

8. **TEACHING**

(a) *Areas of special interest and accomplishments*

Organizational Behavior, Leadership and Ethics, Workplace Deviance, Emotions

(b) *Courses Taught at UBC*

Session	Course Number	Scheduled Hours	Class Size	Hours Taught			
				Lectures	Tutorials	Labs	Other
Spring 2019	COMM292-207	36.0	52	36.0			
Spring 2019	COMM292-208	36.0	56	36.0			
Spring 2019	COMM292-209	36.0	53	36.0			
Winter 2018	BA564-817	19.5	30	19.5			
Winter 2018	BA508-817	14.0	30	14.0			
Spring 2018	COMM292-207	36.0	52	36.0			
Spring 2018	COMM292-208	36.0	54	36.0			
Spring 2018	COMM625A	36.0	2				PhD Seminar, 36.0
Summer 2017	BA501-817	4.0	27	4.0			

(c) *Graduate Research Supervision*

Student Name	Program Type	Year		Supervisory Role (supervisor, co-supervisor, committee member)
		Start	Finish	
Barnini Bhattacharyya	Ph.D	2016	In progress	Dissertation Committee Member

(d) *Graduate Program Supervision*

Student Name	Program Type	Year		Supervisory Role (supervisor, co-supervisor, committee member)
		Start	Finish	
N/A				

(e) *Continuing Education Activities*

1. Ivey Teaching with Cases Workshop (*Taught by Nicole Haggerty*), University of British Columbia, August 2018
2. The Productivity Process—Research Tips and Strategies from Prolific Junior Faculty (Professional Development Workshop), AOM Annual Conference at Chicago, August 2018
3. Congratulations! You Got A Revise and Resubmit! Now What? (Professional Development Workshop), AOM Annual Conference at Chicago, August 2018

4. Introduction to Mediation, Moderation, and Conditional Process Analysis Workshop (*Taught by Andrew Hayes*), University of British Columbia, March 2018
5. OMT Paper Development and Reviewing Workshop, University of British Columbia, February 2018
6. Introduction to Structural Equation Modeling: Foundations of Measurement, Path, and Structural Regression Models Workshop (*Taught by Dev Dalal*), University of British Columbia, November 2017
7. 9th Annual OB Research Incubator (Professional Development Workshop), AOM Annual Conference at Atlanta, August 2017
8. Mentoring at the Interface: From Leadership Research Proposals to High Quality Publications (Professional Development Workshop), AOM Annual Conference at Atlanta, August 2017

(f) *Visiting Lecturer (indicate university/organization and dates)*

N/A

(g) *Other*

N/A

9. SCHOLARLY AND PROFESSIONAL ACTIVITIES

(a) *Areas of special interest and accomplishments*

Organizational Behavior, Leadership and Ethics, Workplace Deviance, Emotions

(b) *Research or equivalent grants (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC))*

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)
UBC Sauder Exploratory Research Grant	Abusive Supervision and Time	C	7,000	2018	Lingtao Yu	
UBC Hampton Research Endowment Fund	Abusive Supervision in Teams	C	10,000 (2 years)	2017	Lingtao Yu	
Sauder Dean's Office	Travel Grant to Attend Academy of Management Annual Conference in Atlanta, GA	NC	2,000	2017	Lingtao Yu	
SIOP (Society of Industrial and Organizational Psychology) Small Research Grant	Abusive Supervision, Performance, and Career Outcomes	C	7,500 (USD)	2016	Lingtao Yu	Michelle Duffy
SHRM (Society of Human Resources Management) Foundation	Abusive Supervision Variability, Trajectory, and Dispersion	C	5,000 (USD)	2016	Lingtao Yu	

