

ANN C. PENG

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EMPLOYMENT HISTORY

Trulaske College of Business, University of Missouri, U.S.

- Associate Professor in Management (with tenure) | Effective August 2019
- Lansford Distinguished Professor of Leadership | Effective August 2019

Ivey Business School, Western University, Canada

- Assistant Professor of Organizational Behavior | July 2013 – June 2019
- Troost Professorship in Leadership | September 2013 – June 2019
- Associate Professor of Organizational Behavior (with tenure) | Effective July 2019

EDUCATION

PhD in Organizational Behavior/Human Resource Management | Management Department, Eli Broad College of Business, Michigan State University | East Lansing, U.S. | 2008-2013

Mphil in Management | Department of Management, Lingnan University of Hong Kong | Tuen Mun, Hong Kong | 2005-2007

BA in Psychology | School of Psychology, Beijing Normal University | Beijing, China | 2000-2004

RESEARCH INTERESTS

Leadership | Job stress | Employee well-being | Emotions at work

RECOGNITIONS

2018 | Best Reviewer Award: Journal of Organizational Behavior

2018 | Research Merit Award: Ivey Business School

2017 | Best Reviewer Award: Academy of Management Journal

Best Reviewer Award: Journal of Organizational Behavior

2016 | Best Reviewer Award: International Association of Chinese Management Research

| Research Merit Award: Ivey Business School

2015 | Research Merit Award: Ivey Business School

| Best Leadership Paper Award (with J. Schaubroeck, S. Hannah, et al.): Ian O. Ichnatowycz

Institute for Leadership at Ivey Business School

2014 | Early Career Impact Award: Ivey Business School

| Research Merit Award: Ivey Business School
| Best Division Paper Award: (with Thundiyil, T., Chiaburu, D. S. et al.): Organizational Development and Change Division, Academy of Management Conference.
2013 | Troost Professorship in Leadership: Ivey Business School

PUBLICATIONS

REFEREED JOURNAL ARTICLES

- Peng, A. C., & Schaubroeck, J. M., Chong, S., & Li, Y. (2019).** Discrete emotions linking abusive supervision to employee intention and behavior. *Personnel Psychology*.
<https://doi.org/10.1111/peps.12310>.
- Schaubroeck, J. M., Lai, J., Lam, R., Connors, A., **Peng, A. C.**, Chan, A., (2018). Changing experiences of work dirtiness, occupational disidentification, and employee withdrawal. *Journal of Applied Psychology, 103*, 1086-1100.
- Peng, A. C. & Zeng, W. (2017).** Workplace ostracism and deviant and helping behavior: The moderating role of 360 degree feedback. *Journal of Organizational Behavior, 38*, 833–855
- Schaubroeck, J. M., Lam, S, S. K., & **Peng, A. C. (2016).** Can peers' ethical and transformational leadership improve coworkers' service quality? A latent growth analysis. *Organizational Behavior and Human Decision Processes, 133*, 45-58.
- Schaubroeck, J. M., **Peng, A. C.**, & Hannah, S. T. (2016). The role of peer respect in linking abusive supervision to follower outcomes: Dual moderation of group potency. *Journal of Applied Psychology, 101*, 267-278.
- Hannah, S. T., Schaubroeck, J. M., & **Peng, A. C. (2016).** Transforming followers' value internalization and role Self-Efficacy: Dual processes promoting performance and peer norm-enforcement. *Journal of Applied Psychology, 101*, 252-266.
- Peng, A. C.**, Lin, H-E., Schaubroeck, J. M., McDonough, E .F.III, Hu, B., & Zhang, A. (2016). CEO intellectual stimulation and employee psychological empowerment: the moderating role of firm performance. *Group and Organization Management, 41*, 203-231.
- Marinova, S., **Peng, A.C.**, Lorinkova, N., Van Dyne, L. & Chiaburu, D. S. (2015). Change-oriented citizenship: A meta-analysis of individual and job design predictors. *Journal of Vocational Behavior, 88*, 104-120.
- Chiaburu, D.S. **Peng, A.C.**, & Van Dyne L. (2015) Does it matter how I say it? The effects of constructive and complaining forms of idea presentation on supervisory evaluations. *Journal of Personnel Psychology, 14(2)*, 104-108.
- Peng, A. C.**, Schaubroeck, J. M., & Xie, J. L. (2015). When confidence comes and goes: How variation in self-efficacy moderates stressor-strain relationships. *Journal of Occupational Health Psychology, 20*, 359-376.
- Peng, A. C.**, Dunn, J. R., & Conlon, D. E. (2015). When vigilance prevails: The effect of regulatory focus and accountability on integrative negotiation outcomes, *Organizational Behavior and Human Decision Processes, 126*, 77-87.

