



I am passionate about studying how to improve employee well-being and create a better workplace through the lens of emotions and leadership. In particular, my research interests focus on leadership, emotions, workplace relationships, and ethical behavior. My research has appeared in high-quality journal outlets and I have presented at major national and international conferences. If you are interested in reading more about the articles, please feel free to reach out.

1. **Wei, H.**, Wu, B., Park, H., & Bilimoria, D. 2023. A power-with versus power-over framework of leadership behaviors, employee expectations, and employee creativity: A meta-analysis. *Journal of General Management*, 03063070231167221.
2. **Wei, H.**, Wu, B., Park, H., & Deng, C. 2023. Is exercise good for all? Time-and strain-based work–family conflict and its impacts. *The Journal of Social Psychology*, 143(2), 230-247.
3. Wu, B., Schuh, S. C., **Wei, H.**, Cai, Y. 2023. When Positives and Negatives Collide: Evidence for a Systematic Model of Employees’ Strategies for Coping with Ambivalence. *Journal of Business Psychology*, 38(2), 473-491.
4. Liu, S., **Wei, H.**, Xin, H., & Cheng, P. 2022. Task conflict and team creativity: The role of team mindfulness, experiencing tensions, and information elaboration. *Asia Pacific Journal of Management*, 39(4), 1367-1398.
*Equal contribution between the first two authors.
5. **Wei, H.**, Li, S. & Zhu, Y. 2022. How supervisor’s compassionate but unethical behaviors impact subordinate’s ethical decision-making: A sensemaking perspective. In Humphrey, R., Ashkanasy, N., & Troth, A. *Research on emotions in organizations* (Vol. 17).
6. Yao, L., Chen, X. P. & **Wei, H.** 2022. How do authoritarian and benevolent leadership affect employee work–family conflict? An emotional regulation perspective. *Asia Pacific Journal Management*.
7. Zhu, J., **Wei, H.**, Li, H., & Osburn, H. 2021. The paradoxical effect of responsible leadership on employee cyberloafing: A moderated mediation model. *Human Resource Development Quarterly*, 32(4), 597-624.
*Equal contribution among the first three authors.
8. **Wei, H.**, Zhu, J., Li, H., & Bilimoria, D. 2018. A cross-level study on family involvement and job satisfaction. *Frontiers in Psychology*.
9. Passarelli, A., Boyatzis, R. E., & **Wei, H.** 2018. Assessing leader development: Lessons from a historical review of MBA outcomes. *Journal of Management Education*, 42: 55-79.
10. **Wei, H.**, Bilimoria, D., & Li, S. 2017. How does culture matter? The *xin*(heart-mind)-based social competence of Chinese executives. *Management and Organization Review*, 13: 307-344.
11. **Wei, H.**, Zhu, Y., & Li, S. 2016. Top executive leaders’ compassionate actions: An integrative framework of compassion incorporating a Confucian perspective. *Asia Pacific Journal of Management*, 33: 767-787.
12. Liu, S., Liao, J. & **Wei, H.** 2015. Authentic leadership and whistleblowing: Mediating roles of psychological safety and personal identification. *Journal of Business Ethics*, 131: 107-119.
13. **Wei, H.** & Li, H. 2015. The competency model of insurance salespeople: A qualitative Meta-analysis. *Management Review*, 27: 146-155.

14. Boyatzis, R. E., Gaskin, J. & **Wei, H.** 2015. Emotional and social intelligence and behavior. In D. Princiotta, S. Goldstein & J. Naglieri (Eds.), *Handbook of Intelligence: Evolutionary, Theory, Historical Perspective, and Current Concepts: 243-262*. New York, NY: Spring Press.
15. Liu, S., Liao, J., Liao, S. & **Wei, H.** 2014. The influence of prohibitive voice on proactive personality traits of extraversion, conscientiousness, and neuroticism. *Social Behavior and Personality*, 42: 1099-1104.
16. Boyatzis, R. E., Passarelli, A. & **Wei, H.** 2013. Developing emotional, social, and cognitive competencies in MBA programs: A twenty-five year perspective. In R. Riggio & S. J. Tan (Eds.). *Leader interpersonal and influence skills: The soft skills of leadership: 311-330*. New York: Routledge.
17. Boyatzis, R. E., Passarelli, A. & **Wei, H.** 2013. A study of developing emotional, social, and cognitive competencies in 16 cohorts of an MBA program. In *Academy of Management Annual Meeting Proceedings (Best Paper, MED)*.
18. **Wei, H.** & Li, S. 2011. Confucian nurturing doctrine of *xin* (heart-mind): Its enlightenment to organization research. *Journal of Management Development*, 30: 753-765.
19. Li, H. & **Wei, H.** 2008. HR integration strategies and key points of implementation in the process of corp. M&A: A case study. *Human Resource Development of China*, 10: 58-61.

