Curriculum Vita

March 2016

**Szu-Han (Joanna) Lin**

Department of Management, Michigan State University

Eli Broad College of Business

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**EDUCATION**

**Michigan State University, Eli Board of Business**

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

Dissertation: *The antecedents of abusive leader behaviors: Why leaders intentionally engage in abusive behaviors?*

Advisory Committee: Dr. Russell E. Johnson (Chair)

Dr. Brent A. Scott

Dr. John R. Hollenbeck

Dr. John M. Schaubroeck

**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)

**RESEARCH INTERESTS/TOPICS**

Self-regulation; Leadership; Proactive behaviors; Personality

**REFERRED JOURNAL PUBLICATIONS**

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

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., Chang, C.-H., Kim, Y., **Lin, S.-H.** (in press). Self-concept. In D. Ones, N. Anderson, H. K. Sinangil, & Viswesvaran, C. (Eds.), *Handbook of Industrial, Work, & Organizational Psychology (Vol. 2, 2nd ed.)*. London: Sage.

**PUBLISHED PROCEEDINGS**

**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**

Johnson, R. E., King, D. D., **Lin, S.-H.**, Scott, B. A., Jackson Walker, E. M., & Wang, M. Regulatory focus trickle-down: How leader regulatory focus shapes follower regulatory focus and behavior. 1st Round Revise & Resubmit. *Organizational Behavior and Human Decision Processes.*

Ma, J., **Lin, S.-H.**., Johnson, R. E., & Chang, C.-H. Costs of a stressful commute for leaders at work: A daily investigation based on ego depletion. 1st Round Revise & Resubmit. *Journal of Applied Psychology*.

**MANUSCRIPTS UNDER REVIEW**

Ho, C. M., **Lin, S.-H.**, & Johnson, R. E. (under review). Untangling the effects of ego depletion: the role of construal level. *Organizational Behavior and Human Decision Processes.*

Johnson, R. E., **Lin, S.-H.**, Kark, R., Van Dijk, D, & King, D. D. (under review). Consequences of regulatory fit for leader–follower relationship quality and commitment. *Leadership Quarterly*.

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

**CONFERENCE PRESENTATIONS**

**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 annual meeting of the 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.

**WORKING MANUSCRIPTS**

Connors, A., **Lin, S.-H.**., Matta, F. K., Koopman, J., & Johnson, R. E., The effects justice need on workplace attitudes and behaviors. Writing phase, target: *Academy of Management Journal.*

Jamieson, B., **Lin, S.-H.**, Heidl, R. A., & Hollenbeck, J. R. Team composition and team performance. Writing phase, target: *Academy of Management Journal.*

Johnson, R. E., Chang, C.-H., **Lin, S.-H.**, & Kim, Y. Effects of leaders on follower self-concept: A meta-analysis. Data analysis phase*.*

Koopman, J., **Lin, S.-H.**, Matta, F. K., Connors, A., & Johnson, R. E. The effects justice social comparisons on workplace attitudes and behaviors. Writing phase, target: *Academy of Management Journal.*

**Lin, S.-H.,** & Johnson, R. E. The antecedents and consequences of receptivity to voice. Writing phase, target: *Journal of Applied Psychology.*

**Lin, S.-H.,** Johnson, R. E., & Pan, L. Construal level scale development. Data analysis phase.

**Lin, S.-H.**, Matta, F. K. & Scott, B. A. The bright and dark side of transformational leader behaviors. Writing phase, target: *Academy of Management Journal.*

Matta, F. K., Scott, B. A., **Lin, S.-H.**., & Koopman, J. Does the perceived motive for just treatment matter for employees? Writing phase, target: *Academy of Management Journal.*

**TEACHING EXPERIENCE INSTRUCTOR RATING**

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| **Primary Instructor** |  |
| *Managing Human Resources (MGT-315, Summer 2015)* | 4.45 (out of 5) |
| Taught 29 students in core undergraduate course |  |
| *Management Skills (MGT-325, Summer 2010)* | 4.46 (out of 5) |
| Taught 25 students in elective business course |  |
| **Recitation Section Instructor** |  |
| *Managing Human Resources (MGT-315, Spring 2014)* | 4.12 (out of 5) |
| Led recitations for 109 students in core undergraduate course |  |
| *Managing Human Resources (MGT-315, Fall 2013)* | 4.28 (out of 5) |
| Led recitations for 113 students in core undergraduate course |  |

**PROFESSIONAL AND SERVICE ACTIVITIES**

**Ad-hoc Reviewer**

Academy of Management Annual Meeting, OB Division (2014-present)

Southern Management Association (2014-present)

**Affiliations**

Academy of Management

Society for Industrial & Organizational Psychology

**SAMPLE MEDIA COVERAGE**

“You won’t believe this scientific explanation for why bosses get angry” *Inc.* (http://www.inc.com/chris-matyszczyk/you-wont-believe-this-scientific-explanation-for-why-bosses-get-angry.html), February 16, 2016

“Researchers say bosses shout because they are ethical” *Detroit Newstime* (http://www.detroitnewstime.com/regional/122173-researchers-say-bosses-shout-because-they-are-ethical.html), February 16, 2016

“When the boss’ ethical behavior breaks bad” *Michigan State University Today*

(http://msutoday.msu.edu/news/2016/when-the-boss-ethical-behavior-breaks-bad/), February 12, 2016

“Looking for problems makes us tired” *Harvard Business Review*

(https://hbr.org/2015/03/looking-for-problems-makes-us-tired), March 30, 2015

“Minding your work mindset” *Chicago Tribune*

(http://www.chicagotribune.com/business/careers/ct-biz-0309-work-advice-huppke-20150306-column.html), March 6, 2015

“Swap your bad attitude for positive thinking ahead at work” *Shape Magazine*

(http://www.shape.com/lifestyle/mind-and-body/swap-your-bad-attitude-positive-thinking-get-ahead-work), March 5, 2015

“Being negative at work will drain your mental energy.” *New York Magazine*

(http://nymag.com/scienceofus/2015/03/being-negative-at-work-will-drain-your-energy.html), March 2, 2015

“Nitpicking in office may lead to mental fatigue.” *Yahoo News* (https://sg.news.yahoo.com/nitpicking-office-may-lead-mental-fatigue-104606287.html), February 26, 2015

“Lighten up: Negativity at work is bad for your career.” *Business News Daily*

(http://www.businessnewsdaily.com/7795-negative-at-work.html), February 25, 2015

“Working negativity can hurt productivity” *Michigan State University Today* (http://msutoday.msu.edu/news/2015/workplace-negativity-can-hurt-productivity/), February 25, 2015