- Thundiyil, T., Chiaburu, D. S., Bank, G. C., Oh, I-S., & **Peng, A. C.** (2015) Cynical about change? A preliminary meta-Analysis and future research. *Journal of Applied Behavioral Science*, 51(4), 429-450.
- Peng, A. C.**, Van Dyne, L., & Oh, K. (2015). The influence of motivational and cultural intelligence on cultural effectiveness based on study abroad: The moderating role of participants' cultural identity. *Journal of Management Education*, 39, 572-596.
- Peng, A. C.**, Schaubroeck, J. M., & Li, Y. (2014). Social exchange implications of own and coworkers' experience of supervisory abuse. *Academy of Management Journal*, 57, 1385-1405.
- Hannah, S. T., Jennings, P., Bluhm, D., **Peng, A. C.**, & Schaubroeck J. M. (2014) The aspiration to duty: Development and preliminary testing of a duty ethos construct. *Organizational Behavior and Human Decision Processes*, 123, 220-238.
- Ilies, R., **Peng, A. C.**, Savani, K., & Dimotakis, N. (2013). Guilty and helpful: An emotion-based reparatory model of voluntary work behavior. *Journal of Applied Psychology*, 98, 1051-1059.
- Hannah, S. T., Schaubroeck, J. M. **Peng, A. C.**, Lord, R. G., et al. (2013). Joint influences of individual and work unit abusive supervision on ethical intentions and behaviors: A moderated mediation model. *Journal of Applied Psychology*, 98, 579-592.
- Martin, G. S., Keating, M., Resick, Szabo, E. C., Kwan, H. K., & **Peng, A. C.** (2013). The meaning of leader integrity: A comparative study across the Anglo, Germanic European and Confucian Asian cultural clusters. *The Leadership Quarterly*, 24, 445-461.
- Chiaburu, D. S., **Peng, A. C.**, Oh, I-S., Bank, G. C., & Lomeli, L. C. (2013). Antecedents and consequences of employee organizational cynicism: A meta-analysis *Journal of Vocational Behavior*, 83, 181-197.
- Schaubroeck J. M., **Peng, A. C.**, & Hannah, S. T., (2013). Developing trust with peers and leaders: Impacts on organizational identification and performance during entry. *Academy of Management Journal*, 56, 1148-1168.
- Tjosvold, D., **Peng, A. C.**, Chen, Y. F., & Su, F. (2013). Individual decision-making in organizations: Contribution of uncertainty and controversy. *Group Decision and Negotiation*, 22, 801-821.
- Schaubroeck, J. M., Hannah, S. T., Avolio, B. J., Kozlowski, S. W. J., Lord, R. G., Trevino, L. K., Dimotakis, N., & **Peng, A. C.** (2012). Embedding ethical leadership within and across organizational levels. *Academy of Management Journal*, 55, 1053-1078.
- Greenhaus, J., **Peng, A. C.**, & Allen, T. (2012). Relations of work identity, family identity, situational demands, and sex with employee work hours. *Journal of Vocational Behavior*, 80, 27-37.
- Hirak, R. **Peng, A. C.**, Carmeli, A., & Schaubroeck, J. M. (2012). Linking leader inclusiveness to work unit performance: The importance of psychological safety and learning from failures. *The Leadership Quarterly*, 23, 107-117.
- Peng A. C.**, Riolli, L., Schaubroeck, J. M., & Spain, E. (2011). A moderated mediation test of personality, coping, and health among deployed soldiers. *Journal of Organizational Behavior*, 33, 512-530.
- Peng, A. C.** & Tjosvold, D. (2011). Social face and avoiding conflict by Chinese employees with Western or Chinese managers. *Human Relations*, 64, 1031-1050.

- Schaubroeck, J. M., Lam, S. S. K., & Peng, A. C. (2011). Cognition-based and affect-based trust as mediators of leader behavior influences on team performance. *Journal of Applied Psychology, 96*, 863-871.
- Schaubroeck, J. M., Riolli, L., Peng, A. C., & Spain, E. (2011). Resilience to traumatic exposure among soldiers deployed in combat. *Journal of Occupational Health Psychology, 16*, 18-37.
- Resick, C., Martin, G. S., Keating, M., Dickson, M. W., Kwan, H. K., & Peng, A. C. (2011). What ethical leadership means to me: Asian, American, and European perspectives. *Journal of Business Ethics, 101*, 435-457.
- Tjosvold, D., Peng, A. C., Chen, Y. F., & Su, F. (2008). Business and government interdependence in China: Cooperative goals to develop business and industry. *Asia Pacific Journal of Management, 25*, 225-249.
- Zhou X., Chen C., Zhang H., Xue G., Dong Q., Zhen, J., Zhang, L., Peng, A. C. et al. (2006). Neural substrates for forward and backward recitation of numbers and the alphabet: A close examination of the role of intraparietal sulcus and perisylvian areas. *Brain Research, 1099*: 109-120.

