

## LONG HE

Doctoral Candidate

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### EDUCATION

- 2023**      **Doctor of Philosophy (Ph.D.), Organizational Behavior**  
(Expected)    *Organization Studies, Schulich School of Business, York University*  
Dissertation: *Employees' Reactions to the Coworker's Pro-environmental Behavior: Insights from Social Cognitive Theory and Social Comparison Theory*  
Committee: Dr. Ruodan Shao (Chair), Dr. Brent Lyons, Dr. Luke Zhu
- 2013**      **Master of Science in Organizational and Change Management**  
*City University of Hong Kong, Hong Kong*
- 2011**      **Bachelor of Management in Human Resource Management**  
*Hunan University of Technology and Commerce, P.R.China*

### RESEARCH INTERESTS

- Corporate Social Responsibility
- Pro-environmental Behavior
- Prosocial Behavior
- (Un)ethical Behavior
- Leadership

### PUBLICATIONS

Shao, R., **He, L.**, Chang, C.-H., Wang, M., Baker, N., Pan, J., & Jin, Y. (2021). Employees' reactions toward COVID-19 information exposure: Insights from Terror Management Theory and Generativity Theory. *Journal of Applied Psychology*. 106(11), 1601–1614.

### MANUSCRIPT WITH REVISIONS REQUESTED

Song, Y, H., Shao, R, Skarlicki, D, **He, L.**, & Park, J. (1<sup>st</sup> revision requested). Name of the paper removed to protect anonymity in review process. *Human Relations*.

### RESEARCH IN PROGRESS

**He, L.**, He, Y., Shao, R., Song, Y., H., Park, J., & Restubog, S. Why I am the one being mistreated? An examination of the antecedents and consequences of customer mistreatment. (*Studies 1 and 2 completed, preparing for new data collection*).

**He, L.** & Voronov, M. *Open politics, emotions, and organizational adoption of CSR practices. (Preparing manuscript)*.

Rupp, D.E., Jones, D.A., Shao, R., & **He, L.** Employees' CSR perceptions and their reactions: A

meta-analytic review. (*Data analysis in progress*).

Shao, R., **He, L.**, Kim, T.Y., Rupp, D. E., & Liu, Z. Corporate social responsibility and employee learning. (*Preparing manuscript*).

## **CONFERENCES PRESENTATION**

Shao, R., **He, L.**, Chang, C.-H., Wang, M., Baker, N., Pan, J., & Jin, Y. (2021, Nov). *Employees' reactions toward COVID-19 information exposure: Insights from Terror Management Theory and Generativity Theory*. Paper presented at the *NSF Science of Organizations RAPID Covid Program of Research* (virtual conference).

**He, L.**, Shao, R., Song, Y., & Park, J. (2020, Aug). *Why I am the one being mistreated? An examination of the antecedents and consequences of customer mistreatment*. Paper presented at the *80<sup>th</sup> Annual Conference of Academy of Management* (virtual conference).

**He, L.**, & Voronov, M. (2020, July). *Institutional logics, emotions, and managers' CSR decision making*. Paper presented at the *36th EGOS Colloquium* (virtual conference).

**He, L.**, Shao, R., Song, Y., & Park, J. (2019, May). *Service employees' reactions to customer mistreatment: The resource and conflict management perspectives*. Paper presented at the *ASAC Conference*, St. Catherines, Canada.

## **HONORS AND AWARDS**

Jan 2019	<b>Anthony P. Cunliffe Award</b>
Jan 2019 - present	<b>Schulich PhD Funding</b>
Apr 2016	<b>Schwartz/Reisman Scholars Award</b>
Jun 2011 & Nov 2010	<b>Outstanding Scholarship Grade 1</b>

## **TEACHING EXPERIENCE**

### **Primary Instructor**

2021 Fall Term  
Schulich School of Business,  
York University

**ORGS 2100: Individuals and Groups in Organizations**  
Rating: **6.6/7** (Faculty mean: 6.00)

### **Teaching Assistant**

2022 Fall Term  
Schulich School of Business,  
York University

**MGMT 1000: Introduction to Business**

## **RESEARCH ASSISTANCE**

Jul 2015 – May 2016	<b>Senior Project Assistant</b> <i>Hong Kong Baptist University</i>
Jul 2013 – Jun 2015	<b>Research Associate</b> <i>City University of Hong Kong</i>

Dec 2012–May 2013

**Research Assistant**  
*City University of Hong Kong*

## **PROFESSIONAL SERVICE**

### **Journal Editorial Board**

December 2021 – Present

*Editorial Board Member*  
Group & Organization Management

### **Conference Reviews**

2018 – Present

*Ad-hoc Reviewer*  
Academy of Management Annual Meeting

2018 – 2019

*Ad-hoc Reviewer*  
ASAC Conference

### **Leadership Roles**

September 2020 – August 2021

*Faculty Representative*  
PhD Association, Schulich School of Business

## **PROFESSIONAL AFFILIATIONS**

- Academy of Management
- American Psychological Association

## **REFERENCES**

### **Dr. Ruodan Shao**

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Coordinator  
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