IACMR (International Association for Chinese Management Research) Kwok Leung Fund	Unethical Leadership and Discrete Emotions	C	10,000 (RMB)	2016	Lingtao Yu	
Graduate School at University of Minnesota	Travel and Career Development Grant to Attend Academy of Management Annual Conference from 2014 to 2016	C	9,645 (USD; 3 years)	2014-2016	Lingtao Yu	
Carlson School of Management (U of Minnesota) Dean's Small Research Grant	Supervisor/Subordinate Performance, Social Motivations, and Abusive Supervision	C	8,100 (USD)	2015	Lingtao Yu	Elizabeth Campbell
Carlson School of Management (U of Minnesota) Dean's Small Research Grant	Team Mindfulness	C	4,490 (USD)	2015	Lingtao Yu	Mary Zellmer-Bruhn
Carlson School of Management (U of Minnesota) Dean's Small Research Grant	Abusive Supervision, Attributed Motivations, and Discrete Emotions	C	9,000 (USD)	2014	Lingtao Yu	Michelle Duffy
Center for Human Resources and Labor Studies (U of Minnesota) Small Research Grant	7 research projects on abusive supervision, emotions, and workplace deviance	C	26,100 (USD; 4 years)	2012-2015	Lingtao Yu	

(c) *Research or equivalent contracts (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC)).*

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator(s)
N/A						

(d) *Invited Presentations (Identify whether International/National/Local)*

1. Scheduled December 2019. Some New Insights on Abusive Supervision: Two Empirical Studies. Wuhan University, Wuhan, China. *-International*
2. Scheduled October 2019. High-Performing-but-Abusive Bosses. Syracuse University, NY, United States. *-International*
3. June, 2018. When Your Boss is Chameleonic: An Investigation of Abusive Supervision Variability. Catolica-Lisbon School of Business & Economics, Lisbon, Portugal. *-International*

(e) *Other Presentations*

1. **Yu, L.** (2019). A latent profile analysis of abusive supervision. Symposium *to be presented* at the 79th Annual Meeting of Academy of Management, Boston, MA.
2. Carnevale, J. B., Huang, L., Vincent, L. C., **Yu, L.**, & He, W. (2019). Outshined and envious: A Self-evaluation maintenance model of employee reputation for creativity and supervisor narcissism. Symposium *to be presented* at the 79th Annual Meeting of Academy of Management, Boston, MA.
3. **Yu, L.** (2018). Abusive supervision variability. Paper presented at the 78th Annual Meeting of Academy of Management, Chicago, IL.
4. **Yu, L.** (2018). Abusive supervision in teams. Symposium presented at the 78th Annual Meeting of Academy of Management, Chicago, IL.
5. **Yu, L.** (2017). When bosses are chameleonic: A new model of abusive supervision. Paper presented at the 77th Annual Meeting of Academy of Management, Atlanta, GA.
6. **Yu, L.**, Wagner, D., Barnes, C., & Leavitt, K. (2017). Sex at home and abusive supervision at work. Paper presented at the 77th Annual Meeting of Academy of Management, Atlanta, GA.
7. **Yu, L.**, & Duffy, M. K. (2016). High-performing-but-abusive bosses: A psychological licensing perspective of abusive supervision and career success. Paper presented at the 76th Annual Meeting of Academy of Management, Anaheim, CA.
8. **Yu, L.**, & Duffy, M. K. (2016). Attributions, discrete emotions, and abusive supervision. Symposium presented at the 76th Annual Meeting of Academy of Management, Anaheim, CA.
9. **Yu, L.**, & Zellmer-Bruhn, M. E. (2016). Preventing the barrel from going bad: Team mindfulness as a safeguard against conflict transformation and social undermining. Paper presented at the 11th Annual Conference of the Interdisciplinary Network for Group Research (INGRoup), Helsinki, Finland.
10. **Yu, L.**, & Duffy, M. K. (2016). A Whiplash effect? Attributions determine reactions to abusive supervision. Poster presented at the 31th Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
11. **Yu, L.**, & Zellmer- Bruhn, M. E. (2016). Team mindfulness safeguards teams against negative interpersonal processes in teams. Poster presented at the 31th Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
12. Sawyer, K., Thoroughgood, C., Duffy, M. K., Scott, K., Adair, E., & **Yu, L.** (2016). The impact of mindfulness on interpersonal relationships at work. Symposium presented at the 31th Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
13. **Yu, L.**, & Duffy, M. K. (2015). The spiral of abuse? Reciprocal relationships among abusive supervision, performance, and motives. Paper presented at the 75th Annual Meeting of Academy of Management, Vancouver, BC, Canada.
14. **Yu, L.**, & Campbell, E. M. (2015). Hidden predictors of bosses' bad behaviors: Nonlinear effects of subordinate and supervisor performance on abusive supervision. Paper presented at the 75th Annual Meeting of Academy of Management, Vancouver, BC, Canada.
15. **Yu, L.**, & Duffy, M. K. (2015). Attributed motives determine emotional and behavioral reactions to abusive supervision. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

