

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 of Organization Studies University of Massachusetts Amherst
2017-2019	Course Instructor University of Oregon

RESEARCH INTERESTS

Leadership; Leader Ethics; Prosocial Behavior; Emotions

PUBLICATIONS

- Qiu, F.**, Yu, L., Wen, X., Duffy, M., & Mai, K. M. (2026). When the Moon is Jealous of the Stars: Implications of Informal Leadership for Supervisor Downward Jealousy and Their Treatment of Other Subordinates. *Academy of Management Journal*, 49(3), 622-650. <https://doi.org/10.5465/amj.2023.0646>
- *Featured at AOM insights*
- Qiu, F.**, Mai, K. M., Ellis, A. P., Wen, X., & Liu, C. (2025). Examining the Effects of Interpersonal Competition on Employees' Reporting of Unethical Behavior in Organizations. *Journal of Business Ethics*, <https://doi.org/10.1007/s10551-025-06134-2>
- Qiu, F.**, Mai, K. M., & Ellis, A. P. (2025). Examining The Hindering Effects of Receiving Help on Internal Reporting of Unethical Behavior. *Journal of Organizational Behavior*, 46(5), 765-788. <https://doi.org/10.1002/job.2872>
- Wen, X., Liu, Z., **Qiu, F.**, Leavitt, K., Wang, X., & Tang, Z. (2025). A Power Dependence Model of the Impact of Leader Impostorism on Supervisor Support and Undermining: The Moderating Role of Power Distance. *Journal of Applied Psychology*, 110(7), 963-978. <https://doi.org/10.1037/apl0001265>
- Mesdaghinia, S., Eisenberger, R., Wen, X., Liu, Z., Lewis, B., **Qiu, F.**, & Shapiro, D. L. (2023). How Leaders Drive Followers' Unethical Behavior. *Journal of Management*, 49(7), 2318-2353.

<https://doi.org/10.1177/01492063221104031>

Lee, R., Mai, K. M., **Qiu, F.**, Ilies, R., & Tang, P. M. (2022) Are You Too Happy to Serve Others? When and Why Positive Affect Makes Customer Mistreatment Experience Feel Worse. *Organizational Behavior and Human Decision Processes*, 172, 104188. <https://doi.org/10.1016/j.obhdp.2022.104188>

Leavitt, K., **Qiu, F.**, & Shapiro, D. L. (2021). Using Electronic Confederates for Experimental Research in Organizational Science. *Organizational Research Methods*, 24(1), 3-25. <https://doi.org/10.1177/1094428119889136>

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*, 105(12), 1447–1465. <https://dx.doi.org/10.1037/apl0000489>

RESEARCH ARTICLES UNDER REVIEW OR REVISION

Qiu, F., Wang, W., Wen, X., Duffy, M., Yu, L., & Zhao, S. [Skip-level Leader-member Exchange]. *1st Revise and Resubmit: Academy of Management Journal*.

Liu, Z., Wen, X., Ellis, A. P., **Qiu, F.**, Tong, J., & Wang, X. [Voice Solicitation]. *Under 3rd Review: Journal of Applied Psychology*.

SELECTED RESEARCH ARTICLES IN PROGRESS

Wen, X., Liu, Z., Leavitt, K., Wang, X., **Qiu, F.**, & Tang, Z. [Human-GPT Exchange]. *Preparing submission stage. Target journal: Journal of Management*.

Chen, X., **Qiu, F.**, & Barnes, C. M. [Pain and Abusive Supervision]. *Preparing submission stage. Target journal: Journal of Occupational Health Psychology*.

Wen, X., Liu, Z., **Qiu, F.**, Leavitt, K., Wang, X., & Wu, D. [Work and Family]. *Preparing submission stage. Target journal: Journal of Management*.

Khan, U., **Qiu, F.**, Barnes, C. M., & Khan, T. [Heat and Abusive Supervision]. *Preparing submission stage. Target journal: Personnel Psychology*.

Qiu, F., Wen, X., Liu, Z., & Barnes, C. M. [Abusive Supervision and Employee Procreation]. *Preparing submission stage. Target journal: Journal of Organizational Behavior*.

- The paper was featured in *Harvard Business Review* under the titled “Abusive Bosses Make People Not Want to Have Children.”

Liu, Z., Wen, X., **Qiu, F.**, & Wang, X. [Leader Unethicality]. *Preparing submission stage. Target journal: Journal of Applied Psychology*.

