

Feng Qiu

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EDUCATION

University of Oregon	PhD in Management	June 2020
Oregon State University	Master of Business Administration	June 2015
Wenzhou University	Bachelor of Business Administration	June 2012

ACADEMIC POSITIONS

2020-present	Assistant Professor, Organization Studies University of Massachusetts Amherst
2017-2019	Course Instructor University of Oregon

RESEARCH INTERESTS

Behavioral Ethics; Whistleblowing; Prosocial Behavior; Emotions; Research Methods

PUBLICATIONS

Liu, X., Liao, H., Derfler-Rozin, R., Zheng, X., Wee, E. X., & **Qiu, F.** (2020). In Line and Out of the Box: How Ethical Leaders Help Offset the Negative Effect of Morality on Creativity. *Journal of Applied Psychology*.

*Leavitt, K., ***Qiu, F.**, & *Shapiro, D. L. (2019). Using Electronic Confederates for Experimental Research in Organizational Science. *Organizational Research Methods*.
(Authors contributed equally and are listed in alphabetical order; an early version of this paper has been included in the Best Paper Proceedings of 2019 AOM Annual Meeting)

RESEARCH ARTICLES INVITED FOR RESUBMISSION OR UNDER REVIEW

Qiu, F., Mai, K. M., & Ellis, A. P. [Helping and Responses to Unethical Behavior]. *Under 3rd review: Journal of Applied Psychology*.

Livne-Tarandach R., Plews J. E., **Qiu, F.**, & Rabelo-Caridad V. [Past Experience and Compassion Response Effectiveness]. *Reject and resubmit: Journal of Personality and Social Psychology*.

Mesdaghinia, S., Lewis, B., Eisenberger, R., **Qiu, F.**, & Shapiro, D. L. [Leadership and Employees' Unethical Pro-Organizational Behavior]. *Under 1st review. Journal of Management*.
(An early version of this paper was selected for the Best Paper Proceedings of 2019 AOM Annual Meeting)

SELECTED RESEARCH ARTICLES IN PROGRESS

Qiu, F., Wagner, D. T., & Shapiro, D. L. [Unethical Leader-requests and Employee Family Outcomes]. *Preparing submission stage. Target journal: Journal of Applied Psychology.*

Lee, R., Mai, K. M., **Qiu, F.**, & Ilies, R. [Affective Contrasts and Customer Mistreatment]. *Preparing submission stage. Target journal: Personnel Psychology.*

Khan, U., **Qiu, F.**, & Barnes, C. M. [Climate Change and Abusive Supervision]. *Data collection stage. Target journal: Journal of Applied Psychology.*

Qiu, F., Mai, K. M., & Ellis, A. P. [Competition and Reporting Unethical Behavior]. *Data collection stage. Target journal: Journal of Applied Psychology.*

Qiu, F., Wagner, D. T., Huang, L., & Leavitt, K. [Parenting and Deviance]. *Data collection stage. Target journal: Academy of Management Journal.*

With Mesdaghinia, S., Lewis, B., Eisenberger, R., & Shapiro, D. L. [Leader's Immorality Encouragement and Self-Serving Unethical Behavior]. *Data collection stage. Target journal: Journal of Applied Psychology.*

Qiu, F. & Xu, M. [Fraudulent Job Search Behavior]. *Planning stage. Target journal: Journal of Applied Psychology.*

CHAired CONFERENCE SESSIONS

Qiu, F., & Mai, K. M. (2019). Moral Heroism: What Makes Employees Stand up to Report or Stop Unethical Conduct? *Symposium conducted at 2019 Academy of Management Annual Meeting, Boston, U.S.*

Shapiro, D. L., & **Qiu, F.** (2019). Toxic Leadership and Culture. *Symposium conducted at 2019 Society for Industrial and Organizational Psychology Annual Meeting, Maryland, U.S.*

Qiu, F., & Leavitt, K. (2018). Moral Equilibrium Through Benevolence, Licensing, and Cleansing: When Vice Is Viewed as Virtue, Virtue Leads to Vice, and Vice Prompts Virtue. *Symposium conducted at 2018 Academy of Management Annual Meeting, Chicago, U.S.*