16. **Yu, L., & Duffy, M. K.** (2015). An examination of emotional labor, subordinate performance, and abusive supervision. Symposium presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
17. **Yu, L., & Duffy, M. K.** (2014). I abuse you, because I envy you: An investigation of envy and abusive supervision. Symposium presented at the 74th Annual Meeting of Academy of Management, Philadelphia, PA.
18. Vogel, R., & **Yu, L.** (2014). Two faces of coworker's envy: A process model of antecedents and consequences of envy. Symposium presented at the 74th Annual Meeting of Academy of Management, Philadelphia, PA.
19. Zellmer- Bruhn, M. E., **Yu, L.**, Maloney, M. M., & Bresman, H. (2014). Language and knowledge processes in multicultural teams. Symposium presented at the 74th Annual Meeting of Academy of Management, Philadelphia, PA.
20. **Yu, L., & Zellmer-Bruhn, M. E.** (2014). Team mindfulness: Theoretical development of a new collective construct. Symposium presented at the 74th Annual Meeting of Academy of Management, Philadelphia, PA.
21. **Yu, L.** (2014). Why do you abuse me? An emotional labor model of abusive supervision. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
22. Vogel, R., Duffy, M. K., & **Yu, L.** (2013). The psychological mechanism explaining the effects of envy on its consequences. Symposium presented at the 73rd Annual Meeting of Academy of Management, Orlando, FL.
23. **Yu, L., & Zellmer-Bruhn, M.** (2013). Team mindfulness: construct development and validation. Poster presented at the 8th Annual Conference of the Interdisciplinary Network for Group Research, Atlanta, GA.

(f) *Other*

N/A

(g) *Conference Participation (Organizer, Keynote Speaker, etc.)*

OB Division Doctoral Consortium Panelist, the 79th Annual Meeting of Academy of Management, Boston, MA.

10. **SERVICE TO THE UNIVERSITY**

(a) *Areas of special interest and accomplishments*

(b) *Memberships on committees, including offices held and dates*

1. PhD advisor, OBHR Division, Sauder School of Business, UBC (2018)
2. Faculty Search Committee, OBHR Division, Sauder School of Business, UBC (2017, 2018)
3. Faculty Search Committee, Department of Work and Organizations, Carlson School of Management, University of Minnesota (2013)

(c) *Other service, including dates*

1. Judge: External Sauder JDC West Guest, October 2018
2. Organizer: OBHR Division PhD Student Lunch with Junior Faculty (2017, 2018)
3. Invited Panelist: Alpha Kappa Psi Ignite Networking—Student Event (2018)

11. SERVICE TO THE COMMUNITY

(a) *Memberships on scholarly societies, including offices held and dates*

- Member, International Association for Chinese Management Research (2014 - present)
- Member, OB&HR Division, Academy of Management (2010 - present)
- Member, Society of Industrial and Organizational Psychology (2010 - present)

(b) *Memberships on other societies, including offices held and dates*

(c) *Memberships on scholarly committees, including offices held and dates*

- Member of Best Conference Paper Award Committee, HR Division, Academy of Management (2018)

(d) *Memberships on other committees, including offices held and dates*

- Ambassador, OB Division, Academy of Management (2018)

(e) *Editorships (list journal and date)*

(f) *Reviewer (journal, agency, etc. including dates)*

Journals—

- Administrative Science Quarterly (2018)
- Academy of Management Journal (2018)
- Journal of Applied Psychology (2017, 2018)
- Personnel Psychology (2018)
- Journal of Organizational Behavior (2018)
- Human Relations (2018)
- Journal of Management Studies (2018)
- Asian Pacific Journal of Management (2018)

Agency—

- SSHRC Grant Application (2018)

Conferences—

- OB Division, Annual Meeting of Academy of Management (2012 - present)
- HR Division, Annual Meeting of Academy of Management (2012 - present)
- Annual Meeting of Society of Industrial and Organizational Psychology (2015 - present)
- Annual Meeting of Interdisciplinary Network for Group Research (2013 - present)
- Meeting of International Association for Chinese Management Research (2016, 2018)

