

Curriculum Vita  
3/12/2013

## CRYSTAL I CHIEN FARH, PH.D.

Department of Management, Michigan State University  
Eli Broad College of Business  
North Business Complex  
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### Education

#### **Robert H. Smith School of Business, University of Maryland**

*College Park, MD*

*Doctor of Philosophy, Organizational Behavior*

2012

Advisor: Gilad Chen, Ph.D.

Dissertation: Leading well means timing it right: A temporal contingency model of team leadership in action teams.

Committee: Gilad Chen (Chair), Kathryn M. Bartol, Paul J. Hanges, Subramaniam Tangirala, Paul E. Tesluk

#### **Harvard College**

*Cambridge, MA*

*Bachelor of Arts in Psychology (Cum Laude, Honors)*

2005

Advisors: Philip J. Stone, Ph.D., Matthew K. Nock, Ph.D.

Thesis: Subjective experience of life events: A possible mechanism explaining high suicide rates among young, rural, Chinese women.

### Research Interests

- Team and leadership effectiveness in dynamic environments
- Employee proactive behavior and voice
- Individual effectiveness in cross-cultural and developmental job assignments

### Academic Positions

#### **Michigan State University**

*East Lansing, MI*

Assistant Professor

2012-present

Department of Management

Eli Broad College of Business

### Awards

- Frank T. Paine Doctoral Award for Academic Achievement, Robert H. Smith School of Business, University of Maryland (2011)
- Top 15% Teaching Award, Robert H. Smith School of Business, University of Maryland (2010)
- *Best International Paper Award*, Organizational Behavior Division of the Academy of Management (2009)
- *Outstanding Reviewer Award*, Organizational Behavior Division of the Academy of Management (2009)
- Dean's Research Fellowship, University of Maryland (2007-2012)
- Fairbank and Asia Center Research Award (\$3,000), Harvard University (2004)

## Refereed Publications

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- **Farh, C. I. C.**, Seo, M., & Tesluk, P. (2012). Emotional intelligence, teamwork effectiveness, and performance: The moderating role of job context. *Journal of Applied Psychology*, 97, 890-900.
- Liang, J., **Farh, C. I. C.**, & Farh, J. L. (2012). Psychological Antecedents of Promotive and Prohibitive Voice Behavior: A Two-Wave Longitudinal Examination. *Academy of Management Journal*, 55, 71-92.
- Farh, J. L., Lee, C., & **Farh, C. I. C.** (2010). Task conflict and team creativity: A question of how much and when. *Journal of Applied Psychology*, 95, 1173-1180.
- **Farh, C. I. C.**, Bartol, K. M., Shapiro, D. L., & Shin, J. (2010). Networking abroad: A process model of how expatriates form support ties to facilitate adjustment. *Academy of Management Review*, 35, 434-454.
- Chen, G., Kirkman, B. L., Kim, K., **Farh, C. I. C.**, & Tangirala, S. (2010). When does cross-cultural motivation enhance expatriate effectiveness? A multilevel investigation of the moderating roles of subsidiary support and cultural distance. *Academy of Management Journal*, 53, 1110-1130.

## Other Publications

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- Chen, G., Kirkman, B. L., Kim, K., & **Farh, C. I. C.** (2009). Expatriate motivation and effectiveness: The roles of cultural distance and subsidiary support. *Academy of Management Conference Best Paper Proceedings*.
- Chiaburu, D. S., **Farh, C. I. C.**, & Van Dyne, L. (In press). Supervisory epistemic, ideological, and existential responses to voice: A motivated cognition approach. In R. Burke, & C. L. Cooper (Eds.), *Voice: Overcoming Fear, Fostering Courage, and Unleashing Candor in Organizations*. Edward Elgar, UK.

## Working Papers

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- **Farh, C. I. C.**, & Chen, Z. J. Powerless to initiate change: A multilevel model of how and when team-level abusive supervision diminishes team voice. (Under review at *Academy of Management Journal*.)
- **Farh, C. I. C.**, & Chen, G. Leading well over time: Temporal and situational contingencies of leadership impact in dynamic team contexts. (Under review at *Administrative Science Quarterly*.)
- \***Farh, C. I. C.**, Liao, H., Shapiro, D. L., & Shin, J. Antecedents and consequences of employee inclusion in multinational organizations: A network approach.<sup>1</sup>

## Conference Presentations

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- **Farh, C. I. C.** The dynamics of leadership: The nature and impact of leadership over time. Symposium proposed to the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, FL.
- **Farh, C. I. C.**, & Chen, G. Leading well over time: Temporal contingencies of leadership impact in dynamic team contexts. Symposium paper submitted to the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, FL.
- **Farh, C. I. C.**, & Chen, Z. J. A multilevel model of how and when team-level abusive supervision diminishes team member voice. Paper submitted to the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, FL.

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<sup>1</sup> \*Denotes equal contributions by all authors.

