

# Feng Qiu

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## EDUCATION

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

## ACADEMIC POSITIONS

2020-present Assistant Professor of Organization Studies  
University of Massachusetts Amherst

2017-2019 Course Instructor  
University of Oregon

## RESEARCH INTERESTS

Behavioral Ethics; Unethical Leadership; Whistleblowing; Emotions; Experiments

## PUBLICATIONS

Lee, R., Mai, K. M., **Qiu, F.**, Ilies, R., & Tang, P. M. (in-press) Are You Too Happy to Serve Others? When and Why Positive Affect Makes Customer Mistreatment Experience Feel Worse. *Organizational Behavior and Human Decision Processes*.

Mesdaghinia, S., Eisenberger, R., Wen, X., Liu, Z., Lewis, B., **Qiu, F.**, & Shapiro, D. L. (2022) How Leaders Drive Followers' Unethical Behavior. *Journal of Management*.

*(An early version of this paper was selected for the Best Paper Proceedings of 2019 AOM Annual Meeting)*

\*Leavitt, K., \***Qiu, F.**, & \*Shapiro, D. L. (2021). 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)*

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*.

## RESEARCH ARTICLES INVITED FOR RESUBMISSION OR UNDER REVIEW

**Qiu, F.**, Mai, K. M., Ellis, A. P., & Liu, C [Competition and Reporting Unethical Behavior]. *Revise & Resubmit:*

## ***Organizational Behavior and Human Decision Processes.***

**Qiu, F.**, Mai, K. M., & Ellis, A. P. [Helping and Responses to Unethical Behavior]. ***Revise & Resubmit: Personnel Psychology.***

## **SELECTED RESEARCH ARTICLES IN PROGRESS**

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**Qiu, F.**, Wen, X., Liu, Z., & Barnes, C. M. [Abusive Supervision and Employee Fertility]. ***Preparing submission stage. Target journal: The Proceedings of the National Academy of Sciences.***

**Qiu, F.**, Yu, L., Mai, K. M., & Wen, X. [Jealousy at Work]. ***Preparing submission stage. Target journal: Academy of Management Journal.***

Khan, U., **Qiu, F.**, & Barnes, C. M. [Temperature and Abusive Supervision]. ***Preparing submission stage. Target journal: The Proceedings of the National Academy of Sciences.***

Mai, K. M., **Qiu, F.**, Lucas, B. J., & Yu, S. [Creativity and Unethical Leadership]. ***Preparing submission stage. Target journal: Journal of Applied Psychology.***

Wen, X., Liu, Z., **Qiu, F.**, Wang, X., & Huai, M [Responses to Errors at Work]. ***Preparing submission stage. Target journal: Journal of Applied Psychology.***

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

## **CHAIRED CONFERENCE SESSIONS**

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Mai, K. M. & **Qiu, F.** (2022). New Frontiers in (Un)ethical Leadership Research. ***Symposium conducted at 2022 Academy of Management Annual Meeting, Seattle, U.S.***

**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**

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Mai, K. M., **Qiu, F.**, & Lucas, B. J. (2022). The Source of Sin: How and Why Creative People Get More Unethical Requests. ***Paper presented at 2022 Academy of Management Annual Meeting, Seattle, U.S.***

Wen, X., Liu, Z., **Qiu, F.**, Wang, X., & Huai, M (2022). Harm or Harmony? Error Cover-up Behaviors at Work. *Paper presented at 2022 Academy of Management Annual Meeting, Seattle, U.S.*

Xu, M. & **Qiu, F.** (2022). The Effects of Observed Abusive Supervision on Third Parties. *Paper presented at 2022 Academy of Management Annual Meeting, Seattle, U.S.*

**Qiu, F.**, Mai, K. M., & Ellis, A. P. (2021) “Nonheroic Heroes”: How Competition and Machiavellianism Jointly Promote Whistleblowing. *Paper presented at 2021 Academy of Management Annual Meeting (online).*

**Qiu, F.** & Shapiro, D. L. (2021). The Impact of Unethical Leader-requests on Employee’s Family Withdrawal. *Paper presented at 2021 Academy of Management Annual Meeting (online).*

**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

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- Academy of Management
- Society for Industrial and Organizational Psychology

## PROFESSIONAL ACTIVITIES AND AFFILIATIONS

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- Reviewer for Academy of Management Annual Meeting
- Ad-Hoc reviewer for Organizational Behavior and Human Decision Processes

TEACHING EXPERIENCE	TEACHING RATING		
MGMT 314 (Human Resource Management)	Fall 2021	UMass Amherst	4.6 / 5.0
MGMT 334 (Strategic Compensation)	Fall 2021	UMass Amherst	4.4 / 5.0
MGMT 314 (Human Resource Management)	Spring 2021	UMass Amherst	4.3 / 5.0
MGMT 314 (Human Resource Management)	Spring 2021	UMass Amherst	4.5 / 5.0
MGMT 334 (Strategic Compensation)	Fall 2020	UMass Amherst	4.8 / 5.0
BA316 (Organizational Behavior)	Summer 2019	University of Oregon	4.8 / 5.0
BA316 (Organizational Behavior)	Spring 2018	University of Oregon	4.7 / 5.0
BA316 (Organizational Behavior)	Winter 2017	University of Oregon	4.7 / 5.0

## HONORS, AWARDS AND GRANTS

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- 2022 UMass MSP Research Support Fund
- 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)

## DISSERTATION AND THESIS COMMITTEES

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- 2021 Mengjie Xu, UMass Amherst, Doctoral Dissertation (Committee member) (in-progress)
- 2022 Gihyun Kim, UMass Amherst, Doctoral Dissertation (Committee member) (in-progress)

## UNIVERSITY SERVICE

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- 2021 Management Lecturer Pool Search Committee