(g) *External examiner (indicate universities and dates)*

(h) *Consultant (indicate organization and dates)*

(i) *Other service to the community*

12. AWARDS AND DISTINCTIONS

(a) *Awards for Teaching (indicate name of award, awarding organizations, date)*

1. Excellence in Teaching Award, Carlson School of Management, University of Minnesota, 2014

(b) *Awards for Scholarship (indicate name of award, awarding organizations, date)*

1. Finalist, Alvah H. Chapman Jr. Outstanding Dissertation Award, FIU Center for Leadership and Academy of Management Network of Leadership Scholars, 2018
2. Doctoral Recruitment Award, UBC, 2017
3. Best Student Paper Award Runner-up, HR Division of Academy of Management, 2017
4. Small Research Grant Award, Society of Industrial and Organizational Psychology, 2016
5. Johnson A. Edosomwan Leadership Award for the most promising research at the Academy of Management, 2016
6. SHRM (Society for Human Resource Management) Foundation Dissertation Grant Award, 2016
7. Doctoral Dissertation Fellowship Award, Carlson School of Management, University of Minnesota, 2016
8. IACMR (International Association for Chinese Management Research) Kwok Leung Memorial Dissertation Award, 2016
9. Graduate School Summer Research Internship Award, University of Minnesota, 2016

10. Travel Award, 31th Annual Conference of Society of Industrial and Organizational Psychology, 2016
11. Irwin Goldstein Scholarship, Society of Industrial and Organizational Psychology, 2016
12. Finalist, John C. Flanagan Award, 31th Annual Conference of Society of Industrial and Organizational Psychology, 2016
13. Doctoral Dissertation Fellowship Award, Graduate School, University of Minnesota, 2015
14. Doctoral Dissertation Fellowship Award, Carlson School of Management, University of Minnesota (declined; to accept University-level Fellowship), 2015
15. Best Paper Proceedings, OB Division of Academy of Management, 2015
16. Thesis Research Award, Graduate School, University of Minnesota, 2015
17. Conference Travel Fellowship, Carlson School of Management, University of Minnesota, 2014, 2015, 2016
18. Finalist, Emerald Best International Symposium Award, 74th Annual Meeting of Academy of Management, 2014
19. Best Conference Poster, 8th Annual Conference of Interdisciplinary Network for Group Research, 2013
20. Best Student Research Award, University of Massachusetts, 2010
21. Outstanding Graduate, Shandong Province, China, 2008
22. Best Undergraduate Thesis, Qingdao University, 2008

(c) *Awards for Service (indicate name of award, awarding organizations, date)*

1. Outstanding Reviewer Award, OB Division of Academy of Management, 2017

(d) *Other Awards*

13. OTHER RELEVANT INFORMATION (Maximum One Page)

- Attended PhD and Msc Students Orientation, Sauder at UBC, September 2018
- Attended Media Training, Sauder at UBC, May 2018
- Attended Workshop on Creating An Inclusive Workplace: Recognizing and Preventing Sexual Harassment, April 2018
- Attended RHL Instructor Conference, Sauder at UBC, April 2018
- Attended Food for Thought Faculty Teaching Lunch Series, Sauder at UBC, 2017-2018
- Attended Equity and Diversity in Recruitment Training, Sauder at UBC, August 2017

THE UNIVERSITY OF BRITISH COLUMBIA
Publications Record

SURNAME: Yu

FIRST NAME: Lingtao
MIDDLE NAME(S):

Initials: LY
Date: 04/22/2019

1. REFEREED PUBLICATIONS

(a) *Journals*

1. **Yu, L.**, Duffy, M. K., & Tepper, B. J. 2018. Consequences of downward envy: A model of self-esteem threat, abusive supervision, and supervisory leader self-improvement. ***Academy of Management Journal***, 61(6), 2296-2318.
2. **Yu, L.**, & Zellmer-Bruhn, M. E. 2018. Introducing team mindfulness and considering its safeguard role against conflict transformation and social undermining. ***Academy of Management Journal***, 61(1), 324-347.

