

Curriculum Vita
April 2017

Szu-Han (Joanna) Lin

Department of Management, Michigan State University
Eli Broad College of Business
North Business College Complex
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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. John R. Hollenbeck

Dr. John M. Schaubroeck

Dr. Brent A. Scott

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

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. (in press). *Journal of Occupational and Organizational Psychology*.

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

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

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.

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

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

Connors, A., **Lin, S.-H.**, Matta, F. K., Koopman, J., & Johnson, R. E., The dynamic need for justice: An integration of fairness theory and person-environment fit. 1st Round Revise & Resubmit. *Journal of Applied Psychology*.

Koopman, J., **Lin, S.-H.**, Connors, A., Matta, F. K., & Johnson, R. E. My coworkers are treated fairer than me! The depleting effects of justice social comparison perceptions and envy. 1st Round Revise & Resubmit. *Academy of Management Journal*.

Lee, H. W., Bradburn, J., Johnson, R. E., **Lin, S.-H.**, & Chang, C.-H. The benefits of receiving gratitude for helpers: A daily investigation of proactive and reactive helping at work. 1st Round Revise & Resubmit. *Journal of Applied Psychology*.

Lin, S.-H., Scott, B. A. & Matta, F. K. The bright and dark side of transformational leader behaviors. Under review. 1st Round Revise & Resubmit. *Academy of Management Journal*.

MANUSCRIPTS UNDER REVIEW

Ho, C., **Lin, S.-H.**, & Johnson, R. E. Untangling the effects of self-control impairment: the role of contrual level. Under review. *Journal of Experimental Social Psychology*.

Liao, C., Lee, H. W., Johnson, R. E., & **Lin, S.-H.** Serving today, laissez-faire tomorrow? An actor-centric examination of daily servant leader behaviors and the moderating role of perspective taking. Under review. *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

- 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.

WORKING MANUSCRIPTS

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

Lin, S.-H., & Johnson, R. E. The antecedents of abusive leader behaviors: Why leaders intentionally engage in abusive behaviors? Writing phase, target: *Academy of Management Journal*.

Lin, S.-H., Lee, H. W., Bradburn, J., Johnson, R. E., & Chang, C.-H. The within-person antecedents of consideration: the role of family positive events. Writing phase, target: *Academy of Management Journal*.

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. Writing phase, target: *Journal of Management*.

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*.

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

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

INVITED TALKS

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

Managing Human Resources (MGT-315, Summer 2015)

4.46 (out of 5)

Taught 29 students in core undergraduate course

Management Skills (MGT-325, Summer 2013)

4.45 (out of 5)

Taught 25 students in elective business course

Recitation Section Instructor

<i>Managing Human Resources (MGT-315, Spring 2014)</i>	4.12 (out of 5)
Led recitations for 109 students in core undergraduate course	
<i>Managing Human Resources (MGT-315, Fall 2013)</i>	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

AWARDS AND GRANTS

2016 Summer Dissertation Completion Fellowship (\$4,000), Michigan State University (2016)
Ministry of Education's Study Abroad Scholarship (\$32,000), Taiwan (2014-2015)

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

LETTERS OF RECOMMENDATION

For professional letters of recommendation, please contact:

Russell E. Johnson
Associate Professor
Michigan State University
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(517) 884-1672

John R. Hollenbeck
Professor of Management
Michigan State University
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(517) 355-2413

Brent A. Scott
Associate Professor
Michigan State University
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(517) 432-7725