018	
SEM, Spring 2018, 2019	
Human Resource Management (MGMT-314)	
Spring 2019 – 30 students	4.43 (out of 5)
Fall 2018 – 30 students	4.77 (out of 5)
Fall 2018 – 30 students	4.68 (out of 5)
Spring 2018 – 30 students	4.64 (out of 5)
Spring 2018 – 29 students	4.39 (out of 5)
Fall 2017 – 35 students	4.84 (out of 5)
Strategic Compensation (MGMT- 334)	
Fall 2019 – 14 students	
<i>Michigan State University</i>	
Managing Human Resources (MGT-315)	4.46 (out of 5)
Summer 2015 – 29 students	
Management Skills (MGT-325)	4.45 (out of 5)
Summer 2013 – 25 students	

PROFESSIONAL AND SERVICE ACTIVITIES

Editorial Broad Member

Academy of Management Journal (2024-present)
Journal of Applied Psychology (2021-present)
Organizational Behavior and Human Decision Processes (2022-present)
Personnel Psychology (2025-present)

Ad-hoc Reviewer

Organization Science (2018-present)

Personnel Psychology (2020-2025)
Academy of Management Journal (2017-2024)
Organizational Behavior and Human Decision Processes (2019-2021)
Journal of Applied Psychology (2017-2020)
Organizational Behavior and Human Decision Processes (2019-2021)
Personality and Social Psychology Bulletin (2020)
Journal of Management Studies (2018-2021)
Journal of Organizational Behavior (2018-2020)
European Journal of Work and Organizational Psychology (2017-2020)
Academy of Management Annual Meeting, OB Division (2014-2017)

Affiliations

Academy of Management
Society for Industrial & Organizational Psychology

GRANTS

Junior Faculty Seed Grant in STEM (\$13,200), University of Georgia, (2021-2022)
Research Support Fund (\$1000), University of Massachusetts Amherst (2017, 2018)
Flex Grant for Teaching/Faculty Development (\$500), University of Massachusetts Amherst (2017, 2018, 2019)
2016 Summer Dissertation Completion Fellowship (\$4,000), Michigan State University (2016)
Ministry of Education's Study Abroad Scholarship (\$32,000), Taiwan (2014-2015)

STUDENT COMMITTEE

Dissertation Committee (Member, Braydon Shanklin – University of Georgia, 2024)
Dissertation Committee (Chair; Emily Poulton – University of Georgia, 2023)
Dissertation Committee (Member; Yi-Ren Wang – University of Alabama, 2021)

SERVICE

University of Georgia

Terry EMPA/PMBA Advisory Board (2022-present)
Undergraduate Programs Committee (2022-present)
Promotion & Tenure Lecturer Committee (2023-present)
Doctoral Program Committee (2021-present)
Faculty Search Committee Chair (2023 - present)
Faculty Search Committee Member (2021-2022)
Performance Evaluation Process Committee (2022)
First Year Coach – Ph.D. Program
• Justin Woodall – 2022-2023

University of Massachusetts

Brownbag Coordinator (2019-2020)
Faculty Search Committee Member (2018-2020)
Doctoral Program Committee (2017-2020)

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“How your email habits might be making you a worse boss” *Fast Company* (<https://www.fastcompany.com/90249763/how-your-email-habits-might-be-making-you-a-worseboss>), October 22, 2018

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“What’s keeping bosses from being good leaders? A glut of e-mails” *The Economic Times* (<https://economictimes.indiatimes.com/magazines/panache/whats-keeping-bosses-from-being-goodleaders-a-glut-of-e-mails/articleshow/65872313.cms>), September 19, 2018

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