(b) *Conference Proceedings*

1. **Yu, L.**, & Duffy, M. K. 2015. The spiral of abuse? Reciprocal relationships among abusive supervision, performance, and motives. In John H. (Ed.), *Best Paper Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

(c) *Other*

1. Duffy, M. K., & **Yu, L.** 2016. Abusive supervision. In Griffin. R. (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

2. NON-REFEREED PUBLICATIONS

(a) *Journals*

1. **Yu, L.**, Duffy, M. K., & Tepper, B. J. September, 2018. Why supervisors envy their employees. Harvard Business Review. <https://hbr.org/2018/09/why-supervisors-envy-their-employees>

(b) *Conference Proceedings*

(c) *Other*

1. Zellmer-Bruhn, M. E., & **Yu, L.** 2015. Cross-cultural management. *The Wiley Encyclopedia of Management 3rd Edition, Volume 6, International Management*. John Wiley & Sons, Inc.

3. BOOKS

(a) *Authored*

(b) *Edited*

(c) *Chapters*

1. Duffy, M. K., & Yu, L. 2018. Toxic emotions at work. In Anderson. N., Ones. D. S., Viswesvaran, C., & Sinangil, H. K. (Eds.), *Handbook of Industrial, Work and Organizational Psychology*, 2nd Edition. SAGE Publications Ltd.
2. Yu, L., & Duffy, M. K. 2016. A social-contextual view of envy in organizations: From both enviers and envied perspectives. In Smith, R., Merlone, U., & Duffy, M. K. (Eds.), *Envy at Work and in Organizations*. Oxford University Press.

4. **PATENTS**

5. **SPECIAL COPYRIGHTS**

6. **ARTISTIC WORKS, PERFORMANCES, DESIGNS**

7. **OTHER WORKS**

8. **WORK SUBMITTED (including publisher and date of submission)**

1. Yu, L., Wagner, D., Barnes, C., & Leavitt, K. (under review, March 2019). Sex at home and abusive supervision at work. (Exact title removed to protect blind review process). *Proceedings of the National Academy of Sciences*.
2. Yu, L., Duffy, M. K., Campbell, E. M., & Adir, L. (under review, March 2019). A moral licensing perspective of abusive supervision and career outcomes. (Exact title removed to protect blind review process). *Academy of Management Journal*.
3. Carnevale, J. B., Huang, L., Vincent, L. C., Yu, L., & He, W. (under review, March 2019). Outshined and envious: A Self-evaluation maintenance model of employee reputation for creativity and supervisor narcissism. (Exact title removed to protect blind review process). *Academy of Management Journal*.
4. Yu, L. (R&R, March 2019). Abusive supervision variability. (Exact title removed to protect blind review process). *Academy of Management Journal*.
5. Yu, L., & Duffy, M. K. (advanced R&R, March 2019). Attributed motives, emotions, and abusive supervision. (Exact title removed to protect blind review process). *Journal of Applied Psychology*.
6. Yang, T., Glomb, T., & Yu, L. (advanced R&R, January 2019). Mindfulness intervention. (Exact title removed to protect blind review process). *Journal of Applied Psychology*.
7. Campbell, E*. M., & Yu, L*. (advanced R&R, January 2019). Nonlinear effects of performance on abusive supervision. (Exact title removed to protect blind review process). *Personnel Psychology*.
*--Equal Authorship

9. **WORK IN PROGRESS (including degree of completion)**

(a) *Completed Working Papers*

1. Yu, L., Duffy, M. K., & Tepper, B. A latent profile analysis in abusive supervision. (Revising manuscript for submission to *Academy of Management Journal*).
2. Yu, L. Abusive supervision in teams. (Revising manuscript for submission to *Academy of Management Journal*).
3. Yu, L., & Duffy, M. K. The spiral of abuse? Reciprocal relationships among abusive supervision, performance, and motives. (Revising manuscript for submission to *Journal of Applied Psychology*).

(b) Other Works in Progress

1. **Yu, L.**, & Zhang, X. Abusive supervision, performance, and temporal factors. (*Stage: writing*).
2. Zhong, R., & **Yu, L.** Abusive supervision, gossip, and network. (*Stage: writing*).
3. Nguyen, H., Daniel, M., & **Yu, L.** Abusive supervision differentiation. (*Stage: data collection*).
4. **Yu, L.**, & Huang, L. envy in the workplace. (*Stage: research design*).