

Wen-Dong LI

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EDUCATION

September 2008 – July 2013 Ph.D. (Management)

Department of Management and Organization, National University of Singapore

- September 2012 – April 2013 visiting scholar,
Rotman School of Management, University of Toronto
- September 2011 – March 2012 visiting scholar
Carlson School of Management, University of Minnesota

September 2003 – July 2008 Ph.D. (industrial & organizational psychology)

Institute of Psychology, Chinese Academy of Sciences

September 1999 – July 2003 Bachelor of Science

School of Psychology, Beijing Normal University

ACADEMIC APPOINTMENTS & WORK EXPERIENCES

Sep. 2020 – present Associate Professor (with tenure), the Chinese University of Hong Kong

August 2016 – Sep. 2020 Assistant Professor, the Chinese University of Hong Kong

August 2013 – May 2016 Assistant Professor, Kansas State University

2010 Instructor, National University of Singapore

JOURNAL PUBLICATIONS (*Google Scholar citation count 1695; h index = 24; i10-index = 32; *denotes a doctoral student; † denotes equal authorship*)

21. Song, Z., **Li, W. D.**, Fan, Q. (2022) Hunting for leadership “causal” genes: Mission possible? *Proceedings of the National Academy of Sciences of the United States of America*, 119 (29), e220811511
20. Song, Z.[†], **Li, W. D.**[†], Li, H. et al. (2022) Genetic basis of job attainment characteristics and the genetic sharing with other SES indices and well-being. *Nature Scientific Reports*, 12, 8902.
19. Song, Z.[†], **Li, W. D.**[†], Jin, X., Feng, J., Ying, J., Zhang, X.* , Song, Y., Li, H., & Fan, Q. (2022) Genetics, leadership position, and well-being: An investigation with a large-scale GWAS, *Proceedings of the National Academy of Sciences of the United States of America*, 119 (12), e2114271119
18. Tjosvold, D., Zhang, X., **Li, W.D.**, Wong, A. S.-h., & Yu, K. (2022). Open-minded discussion in organizations: A meta-analytic evaluation of cooperation and competition theory. *Journal of Business and Psychology*.
17. **Li, W. D.**, Li, S., Feng, J., Wang, M., Zhang, H.* , Frese, M., & Wu, C-H. (2021) Can becoming a leader change your personality? An investigation with two longitudinal

studies from a role-based perspective, *Journal of Applied Psychology*, 106(6), 882-901.

***Winner of the 2023 SIOP Hogan Award for Personality and Work Performance**

16. Sun, J. *[†], Li, W. D.[†], Li, Y., Liden, R., Li, S., & Zhang, X. (2021) Unintended consequences of being proactive? Linking proactive personality to coworker envy, helping, and undermining, and the moderating role of prosocial motivation, *Journal of Applied Psychology*, 106(2), 250–267
15. Li, W. D., Li, S., Fay, D., & Frese, M. (2019) Reciprocal relationships between dispositional optimism and work experiences: A five-wave longitudinal investigation, *Journal of Applied Psychology*, 104(12), 1471-1486. *Reported by the South China Morning Post.*
14. Li, W. D., Schaubroeck, J., Xie, J. L., & Keller, A. (2018) Is being a leader a mixed blessing? Dual pathways linking leadership role occupancy to well-being, *Journal of Organizational Behavior*, 39(8), 971-989.
***Winner of the 2015 Best OB Paper award, Asian Academy of Management**
13. Li, W. D., Stanek, K.*, Zhang, Z., Ones, D. S., & McGue, M. (2016) Are genetic and environmental influences on job satisfaction stable over time? A three-wave longitudinal twin study, *Journal of Applied Psychology*, 101 (11), 1598–1619.
12. Chi, W., Li, W. D., Wang, N.*, & Song, Z. (2016) Can genes play a role in explaining frequent job changes? An examination of gene-environment interaction from human capital theory, *Journal of Applied Psychology*, 101(7), 1030-1044. *Reported by the Association for Psychological Science (APS) News.*
11. Li, W. D., Zhang, Z., Song, Z., & Arvey, R. D. (2016) It is also in our nature: Genetic influences on work characteristics and in explaining their relationships with well-being, *Journal of Organizational Behavior*, 37(6), 868–888.
10. Arvey, R., Li, W. D., & Wang, N.* (2016) Genetics and organizational behavior, *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 167-190.
9. Li, W. D., Wang, N.*, Arvey, R., Soong, R., Saw, S. M., & Song, Z. (2015) A mixed blessing? Dual mediating mechanisms in the relationship between dopamine transporter gene DAT1 and leadership role occupancy, *The Leadership Quarterly*, 26(5), 671-686. *Reported by the Washington Post, Los Angeles Times, Telegraph, and Business Insider.*
8. Li, W. D., Fay, D., Frese, M., Harms, P. D., & Gao, X.* (2014) Reciprocal relationship between proactive personality and work characteristics: A latent change score approach, *Journal of Applied Psychology*, 99(5), 948-965. *Reported by USA Today.*
***Winner of the 2016 SIOP Hogan Award for Personality and Work Performance**
7. Zyphur, M., Zhang, Z., Barsky, A. P., & Li, W. D. (2013) An ACE in the hole: Twin family models for applied behavioral genetics research, *The Leadership Quarterly*, 24(4): 572-594.
6. Li, W. D., Arvey, R. D., Zhang, Z., & Song, Z. (2012) Do leadership role occupancy and transformational leadership share the same genetic and environmental influences? *The Leadership Quarterly*, 23(2), 233-243.