BOOK CHAPTERS

- Peng, A. C., Mitchell, B., & Schaubroeck, J. M. (forthcoming). Abusive supervision. In R. Folger (Ed.), *Oxford Research Encyclopedia of Business and Management*. Oxford: Elsevier.
- Schaubroeck, J. M., Kim, Y.J., & Peng, A. C. (2012). The self-concept in organizational psychology: clarifying and differentiating the constructs. In G.P. Hodgkinson & J.K. Ford (Eds.), *International Review of Industrial and Organizational Psychology, 27*, 1-38.
- Peng, A. C., Ilies, R. & Dimotakis, N. (2010). Work-family balance, role integration and employee well-being, in S. Kaiser, M. J. Ringlsetter, M. Pina e Cunha & D. R. Eikhof (eds.), *Creating balance?! International perspectives on the work-life integration of professionals*. Berlin/Heidelberg: Springer.
- Chen, Y. F. Tjosvold, D., and Peng, A. C. (2007) Conflict and harmony in Foreign-Sino ventures in China, George B. Graen and Joan A. Graen (Eds). *New Multinational Network Sharing*, Information age publishing: Charlotte, NC.

CASES PUBLISHED/ACCEPTED

- Sempowski, M. & Peng, A. (accepted for publication). Playing games with recruitment: PwC's decision to use gamification for hiring (*with Teaching Note*).
- Mark, K., Konrad A., Goh, K., & Peng, A. (forthcoming) McKinsey: Aligning Culture, Structure, and Talent Management (*with Teaching Note*).
- Mark, K., & Peng, A. (2016) Changing the culture: Keith Lumby at Norwood Waterworks, EMCO Corporation. *Ivey Case, 9B16C030 (with Teaching Note: 8B16C030)*.
- Wu, W.H, Peng, A.C., & Seijts, G. (2015). Xiamen Airlines: Pay for Performance. *Ivey Case, 9B15C001 (with Teaching Note: 8B15C001)*.

CONFERENCE PRESENTATIONS

- Peng, A. C., & Zeng, W.** (June, 2018). Leader discipline and employee learning, Paper presented in the *Symposium on New Topics of Leadership*, at International Association of Chinese Management Research, Wuhan, Hubei Province, China.
- Liao, Z., **Peng, A. C.**, Li, W.D., Schaubroeck, J.M., & Liu, J. (August, 2016). Is abuse always bad? a latent change score approach to examine consequences of abusive supervision. Annual Meeting of the Academy of Management, Anaheim, U.S.
- ** Best Paper Proceedings: Academy of Management Conference**
- Peng, A. C., & Zeng, W.** (June, 2016). Workplace ostracism and antisocial and prosocial behavior: The moderating role of 360 degree feedback, *Round Table Discussion on Negative Side of Work*, at International Association of Chinese Management Research, Hangzhou, Zhejiang Province, China.
- Peng, A. C., & Kim, D.** (August, 2015). A meta-analytic test of the mediating processes of ethical leadership on employee behavioral outcomes. Paper presented in the symposium, *New Directions in Ethics-Focused Leadership Research: Behaviors, Transmitters, and Qualifiers*, at Academy of Management Annual Meeting (SIM Division), Vancouver, British Columbia, Canada.
- Li, Y., **Peng, A. C.**, & Schaubroeck, J. M. (June, 2015). Sex differences in responding to workplace envy: Procedural justice as a double-edged sword. Paper presented at the *4th International Workshop on Organizational Justice and Behavioural Ethics*, Edinburgh, Scotland, UK.
- Schaubroeck, J. M., **Peng, A. C.**, & Hannah, S. T. (April, 2015). Group potency and interpersonal implications of abusive supervision. Paper presented in the symposium, *New Developments in Abusive Supervision*, at Annual Meeting of Society for Industrial and Organizational Psychology. Philadelphia, Pennsylvania, U.S.
- Peng, A. C. & Schaubroeck, J. M.**, (August, 2014). Affective experiences linking abusive supervision to voluntary work behavior. Paper presented in the symposium, *Abusive Supervision and Employee Outcomes: The Role of Affect*, at Annual Meeting of the Academy of Management (OB Division), Philadelphia, Pennsylvania, U.S.
- Thundiyil, T., Chiaburu, D. S., Bank, G. C., & **Peng, A. C.** (August, 2014) Cynical about change?: A meta-analysis of organizational cynicism correlates. Paper presented in the symposium, *Measuring Organizational Change and its Effects*, at Annual Meeting of the Academy of Management (ODC Division), Philadelphia, Pennsylvania, U.S.
- Heidl, R., Yao, X., **Peng, A. C.**, & Schaubroeck, J. M. (Feb, 2014). Microprocesses in network dynamics: The role of individual agency in the genesis of inter-organizational networks. Paper presented at International Network for Social Network Analysis (INSNA) Sunbelt XXXIV, St. Pete, Florida, U.S.
- