**Xueqi (Cecilia) Wen**

1302 Tongji Building A, Advanced Institute of Business, Tongji University

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**Academic Positions**

2021-Present *Assistant Professor* Tongji University

**Education**

2021 *PhD: Industrial/Organizational Psychology* University of Houston

2018 *MA: Industrial/Organizational Psychology* University of Houston

2016 *MPA: Public Administration* University of Southern California

2014 *BS: Psychology* Zhejiang University

**Research Interests**

Workplace emotions; Employee-organization relationship; Leadership; Employee well-being

**Refereed Journals Accepted**

Mesdaghinia, S., Eisenberger, R., **Wen, X.\***, Liu, Z.\*, Lewis, B. A., Qiu, F., & Shapiro, D. L. (In press). How Leaders Drive Followers’ Unethical Behavior. *Journal of Management*, 01492063221104031. (\* denotes corresponding authors)

Van Egdom, D., Spitzmueller, C., **Wen, X.**, Kazmi, M. A., Baranski, E., Flin, R., & Krishnamoorti, R. (2022). Job Insecurity during an Economic Crisis: the Psychological Consequences of Widespread Corporate Cost-Cutting Announcements. *Occupational health science*, 6, 1-25.

Wang, X., Guchait, P., Paşamehmetoğlu, A., & **Wen, X.\*** (2022). Hospitality employees’ affective experience of shame, self-efficacy beliefs and job behaviors: The alleviating role of error tolerance. *International Journal of Hospitality Management*, 102, 103162. (\* denotes corresponding authors)

Wang, X., Liu, Z., **Wen, X.**, & Xiao, Q. (2022). An implicit leadership theory lens on leader humility and employee outcomes: Examining individual and organizational contingencies. *Tourism Management*, 89, 104448.

Wang, X., **Wen, X.**, Paşamehmetoğlu, A., & Guchait, P. (2021). Hospitality employee’s mindfulness and its impact on creativity and customer satisfaction: The moderating role of organizational error tolerance. *International Journal of Hospitality Management*, 94, 102846.

Eisenberger, R., Rhoades Shanock, L., & **Wen, X.** (2020). Perceived organizational support: Why caring about employees counts. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 101-124.

Eisenberger, R., Rockstuhl, T., Shoss, M. K., **Wen, X.**, & Dulebohn, J. (2019). Is the employee–organization relationship dying or thriving? A temporal meta-analysis. *Journal of Applied Psychology*, *104*, 1036-1057.

**Book Chapter**

Shoss, M., Eisenberger, R., Lee, J.\*, Lewis, B. A.\*, Maneethai, D.\*, **Wen, X**.\*, Yu, J.\*, & Zheng, J.\* (2020). Implications of the changing nature of work for the employee-organization relationship. In B. J. Hoffman, M. Shoss, & L. K. Wegman (Eds.) *The Cambridge Handbook of the Changing Nature of Work*. New York, NY: Cambridge University Press. (\*Authors contributed equally)

**Refereed Conference Proceedings**

**Wen, X.**, Liu, Z., Qiu, F., Wang, X., & Huai, M. (2022, August). *Harm or harmony? Error cover-up behaviors at work.* Paper to be presented at the Annual Conference of the Academy of Management, Seattle, WA.

Mesdaghinia, S., Eisenberger, R., **Wen, X.**, Liu, Z., Lewis, B. A., Qiu, F., & Shapiro, D. L. (2022, August). *How leaders drive followers’ unethical behavior.* Paper to be presented at the Annual Conference of the Academy of Management, Seattle, WA.

Liu, Z., Wen, X., Eisenberger, R., Shore., L., Audenaert, M., & Decramer, A. (2022, April). *Combatting COVID-induced stress at work: The role of perceived government competence.* Poster presented at the 2022 Annual Meeting of Society for Industrial and Organizational Psychology, Seattle, WA.

Kazmi, M. A., **Wen, X.,** Samaniego, C., Tsao, A., Lindner, P., & Spitzmueller, C. (2020, September). *Men who prioritize productivity over safety: how leadership can reduce the gender-safety priority relationship.*Paper presented at the European Academy of Occupational Health Psychology (EAOHP) Conference, virtual.

**Wen, X.**, Eisenberger, R., Kim, T., Kim, T., & Lee, D. (2019, August). *The Employee-organization relationships: Contributions of gratitude and perceived indebtedness.* Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

Fedorowicz, N., Maneethai, D., Obasare, R., **Wen, X.**, Olson, M., Zamanipour, T., Atwater, L., & Witt, A. (2019, April). *Effects of diversity climate on emotional exhaustion.* Paper presented at 34th Annual SIOP Conference, Washington, DC, USA.

Eisenberger, R., Kirkland, J., Mesdaghinia, S., Kim, Y., & **Wen, X.** (2017, October). *Affective commitment as employees look to the future: The contribution of anticipated change in organizational support.* Paper presented at the 2017 Conference on Commitment, Columbus, Ohio, USA.

Kirkland, J., Eisenberger, R., Lewis, B. A., & **Wen, X.** (2017, August). *Perceived organizational support, anticipated change in organizational support, and commitment.* Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia, USA.

**Selected Works in Progress**

Huai, M., **Wen, X.**\*, Liu, Z., Wang, X., Li, W., & Wang, M. Topic: Voice endorsement. *Journal of Applied Psychology*. (**Under 2nd** **review;** \* denotes corresponding authors)

Qiu, F., Mai, M., Ellis, A., **Wen, X.\*,** & Liu, C.Topic: Whistle-blowing. *Organizational Behavior and Human Decision Processes.* (**Under 2nd** **review;** \* denotes corresponding authors)

Eisenberger, R., **Wen, X.**, Zheng, D., Yu, J., Liu, Z., Zhang, J..….Krivacek, S. Topic: Gratitude in the employee-organization relationship. *Group and Organization Management.* (**Under 2nd review)**

**Teaching Experience**

2022 Instructor, Master and Ph.D., Current Issues in Organizational Behavior Tongji University

2021(Spring) Instructor, Undergraduate, Research Methods (Lab) University of Houston

2020 (Fall) Instructor, Undergraduate, Introduction to I/O PsychologyUniversity of Houston

2020 (Spring) Instructor, Undergraduate, Cultural Psychology University of Houston

2019 (Fall) Instructor, Undergraduate, Cultural Psychology University of Houston

2019 (Summer) Instructor, Undergraduate, Introduction to Statistics University of Houston

2019 (Spring) Instructor, Undergraduate, Introduction to StatisticsUniversity of Houston

2018 (Fall) Instructor, Undergraduate, Cultural Psychology University of Houston

**Awards and Honors**

2016: Graduate Tuition Fellowship, University of Houston

2016: Mont H. Jr. and Jane Goldston Graduate Fellowship, University of Houston

2017: Best Presentation Award at the 2017 Conference on Commitment, Columbus, Ohio

**Academic Service**

Ad-hoc reviewer for Asia Pacific Journal of Management

Ad-hoc reviewer for Academy of Management Annual Meeting

Ad-hoc reviewer for Society for Industrial and Organizational Psychology Annual Meeting