5. **Li, W. D.**, Song, Z., & Arvey, R. D. (2011) The influence of general mental ability, self-esteem and family socioeconomic status on leadership role occupancy and leader advancement: The moderating role of gender, *The Leadership Quarterly*, 22(3), 520-534.
4. Song, Z., **Li, W. D.**, & Arvey, R. D. (2011) Associations between dopamine and serotonin genes and job satisfaction: Preliminary evidence from the Add Health Study, *Journal of Applied Psychology*, 96 (6): 1223-1233.
3. Taylor, P. J., **Li, W. D.**, Shi, K., & Borman, W. C. (2008) The transportability of job information across countries. *Personnel Psychology*, 61: 69–111.
***Winner of the Academy of Management International HRM Scholarly Research Award**
2. **Li, W. D.**, Wang, Y., Taylor, P., Shi, K., & He, D. (2008) The influence of organizational culture on work-related personality requirement ratings: A multilevel analysis. *International Journal of Selection and Assessment*, 16(4): 367-385.
***Winner of the Academy of Management HR Division Best Student Convention Paper Award**
1. Luo, Z., Shi, K., **Li, W. D.**, & Miao, D. (2008). Construct of job performance: Evidence from Chinese military soldiers, *Asian Journal of Social Psychology*, 11, 222-231.

BOOK CHAPTERS

9. **Li, W. D.**, Wang, Y*, & Song, Z. (2019), Behavioral genetics and workplace affect, in R. S. Cropanzano, C. Daus, V. A. Martinez & L. Yang (Eds), *Cambridge Handbook of Workplace Affect*, Cambridge University Press.
8. **Li, W. D.**, Ilies, R, & Wang, W. (2017), Behavioral genetics and leadership research, in B. Schyns, R. J. Hall, & P. Neves (Eds), *Handbook of Methods in Leadership Research*, Elgar.
7. Wu, C. H. & **Li, W. D.** (2016) Individual differences in proactivity, In S. K. Parker & U. K. Bindl (Eds.), *Proactivity at work*, Routledge.
6. **Li, W. D.**, Frese, M., & Haidar, S. S.* (2016) Distinguishing proactivity from citizenship behavior: Similarities and differences, In P. M. Podsakoff, S. B. MacKenzie, and N. P. Podsakoff (Eds.), *Oxford Handbook of Organizational Citizenship Behavior*, Oxford University Press.
5. Zhu, J.,* Frese, M., & **Li, W. D.** (2014) Proactivity and adaptivity, In D. Chan (Ed.), *Individual adaptability to changes at work: New directions in research*. New York: Taylor & Francis.
4. Parker, S., Andrei, D., & **Li, W. D.** (2014) An Overdue Overhaul: Revamping work design theory from a time perspective, In A. Shipp & S. Y. Fried (Eds.), *Time and work*. New York: Psychology Press.
3. Song, Z., **Li, W. D.**, & Wang, N.* (2014) Progress in molecular genetics and its potential implications in OB research. In R. D. Arvey & S. M. Colarelli (Eds.), *Biological*

foundation of organizational behavior. New York: University of Chicago Press.

