

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

Behavioral Ethics; Unethical Leadership; Reporting Unethical Behavior; Emotions; Experiments

PUBLICATIONS

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*.

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)

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*.

REFEREED PROCEEDINGS

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

RESEARCH ARTICLES UNDER REVIEW OR REVISION

Qiu, F., Yu, L., Mai, K. M., Wen, X., & Duffy, M. [Supervisor Downward Jealousy]. *1st Revise & Resubmit: Academy of Management Journal.*

Mai, K. M., **Qiu, F.**, Ellis, A. P., & Tang, P. M. [Helping and Responses to Unethical Behavior]. *2nd Revise & Resubmit: Personnel Psychology.*

Qiu, F., Mai, K. M., Ellis, A. P., Wen, X., & Liu, C [Competition and Reporting Unethical Behavior]. *Under 1st Review: Journal of Applied Psychology.*

SELECTED RESEARCH ARTICLES IN PROGRESS

Qiu, F., Wen, X., Liu, Z., & Barnes, C. M. [Abusive Supervision and Employee Procreation]. *Preparing submission stage. Target journal: Administrative Science Quarterly (An early version of this paper was selected for the Best Paper Proceedings of 2023 AOM Annual Meeting).*

Khan, U., Barnes, C. M., **Qiu, F.**, & Khan, T. [Temperature and Abusive Leadership]. *Preparing submission stage. Target journal: Academy of Management Journal.*

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

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.*

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

Wen, X., **Qiu, F.**, & Yu, L. [Employee Jealousy and Supervisor Reaction]. *Data collection stage. Target journal: Academy of Management Journal.*

Qiu, F., Wang, W., Harris, K., & Xu, M. [Fraudulent Job Seeking Behavior]. *Data collection stage. Target journal: Journal of Applied Psychology.*

Gish, J., **Qiu, F.**, & Yu, Y. [Founder Defensiveness and Investment]. *Data collection stage. Target journal: Organizational Behavior and Human Decision Processes.*

Qiu, F., & Wang, W. [Supervisor Downward Jealousy]. *Planning stage. Target journal: Journal of Applied Psychology.*

Barnes, C. M., & **Qiu, F.** [Art and Abusive Supervision]. *Planning stage. Target journal: Journal of Applied Psychology.*

Liu, Z., Wen, X., & **Qiu, F.** [Cooking and Creativity]. *Planning stage. Target journal: Journal of Applied Psychology.*

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

- 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 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
- Ad-Hoc reviewer for Organizational Behavior and Human Decision Processes

TEACHING EXPERIENCE

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

DISSERTATION COMMITTEES

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

UNIVERSITY SERVICE

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

HONORS, AWARDS AND GRANTS

- 2022 Flex Grant for Teaching/Faculty Development
- 2022-2023 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
- 2015-2019 Lundquist College of Business, PhD Scholarship (Full Tuition + Stipend)