SELECTED CONFERENCE PRESENTATIONS

20. **Wei, H.**, & Crawley, D. 2023. Will prosocial behavior backfire? Impacts of leader pro-group unethical behavior. *Presented at the Academy of Management annual meeting. Boston, MA.*
21. **Wei, H.**, Wu, B., Park, H., & Deng, C. 2022. Exercise good for all? Time and strain-based work-family conflict and impacts. *Presented at the Academy of Management annual meeting. Seattle, WA.*
22. **Wei, H.**, & Kanov, J. 2022. *In the eye of the sufferer: perceived motivation of the compassion giver and impacts*. Presented at the Positive Organizational Scholarship conference. MI: Ann Arbor.
23. **Wei, H.**, Meuser J., Passarelli, A., & Assylkhan, K. 2021. Careful what you ask for: Competence and efficacy in the leader-follower relationship. *Presented at the Academy of Management annual meeting.*
24. **Wei, H.** & Bilimoria D. 2020. *Supervisor-subordinate relational mentoring episode: Definition, scale development, and impacts*. Presented at the RCRC virtual roundtable.
25. **Wei, H.**, Wu, B., Park, H., & Bilimoria, D. 2020. *A Power-with versus Power-over Framework of Leadership Behaviors and Creativity*. Presented at the Southern Management Association (virtual).
 * the **Best Conference Paper Award** for the 2020 SMA HR/RM Track.
26. **Wei, H.**, Zhu, Y. & Li, S. 2020. *How Supervisors' Compassionate but Unethical Behavior Impacts Subordinates' Unethical Behavior: A Sensemaking Process*. Presented at the 12th International Conference on Emotions and Organizational Life (EMONET XII) (virtual).
27. **Wei, H.**, Kanov, J., & Li, S. 2020. *Compassion and the sufferers' well-being: The role of self-serving and other-oriented motivations*. Accepted at the 80th Academy of Management, Van Cover, Canada.
28. **Wei, H.**, Passarelli, A., Assylkhan, K. 2019. *More than a source of rating: Sense of leader's power and job performance*. Presented at the Southern Management Association, Norfolk, Virginia.

29. Yao, L., **Wei, H.**, Chen, X. P. 2019. *Paternalistic leadership and employee work-family conflict: Moderated mediation of power distance and emotion suppression*. Presented at the Southern Management Association, Norfolk, Virginia.
30. **Wei, H.**, Kanov, J., & Li, S. 2019. Impacts of compassion on focal actors' and sufferers' well-being: The role of self-serving and other-oriented motivations. Proposal presented at the MOC Division Cognition in the Rough PDW, the Academy of Management Association Annual Meeting, Boston, MA. [Received the Attention Award for faculty submission].
31. **Wei, H.**, Li, S., & Kanov, J. 2019. Impacts of compassion on focal actors' and sufferers' well-being: The role of self-serving and other-oriented motivations. Paper presented at the Positive Organizational Scholarship meeting, University of Michigan.
32. **Wei, H.** 2017. *A relational framework of compassion: A multidisciplinary review*. Paper presented at the Annual Meeting of Southern Management Association.
33. **Wei, H.** 2017. *A relational perspective to compassion: Definition and scale development of relational compassion*. Paper Presented at the Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor.
34. **Wei, H.** 2016. *Relational compassion in dyads: Definition, scale development, and application*. Paper presented at the Annual Meeting of Southern Management Association.
35. **Wei, H.**, Zhu, J., Li, H., & Bilimoria, D. 2016. *More family involvement, less job satisfaction? A cross-level examination*. Paper Presented at the Annual Meeting of the Academy of Management, Anaheim, California.
36. **Wei, H.**, Li, S. & Zhu, Y. 2015. *Compassion and organizational ethical behavior: An examination with social symbolic interaction theory*. Act on Your Research Paper Presentation at the Annual Meeting of Southern Management Association.
37. Rochford, K., **Wei, H.** & Perlmutter, A. 2015. *Taking stock of partial least squares: What it is and is not*. Paper Presented at the Annual Meeting of Southern Management Association.
38. Zhu, Y., **Wei, H.** & Li, S. 2015. *Compassion and institutional logics: A moral inquiry approach*. Paper Presented at the Annual Meeting of Midwest Academy of Management.
39. **Wei, H.** 2014. *Emotional field: An incubator interpreting how executives' emotions catalyze organizational change*. Poster Presented at the Annual Meeting of Midwest Academy of Management.
40. **Wei, H.** 2014. *Emotional and social competencies explaining effectiveness of executives from small and medium-sized private enterprises in China*. Paper Presented at the Meeting of Emonet IX International Conference, Philadelphia, PA.
41. **Wei, H.**, Xiao, X., Smith, M. & Wang, T. 2014. *Empathy and social capital: The moderating effects of social networking site use and gender*. Paper Presented at the Annual Meeting of Academy of Management Conference, Philadelphia, PA.
42. Boyatzis, R. E., Passarelli, A. & **Wei, H.** 2013. *A study of developing emotional, social, and cognitive competencies in 16 cohorts of an MBA program* (nominated as a best paper in MED division). Paper Presented at the Annual Meeting of Academy of Management Conference, Orlando, Florida.

