

WENDONG LI

Department of Management, the Chinese University of Hong Kong
No. 12 Chak Cheung Street,
Shatin, NT, Hong Kong
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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

August 2016 – present 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 499, March 2017, *denotes the coauthor as a doctoral student at the start of the research project)

Li, W. D., Schaubroeck, J., Xie, J. L., & Keller, A. Is being a leader a mixed blessing? Dual pathways linking leadership role occupancy to well-being, accepted, *Journal of Organizational Behavior*.

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.

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.

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.

Arvey, R., **Li, W. D.**, & Wang, N.* (2016) Genetics and organizational behavior, *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 167-190.

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.

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. ***Recipient of the Hogan Award for Personality and Work Performance, Society for Industrial and Organizational Psychology—2016***

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.

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.

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.

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.

Taylor, P. J., **Li, W. D.**, Shi, K., & Borman, W. C. (2008) The transportability of job information across countries. *Personnel Psychology*, 61: 69–111. ***Recipient of the Academy of Management International HRM Scholarly Research Award—2009***

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. ***Recipient of the Academy of Management HR Division Best Student Convention Paper Award—2008***

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 (*denotes the coauthor as a doctoral student at the start of the research project)

Wu, C. H. & **Li, W. D.** (2016) Individual differences in proactivity, In S. K. Parker & U. K. Bindl (Eds.), *Proactivity at work*, Routledge.

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.

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.

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.

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.

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

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

- 2015 Is being a leader a mixed blessing? Dual pathways linking leadership role occupancy to well-being, **Faculty Development Award**, Kansas State University, \$1,000.
- 2014 The reciprocal relationship between trait affectivity and work experiences: Disentangling genetic and environmental influences. **Faculty Enhancement Program**, Kansas State University, \$10,000.

AWARDS AND HONORS

- 2016 Hogan Award for Personality and Work Performance, Society for Industrial and Organizational Psychology
- 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

CURRENT 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, social network

TEACHING EXPERIENCE

Management and Organization (MNO1001, undergraduate level), National University of Singapore

Industrial Psychology (Psych 560, undergraduate level), Kansas State University

Psychology of Organizations (Psych 564, undergraduate level), Kansas State University

The Nature of Work: A Multidisciplinary Perspective (Psych 960, Ph.D. level), Kansas State University

Leadership (Psych 877, Ph.D. level), Kansas State University

Work Motivation (Psych 876, Ph.D. level), Kansas State University
Personnel Training (Psych 875, Ph.D. level), Kansas State University

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

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.

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.

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.

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.

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

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.

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.

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

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.

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.

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.

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.

MEDIA COVERAGE OF RESEARCH

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://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

PROFESSIONAL AFFILIATIONS

Academy of Management, Society for Industrial and Organizational Psychology, International Association for Chinese Management Research

PROFESSIONAL SERVICE

Add hoc reviewer for the National Science Foundation, the Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, Applied Psychology: An International Review, Journal of Business Venturing, Journal of World Business, Strategic Entrepreneurship Journal, and Asian Pacific Journal of Management