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

journal: Organization Science.

Wen, X., **Qiu, F.**, Yu, L., & Peng, A. C. [Employee Jealousy and Supervisor Reaction]. *Preparing submission stage. Target journal: Journal of Applied Psychology.*

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

Xu, M., Richard, O., & **Qiu, F.** [Abusive Supervision and Schadenfreude]. *Preparing submission stage. Target journal: Human Resource Management.*

Qiu, F., Wen, X., & Liu, Z. [Leader Regret]. *Data collection stage. Target journal: Academy of Management Journal.*

Oladimeji, T., Harrison, D. A., & **Qiu, F.** [Leader Hubris and Overconfidence]. *Data collection stage. Target journal: Journal of Applied Psychology.*

REFEREED PROCEEDINGS

Qiu, F., Leavitt, K., & Shapiro, D. L. (2019). Social Automats: Using Simple Artificial Intelligence for Organizational Behavior Research Designs. *Academy of Management Best Paper Proceedings.*

CHAired CONFERENCE SESSIONS

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

Chen, X., **Qiu, F.**, & Barnes, C. M. (2025). Suffer from My Pain: The Influence of Physical Pain on Abusive Supervision. *Paper presented at 2025 Academy of Management Annual Meeting, Copenhagen, Denmark*

Qiu, F., Wang, W., Wen, X., & Yu, L. (2024). Navigating Relationships with Boss's Boss: How Subordinate Skip Level Leader-Member Exchange Affects Supervisor Jealousy and Support. *Paper presented at 2024 Behavioral Ethics Conference, Amherst, U.S.*

- Wen, X., **Qiu, F.**, Yu, L., & Liu, Z. (2024). The Double-Edged Effects of Subordinate Jealousy Display on Leader Justice Rule Adherence. *Paper presented at 2024 Academy of Management Annual Meeting, Chicago, U.S.*
- Qiu, F.**, Yu, L., Wen, X., & Duffy, M. (2023). Supervisor Downward Jealousy and Its Social Function in Supervisor-Subordinate Relationships. *Paper presented at 2023 Academy of Management Annual Meeting, Boston, U.S.*
- Qiu, F.**, Wen, X., & Liu, Z. (2023). The “Life” Consequences of Abusive Supervision: Abusive Supervision and Employee Procreation. *Paper presented at 2023 Academy of Management Annual Meeting, Boston, U.S.*
- Qiu, F.**, Mai, K. M., Ellis, A. P., & Wen, X. (2023). Examining the Effects of Interpersonal Competition on Employees’ Reporting of Unethical Behavior. *Paper presented at 2023 Academy of Management Annual Meeting, Boston, U.S.*
- Qiu, F.**, Yu, L., Mai, K. M., & Wen, X. (2022). The Bright Sides of Supervisor Jealousy: How and When Informal Leadership Reduces Abusive Supervision and Increase Supervisor Support towards Other Subordinates. *Paper presented at 2022 Behavioral Ethics Conference, Amherst, U.S.*
- 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 Automaton: 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

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

- Editorial Board Member for Journal of Management
- Ad-Hoc reviewer for Organization Science
- Ad-Hoc reviewer for Organizational Behavior and Human Decision Processes
- Ad-Hoc reviewer for Human Relations
- Ad-Hoc reviewer for Organizational Research Method

TEACHING EXPERIENCE

- Organizational Behavior (Undergrad & Grad)
- Human Resource Management (Undergrad)
- Strategic Compensation (Undergrad)

DISSERTATION COMMITTEES

- 2022-2024 Gihyun Kim, UMass Amherst, Doctoral Dissertation (Committee member)
- 2021-2023 Mengjie Xu, UMass Amherst, Doctoral Dissertation (Committee member)

UNIVERSITY SERVICE

- 2024 Management Department Lecturer Search Committee
- 2023 Management Department Tenure-track Faculty Search Committee
- 2021 Management Department Lecturer Pool Search Committee
- 2022-2026 Isenberg School of Management Behavioral Lab Committee
- 2022-2026 Management Department Curriculum Committee

HONORS, AWARDS AND GRANTS

- 2026 University of Massachusetts Amherst Isenberg Research Excellence Award
- 2026 University of Massachusetts Amherst Isenberg College Outstanding Teacher Award
- 2024 University of Massachusetts Amherst Isenberg Teaching with Digital Technology Award
- 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
- 2015-2019 Lundquist College of Business, PhD Scholarship (Full Tuition + Stipend)