SELECTED ORGANIZED SYMPOSIA AND PDWS

43. Dey, S., Kanov, J., Dey, S., Jazaieri, H., Nguyen, H., & **Wei, H.** 2022. *Compassion at Work: Looking at the Heart of Organizations*. Academy of Management Annual meeting.
44. **Wei, H.** 2021. Session moderator. Leader competence, humility, and pride (#17370). Academy of Management Annual meeting.
45. **Wei, H.**, Thomas, N., Gittell, J., Sluss, D., Fletcher, J., Methot, J., & Ozblin, M. 2019. *Exploring relationality in organizational scholarship: Past and future, convergence and*

- tensions*. Symposium sponsored by OB, MOC and OMT at the 79th Annual Meeting of the Academy of Management, Boston, MA.
46. Assylkhan, K., Voss, C., **Wei, H.**, Metz, I., Smith, J. G., & Case, S. 2018. *Can we have it all? How primary child caregivers manage their academic journeys*. Professional development workshop sponsored by DITC, the Annual Meeting of the Academy of Management, Chicago, Illinois.
 47. Schultz, J. L., Park, S., Lewis, V. J., Stewart, C., Jhamb, S., Comer, D., Heilmann, S., Tangpong, C., Downs, A., Cooper, E., Cavanagh, K. V., French, M., Kupka, B., **Wei, H.**, Barnes, K. L., Nam, K., Szyliowicz, D., & De Janasz, S. C. 2017. *Teaching with Television Media*. Professional development workshop conducted at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia. Received Management Education and Development (MED) ASFOR **Best Professional Development Workshop** (PDW) award.
 48. **Wei, H.**, Li, S., Barsade, S., Geddes, D., O'Neill, O. A., Sguera, F., Toubiana, M., & Voronov, M. 2016. *Moral emotions and institutions: The creation of meaningfulness in organizations*. **Showcase symposium** sponsored by MOC, OMT, and OB divisions, the Annual Meeting of the Academy of Management, Anaheim, CA.
 49. **Wei, H.**, Li, S., Bilimoria, D., Bird, A., Domke-Domonte, D., Osland, J., Poonamallee, L., Szkudlarek, B. A., & Zhu, Y. 2015. *Teaching in the rough: Opportunities and challenges of global business/management education*. Symposium sponsored by MED, OB, and IM divisions, the Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
 50. **Wei, H.**, Bao, L., Bliese, P., Edwards, J., Gephart, R., Singh, J., & Sturman, M. 2015. *Sharpen your skills: Preparing to teach graduate level research method courses*. Professional Development Workshop sponsored by RM Division, the Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
 51. **Wei, H.**, Trinh, M., Boyatzis, R. E., Brooks A. W., Grandey, A. A., Humphrey, R. H., & Zhu, Y. 2014. *Can all emotions be regulated? A comprehensive examination from multiple perspectives*. Symposium sponsored by the MOC division, the Annual Meeting of the Academy of Management Conference, Philadelphia, PA.
 52. **Wei, H.**, & Milovac, M. 2014. *Eminent IX International Conference Doctoral Consortium*, Philadelphia, PA.