

LIN Bilian

Curriculum Vitae – May 2016

The Chinese University of Hong Kong, Shenzhen

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Current Position

Assistant Professor

Global Business Management Program Coordinator

School of Management and Economics, June. 2015 – Present

Education

Doctor of Philosophy (Management)

The Chinese University of Hong Kong, Dept. of Management, Aug. 2010–Nov. 2013.

Dissertation Title: “Creative Deviance: Its Antecedents and Outcomes in the Workplace”.

Thesis Assessment Committee: WONG Chi-Sum (Chair), FU Pingping (Dissertation Advisor),
LAW S. Kenneth (Committee Member), LEUNG Kwok (External Examiner).

Master of Philosophy (Applied Psychology)

Sun Yet-Sen University, Dept. of Psychology

Bachelor

Sun Yet-Sen University, Dept. of Pharmacy

Research Interests

Underemployment, Leadership, Creative Deviance, Creativity.

Publications

Lin, B., Law, K. S., & Zhou, J. (2016). Why Is Underemployment Related to Creativity and OCB? A Task Crafting Explanation of the Curvilinear Moderated Relations. *Academy of Management Journal*. (In Press).

Lin, B., Mainemelis, C., & Kark, R. (2015). Leaders' responses to creative deviance: differential effects on subsequent creative deviance and creative performance. *Leadership Quarterly*. (In Press). Available online 26 September 2015.

Zhang, J., Law, K. S., & Lin, B. (2016). You think you are big fish in a small pond? Perceived overqualification, goal orientations, and proactivity at work. *Journal of Organizational Behavior*, 37, 61–84.

Papers under Revise and Resubmission

Lin Bilian, Law Kenneth, & Wang Mo. Thriving in Underemployment: Looking at the Bright Side through P-E Fit and Self-Enhancement Perspectives (manuscript being invited the second round revise and resubmission in *Journal of Applied Psychology*).

Lin Bilian, Chen Xiao-ping & Zhu Xiji. Self-consistency and Moral licensing: The Dual Tuning Mechanism (manuscript being invited the second round revise and resubmission in *Administrative Science Quarterly*).

Tina Davidson, **Lin Bilian**, & Van Dyne Lynn. On the Trade-off Between Task Performance and OCB: How Supervisors Maintain the Social Fabric (Being invited the third round revise and resubmission in *Organizational Behavior and Human Decision Processes*).

Lin Bilian, Wong Noel, & Fu Pingping. Consideration of Future Consequences and Thriving in Creative Work Context: A Model of Dual Mechanism (Being invited the first round revise and resubmission in *Personnel Psychology*).

Lin Bilian, Law K, & Chen, C. “I love to do it” or “I can do it”? Competing Mechanisms in Explaining Creative Deviance. (Being invited the third round revise and resubmit at *Journal of Occupational & Organizational Psychology*).

Selected Research in Progress

Lin Bilian, Chen George, & Tsui Anne. Who Is the Right Leader for Overqualified Employees: The Cross-level Moderating Role of Humility Leadership Style on A Curvilinear Mediation. (manuscript in preparation for *Administrative Science Quarterly*)

Lin Bilian, Charalampos Mainemelis, & Ronit Kark. Play or Tolerate for Creativity? The Moderating Impact of Supervisor's Time Pressure on Employees' Creative deviance (manuscript in preparation for *Academy of Management Journal*).

Lin Bilian, Zhang Jun, & Law Kenneth. The Meta-analytical Testing of The Competing Mechanisms Linking Underemployment and Outcomes (data analysis in progress).

Award

Best Research Proposal in Micro Field at the 2013 IACMR Research Methods Workshop. Proposal Title: Why the Underemployed Engages in Creative Performance and OCBs? The Curvilinear Indirect Effect of Job Crafting.

Teaching Experience

MBA Program

Sept. 01 2014 ~ Jan. 31 2015, *Strategic Management & Leadership*, CTE: 5.1 / 6.0, The Chinese University of Hong Kong

Undergraduate Program

Sept. 02 2015 ~ Dec. 31 2015, *Principles of Management*, MGNT2010, CTE: 5.4 / 6.0, The Chinese University of Hong Kong, Shenzhen.

Jan. 02 2014 ~ May. 31 2014, *Organizational Behavior*, HTMG 3020B, CTE: 5.0 / 6.0, The Chinese University of Hong Kong.

Sept. 01 2013 ~ Jan. 31 2014, *Principles of Management*, MGNT 1020C & MGNT 1020L, CTE: 5.1 / 6.0, The Chinese University of Hong Kong.