CONFERENCE PRESENTATIONS AND DISCUSSIONS

Qiu, F., Mai, K. M., & Ellis, A.P. (2019) Silence as a Form of Payment: Examining the Effects of Helping on Whistle-Blowing Behavior in Organizations. *Paper presented at 2019 Academy of Management Annual Meeting, Boston, U.S.*

Qiu, F., Leavitt, K., & Shapiro, D. L. (2019) Social Automatons: Using Simple Artificial Intelligence for Organizational Behavior Research Designs. *Paper presented at 2019 Academy of Management Annual Meeting, Boston, U.S.*

Lee, R., Mai, K. M., **Qiu, F.**, & Ilies, R. (2019) Are You Too Happy to Serve Others? When and Why Emotional Contrasts Make Customer Mistreatment Look Worse for Service Professionals. *Paper presented at 2019 Asia Academy of*

Management Conference, Bali, Indonesia.

- Mesdaghinia, S., Lewis, B., **Qiu, F.**, Eisenberger, R., & Shapiro, D. L. (2019). Unethical Pro-Organizational Behavior: Incitement by the Leader. *Paper presented at 2019 Society for Industrial and Organizational Psychology Annual Meeting, Maryland, U.S.*
- Qiu, F.**, Huang, L., Wagner, D. T., & Leavitt, K. (2018). Good Parents but Bad Apples: Moral Licensing Effect of Positive Parenting. *Paper presented at 2018 Academy of Management Annual Meeting, Chicago, U.S.*
- Liu, X., Liao, H., Derfler-Rozin, R., Zheng, X., Wee, E. X., & **Qiu, F.** (2018). In Line and out of the Box: Ethical Leaders Unleash Creativity in Highly Moral Employees. *Paper presented at 2018 Academy of Management Annual Meeting, Chicago, U.S.*
- Qiu, F.**, Mai, K. M., & Ellis, A. P. (2018). Feeling Morally Obligated to Repay Immorally: The Unethical Reciprocity Effect of Receiving Prosocial Help, Round Table Discussion in Cognition in the Rough Session, *at 2018 Academy of Management Annual Meeting, Chicago, U.S.*
- Qiu, F.**, Huang, L., & Wagner, D. T. (2017). Performing Corporate Volunteering Activities Affects Unethical and Prosocial Behaviors at Work: Moral Identity as a Moderator, Round Table Discussion in Cognition in the Rough Session, *at 2017 Academy of Management Annual Meeting, Atlanta, U.S.*
- Shapiro, D. L., Leavitt, K., & **Qiu, F.** (2016). You Did This on the Wrong Day: Incident Anger, Ego Depletion, and Whistle-Blowing, Round Table Discussion in Cognition in the Rough Session, *at 2016 Academy of Management Annual Meeting, Anaheim, U.S.*

PROFESSIONAL MEMBERSHIPS

Academy of Management; Society for Industrial and Organizational Psychology

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Reviewer for Academy of Management Annual Meeting: OB Division (2016-2019); MOC Division (2019)

Reviewer for Organizational Behavior and Human Decision Processes (2020)

TEACHING EXPERIENCE		Instructor's Teaching Quality	Response Rate
BA316 (Organizational Behavior)	Summer 2019	4.8 / 5.0	16 / 24
BA316 (Organizational Behavior)	Spring 2018	4.7 / 5.0	34 / 56
BA316 (Organizational Behavior)	Winter 2017	4.7 / 5.0	45 / 59

(All at University of Oregon)

HONORS AND AWARDS

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- 2019-2020 University of Oregon Dissertation Research Fellowship
 - 2019 Institute of Cognitive and Decision Sciences Dissertation Research Award

- 2019 Robin & Roger Best Research Award
- 2018 Robin & Roger Best Research Award
- 2018 Management Department Teaching Commendation
- 2017 Management Department Teaching Commendation
- 2015-present Lundquist College of Business, PhD Scholarship (Full Tuition + Stipend)