- Campbell-Bush, E. M., **Farh, C. I. C.**, Chen, G., & Tesluk, P. E. (2011). Holding peers accountable: Antecedents of peer regulation behaviors. Symposium paper presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago: IL.
- **Farh, C. I. C.**, Tangirala, S., & Liang, J. (2010). Thinking before speaking: Employee cognitive engagement in change as a precursor to voice. Symposium paper presented at the 70<sup>th</sup> Annual Meeting of the Academy of Management, Montreal, Canada.
- **Farh, C. I. C.**, Seo, M., & Tesluk, P. (2009). Working well under challenge: Job context as a moderator of the EI-performance relationship. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
- Tangirala, S., Paik, Y., Bartol, K., & **Farh, C. I. C.** (2009). Valuation of new information under uncertainty and time pressure: The Role of Comparison Orientation. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
- Chen, G., Kirkman, B. L., Kim, K., & **Farh, C. I. C.** (2009). Expatriate motivation and effectiveness: The roles of cultural distance and foreign subsidiary support. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
- **Farh, C. I. C.**, Bartol, K. M., Shapiro, D., & Shin, J. (2008). Networking abroad, with whom, and to what ends?: Implications for expatriate adjustment and success. Paper presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

## Invited Talks

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- **Farh, C. I. C.** (2013, January). *Maximizing engagement while leading and managing others*. Speaker, in Practice Transformation Institute's leadership retreat, "Surviving Change While Avoiding Detours." Audience: Primary care physician leaders, residents, health professionals. Presenter rating: **3.7/4.0**
- **Farh, C. I. C.** (2011-2012). *Leading well means timing it right*. Presented at the management departments and organizational behavior groups of the following universities, in chronological order: Texas A&M University (Mays Business School), Singapore Management University (Lee Kong Chian School of Business), Hong Kong Polytechnic University (Faculty of Business), University of Virginia (McIntire School of Commerce), Rice University (Jones Graduate School of Management), Michigan State University (Broad College of Business), Georgia Institute of Technology (College of Management), University of Pennsylvania (The Wharton School), London Business School.

## Media Coverage

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- "Emotional intelligence helps manage team issues – but not in every context" *BPS Occupational Digest*. (<http://bps-occupational-digest.blogspot.com/2012/07/emotional-intelligence-helps-manage.html>), July 24, 2012.
- "Emotional intelligence: Is it always good?" *I/O at Work*. (<http://www.ioatwork.com/emotional-intelligence-is-it-always-good-io-psychology>).
- "Emotional intelligence, environmental cues, and legal "dream teams" – (Im)possibilities for lawyers and law firms?" *Psycholawlogy: A bridge between applied psychology and the legal profession*.

(<http://www.psychology.com/2012/09/15/emotional-intelligence-environmental-cues-and-legal-dream-teamsimpossibilities-for-lawyers-and-law-firms>), September 15, 2012.

- “Is using emotional intelligence always effective when managing teams?” *Emotions & Behaviors at Work*. ([http://www.ebwnline.com/News/Article/Is\\_using\\_Emoional\\_Intelligence\\_always\\_effective\\_when\\_managing\\_teams\\_16\\_10\\_2012.aspx](http://www.ebwnline.com/News/Article/Is_using_Emoional_Intelligence_always_effective_when_managing_teams_16_10_2012.aspx)), October 16, 2012.
- “When your emotional IQ matters.” *Smith Business Magazine*. (<http://www.rhsmith.umd.edu/smithbusiness/Fall2012/KnowledgeTransfer/EmotionalIQ.aspx>), Fall 2012.
- “Task conflict, team creativity and...Goldilocks?” *I/O at Work*. (<http://www.ioatwork.com/tag/farh>).

## Courses Taught

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**Broad College of Business, Michigan State University**  
MGT 460: Management Capstone (Undergraduate)

*Spring 2013*

**Broad College of Business, Michigan State University**  
MGT 840: Leadership and Team Management (MBA Elective)

*Spring 2013*

**Robert H. School of Business, University of Maryland**  
Management and Organization Theory (Undergraduate)  
Instructor rating: **4.7/5.0**

*Summer 2010*

## Professional and Service Activities

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### Reviewing

- Ad hoc reviewer, *Academy of Management Journal* (2011- )
- Ad hoc reviewer, *Journal of Applied Psychology* (2012- )
- Ad hoc reviewer, *Organizational Behavior and Human Decision Processes* (2012- )
- AOM Annual Meeting - OB division (2008-2009, 2013)

### Department of Management and Organizations, University of Maryland

- Ph.D. student mentor (2009-present)
- Career and Professionalization Seminar Series (CAPSS), OB student leader (2009-2010)
- Organizing committee of the department's annual Research Day (2008)

### Research Methods Division (RMD) of the Academy of Management

- Student Representative (2008-2010)

## Professional Affiliations

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- Academy of Management, OB division, HR division, RMD division
- Society for Industrial and Organizational Psychology

## Professional Experience

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### Teach For America Corps Member, Seventh Grade Teacher

*Oakland, CA (2005-2007)*

- Composed and executed literacy-promoting, kinesthetic-based, and visually-appealing lesson plans.
- Designed and implemented innovative achievement tracking and behavior management systems.
- Awarded a total of \$13,000 in grants to increase instruction effectiveness.