2. Arvey, R. D., Wang, N., Song, Z., & Li, W. D. (2014) The biology of leadership, In D. Day (Ed), Oxford Handbook of Leadership and Organizations, Oxford University Press
1. Tjosvold, D., Wong, A., Chen, Y. F. & Li, W. D. (2012) Theory of cooperation and competition in China: Accomplishments and challenges, In M. H. Bond & X. Huang (Eds), The Handbook of Chinese Organizational Behavior: Integrating Theory, Research, and Practice (pp. 209-235), Cheltenham, UK, Edward Elgar Publishing

RESEARCH GRANTS

- 2020-2022 Youth identity status and its psychosocial correlates: A longitudinal study in Hong Kong, HK UGC, UGC/IDS(C)15, CoI, \$ 3,465,000
- 2018-2020 The dynamics of shared leadership in entrepreneurial teams: A latent change score approach, HK GRF (13500817), CoI, \$ 358,405
- 2018-2019 Influences of becoming a leader on personality change: A longitudinal investigation, Chinese University of Hong Kong, PI, \$ 60,000
- 2018 Effects of mindfulness intervention on change of well-being, Chinese University of Hong Kong, PI, \$ 20,000
- 2016-2017 Influences of work experiences on change of optimism: A longitudinal study, Chinese University of Hong Kong, PI, \$ 80,000
- 2015 Is being a leader a mixed blessing? Dual pathways linking leadership role occupancy to well-being, Faculty Development Award, PI, Kansas State University, US\$1,000.
- 2014 The reciprocal relationship between trait affectivity and work experiences: Disentangling genetic and environmental influences. Faculty Enhancement Program, PI, Kansas State University, US\$10,000.

SCHOLARLY AWARDS AND HONORS

- 2023 Hogan Award for Personality and Work Performance, Society for Industrial and Organizational Psychology (Li, et al., 2021, *JAP*)
- 2016 Hogan Award for Personality and Work Performance, Society for Industrial and Organizational Psychology (Li, Fay, Frese, Harms, & Gao 2014, *JAP*)
- 2015 Best Paper Award in the OB Division, Asian Academy of Management
- 2014 Recognized as one of the "30 Most Influential Living I/O Psychologists" by the Human Resources MBA website
(<http://www.humanresourcesmba.net/30-most-influential-industrial-and-organizational-psychologists-alive-today/>)
- 2014 Wang Gungwu Medal and Prize for the best dissertation in Social Sciences and Humanities, National University of Singapore
- 2009 International HRM Scholarly Research Award, Academy of Management
- 2008-2012 President's Graduate Fellowship, National University of Singapore
- 2007 Best Student Convention Paper Award of the HR Division, Academy of Management

RESEARCH INTERESTS

The nature of work and working (work analysis, work design, and experiencing work), proactivity (proactive personality and proactivity training), leadership and leadership

development, compensation, interdependent genetic & environmental effects on organizational behavior and employee development, individual differences

TEACHING EXPERIENCE

Postgraduate Program Teaching

Leadership Development (MGNT 6330F, MBA), Chinese U. of HK (teaching evaluation: 5.9/6)

The Nature of Work: A Multidisciplinary Perspective (Psych 960), Kansas State U. (teaching evaluation: 6/6)

Leadership (Psych 877), Kansas State U.

Work Motivation (Psych 876), Kansas State U.

Personnel Training (Psych 875), Kansas State U.

Undergraduate Program Teaching

China Business (MGNT 4510, GBS and IBCE programs), Chinese University of Hong Kong (sample teaching evaluation: 5.8/6)

Management and Organization (MNO1001), National University of Singapore

Industrial Psychology (Psych 560), Kansas State U.

