

Szu-Han (Joanna) Lin

Department of Management, Michigan State University
Eli Broad College of Business
North Business College Complex
632 Bogue St., Office 450
East Lansing, MI 48824-1121
E-mail: linszu@broad.msu.edu

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

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

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