Psychology of Organizations (Psych 564), Kansas State U.

TEACHING INTERESTS

OB and HRM related courses at undergraduate, MBA, and Ph.D. levels. Specific courses of interest include Leadership, Motivation, Work Analysis and Design, Entrepreneurship, Teamwork, Staffing, Employment Training and Development, Compensation, and Research Methodology.

SELECTED CONFERENCE PRESENTATIONS

24. **Li, W. D.**, Wang, J., Zhang, H., Zhang, X., Yu, K., & Allen, T. D. (2022, August). Getting Under the Skin? Work-Family Interface's Effects on Personality Change & Reciprocal Relations. Paper presented at the annual conference of the Academy of Management, Seattle, WA.
23. Lin, S. Y., **Li, W. D.**, & Hirst, G. (2022, August). Examining How Leadership Role Occupancy Influences Both Leaders' and Spouses' Sleep Loss and Obesity. Paper presented at the annual conference of the Academy of Management, Seattle, WA.
22. Song, Z., **Li, W. D.**, Li, H., Zhang, X., Wang, N., & Fan, Q. (2022, August). Job Attainment Characteristics: Genetic Basis Shared with Other SES Indices. Paper presented at the annual conference of the Academy of Management, Seattle, WA.
21. **Li, W. D.**, Feng, J., & Yu, K. (2021, August). Can Becoming an Entrepreneur Shape Your Personality Traits? A Three-Wave Longitudinal Investigation. Paper presented at the annual conference of the Academy of Management, A Virtual Experience.
20. **Li, W. D.**, & Yang, L. (2019, August) It's about time: A dynamic perspective in affect and work motivation, chaired symposium at the annual conference of the Academy of Management, Boston, MA.
19. Fang, R., & **Li, W. D.** (2019, August) Insider–newcomer interactions and newcomer social networks: A dynamic and reciprocal framework, paper presented at the annual conference of the Academy of Management, Boston, MA.

18. Zhang, H. *, **Li, W. D.**, & Wang, N. (2019, August) Reciprocal relationship between regulatory foci and voice behavior, paper presented at the annual conference of the Academy of Management, Boston, MA.
17. Tjosvold, D., Zhang, X. *, **Li, W. D.**, Chen, Y., & Zhang, H. (2019, August) Open-minded discussion: A meta-analytic evaluation of cooperation and competition theory, paper presented at the annual conference of the Academy of Management, Boston, MA.
16. **Li, W. D.**, & Wang, D. (co-chairs, 2018, August) It's about time: Change-related issues in organizational research, chaired symposium at the annual conference of the Academy of Management, Chicago, IL.
15. **Li, W. D.**, Frese, M., Fay, D., Song, Z., & Zhang, H. * (2018, April) Relationships between dispositional optimism and career outcomes, paper presented at the Annual Conference of Society for Industrial and Organizational Psychology, Chicago, IL.
14. Zhang, R. * & **Li, W. D.** (2017, August) Too many cooks spoil the broth: The effect of team proactive personality composition on team voice, paper presented at the annual conference of the Academy of Management, Atlanta, Georgia.
13. Zhu, S. * & **Li, W. D.** (2017, April) Understanding the emerging discipline of organizational neuroscience, hosted community of interests session, the 2017 Annual Conference of Society for Industrial and Organizational Psychology, Orlando, FL.
12. **Li, W. D.**, Zhang, Z., Zheng, X. M., & Liu, X. * (2016, August). Narcissism, abusive supervision climate, and team effectiveness: Testing a mediation model. Paper presentation at the annual conference of the Academy of Management, Anaheim, CA.
11. Liao, Z. *, Peng, A., **Li, W. D.**, & Schaubroeck, J. (2016, August). Is abuse always bad? A latent change score approach to consequences of abusive supervision, Paper presentation at the annual conference of the Academy of Management, Anaheim, CA.
10. **Li, W. D.**, Stanek, K. C. *, Ones, D. S., & Zhang, Z. (2015, August). Genetic and Environmental Influence on Job Satisfaction Change: A Three-Wave Longitudinal Twin Study. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.
9. **Li, W. D.**, Song, Z., Wang, N. & Arvey, R. D. (2015) A mixed blessing? Dual mediating mechanisms in the relationship between dopamine transporter gene DAT1 and leadership role occupancy, in W. D. Li (Chairperson) Using genes to understand work and life? It Is possible! the 2015 Annual Conference of Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
8. Narayanan, J., **Li, W. D.** & Song, Z. (2014) Biological foundations of organizational behavior, invited **Friday seminar** (organized by Gagné, M.), the 2014 Annual Conference of Society for Industrial and Organizational Psychology, Honolulu, Hawaii
7. Wang, N., & **Li, W. D.** (2014) When and how proactive personality leads to daily creativity and proactive performance: Developing and testing a moderated mediation model, Paper presented at the 2014 Biannual Conference of International Association of Chinese Management Research, Beijing, China.
6. **Li, W. D.**, Song, Z., & Arvey, R. D. (2013) Dopamine receptor gene D4 and job satisfaction: Examining multiple pathways, in Ward, M.K. and Craig, S.B. Organizational neuroscience: Classic I-O topics, innovative approaches, the 2013 Annual Conference of Society for Industrial and Organizational Psychology, Houston, Texas.

5. **Li, W. D.**, & Liao, Z. (2013) Proactive personality and career success: Examining reciprocal relationships in a longitudinal study, the 2013 Academy of Management Meeting, Orlando, Florida
4. **Li, W. D.**, Song, Z., & Arvey, R. D. (2012). Genes, job characteristics, and job satisfaction: Examining gene-environment interplay. Paper presented at the the 2012 Annual Conference of Society for Industrial and Organizational Psychology, San Diego, CA.
3. Zyphur, M., **Li, W. D.**, Zhang, Z., & Arvey, R. D. (April 2011) Income, personality, and subjective economic well-being: Genetic and environmental influences, Poster session presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
2. **Li, W. D.**, Lu, J. F., Tjosvold, D., & Shi, K. (April 2009) Social interdependence's influence on job analysis ratings and role perceptions, Poster session presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
1. **Li, W. D.**, Wang, Y., Taylor, P., & Shi, K. (August, 2007) The influences of organizational culture and job involvement on job specification ratings: A multilevel analysis. **The Best Student Convention Paper of Human Resources Division**, Academy of Management Meeting, Philadelphia, Pennsylvania, USA.

SELECTED MEDIA COVERAGE OF RESEARCH

January 14, 2021, CUHK Business School Research Finds People Adapt and Grow More Conscientious When Promoted to Supervisory Roles at Work, *Yahoo news*:

<https://sg.news.yahoo.com/cuhk-business-school-research-finds-020000639.html>

November 24, 2020, Personalities Can Change After Taking on Leadership Roles, *IO@work*:

<https://www.ioatwork.com/personalities-can-change-after-taking-on-leadership-roles/>

December 27, 2019, Earning a High Salary and Having a Secure Job May Make You More Optimistic, the *South China Morning Post*,

<https://www.scmp.com/presented/business/topics/china-business-knowledge/article/3043004/earning-high-salary-and-having>

November 15, 2017, Nature Matters, *The Smart Manager*,

<http://www.thesmartmanager.com/author/wendongli>

July 15, 2017, Made to measure: Businesses should pay more attention to their employees' personality traits in customizing HR policies, the *South China Morning Post*,

<https://www.cpjobs.com/hk/article/businesses-should-pay-more-attention-to-their-employees%E2%80%99-personality-traits-customising-hr>

June 19, 2015, If you skipped class in high school, you may be destined for the corner office, *Business Insider*,

<http://www.businessinsider.com/leadership-traits-may-be-written-in-your-genes-2015-6>

June 6, 2015, A leadership gene? Researchers look for correlations, *Los Angeles Times*,

<http://www.latimes.com/business/la-fi-0607-leadership-gene-20150607-story.html>

May 29, 2015, New study examines the possibility of a leadership gene, *The Washington Post*,

<http://www.washingtonpost.com/blogs/on-leadership/wp/2015/05/29/looking-for-a-leadership-gene/>

May 25, 2015, Is there a CEO gene? *The Telegraph*,

<http://www.telegraph.co.uk/finance/jobs/11621189/Is-there-a-CEO-gene.html>

December 8, 2014, Lazy at work? Blame your boss, *USA Today*, [http:](http://)

[//www.usatoday.com/story/money/business/2014/12/08/ozy-workplace-laziness/20093103](http://www.usatoday.com/story/money/business/2014/12/08/ozy-workplace-laziness/20093103)
July 2014, research featured in an interview, *The industrial and Organizational Psychologist*,
www.siop.org/tip/july14/521final.pdf (p. 57)
September 23, 2010, The biology of business: Homo administrans, *the Economist*,
<http://www.economist.com/node/17090697>
August 22, 2011, Hate your job? It may run in the family, *Wall Street Journal Blogs*,
<http://blogs.wsj.com/juggle/2011/08/22/hate-your-job-it-may-run-in-the-family/>

INVITED TALKS

University of Minnesota, Purdue University, University of Illinois at Chicago, University of Nebraska, Lincoln, Temple University, University of Toronto, University of Western Australia, University of Queensland, University of Hong Kong, Hong Kong Polytechnic University, City University of Hong Kong, Hong Kong University of Science and Technology, Hong Kong Baptist University, Chinese University of Hong Kong, Tsinghua University (China), Renmin University of China

DEPARTMENT AND SCHOOL SERVICES

Department Services, CUHK

- Department research committee, 2016 – present
- Department Mphil/PhD Program Committee, 2018 – 2019, 2020– 2021
- “The Future of Management” conference micro track chair, 2019
- Department Mphil/PhD Program Committee Chair, 2021– present
- Department Academic Personnel Committee, 2021– present
- Department Executive Committee, 2021– present

Department Services, Kansas State University

- Department search committee, 2015 – 2016
- Department undergraduate award committee, 2014 – 2016

CUHK Business School Services

- Faculty Sub-committee of Survey and Behavioral Research Ethics, 2019 – present
- Faculty research committee (Business Administration Panel), 2020– present

Doctoral Dissertation Committee (role, year, and initial placement)

- Melody Zhang (member, 2018, City University of Hong Kong)
- Qin Su (member, 2019, Sun Yat-sen University)
- Yolanda Li (member, 2020, Lingnan University)
- Grace Poon (member, 2022 expected)

Current Doctoral Students Supervised:

- Hong Zhang (degree expected in 2022)
- Xin Zhang (degree expected in 2023)
- Kaili Yu (degree expected in 2026)

EDITORIAL, REVIEWING AND OTHER SERVICES

Associate Editor

- Journal of Occupational and Organizational Psychology*, 2021 – present

Senior Editor

Management and Organization Review, 2021 – present

Asia Pacific Journal of Management, 2021 – present

Editorial Boards

Journal of Applied Psychology, 2021 – present

Personnel Psychology, 2021 – present

Journal of Management, 2020 – present

Journal of Organizational Behavior, 2020 – present

Acta Psychologica Sinica, 2017 – present

Add Hoc Reviewer

National Science Foundation (US)

Academy of Management Journal

Journal of Business Venturing

Asian Pacific Journal of Management

Service to Academic Communities

Research committee member, International Association for Chinese Management Research (IACMR), 2017 – present

Member of Board of Directors, Asian Academy of Management (AAOM), 2020 – present

Member, award committee for *Hogan Award for Personality and Work Performance*, Society for Industrial and Organizational Psychology, 2017

Member, *International Affairs Committee* and *Small Grant Committee*, Society for Industrial and Organizational Psychology, 2020, 2021

Panelist, the 2017 Professional Development Workshop “*Bridging the Gap: International Student Consortium*” by the HR Division, Academy of Management

Panelist, Friday seminar on *Biological Foundations of Organizational Behavior*, Society for Industrial and Organizational Psychology, 2014

Member of the local arrangement committee for the 2023 IACMR conference

Member of the organizing committee, the first Korea-Hong Kong International Management Conference, 2022

ACADEMIC AFFILIATIONS

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

International Association for Chinese Management Research (IACMR)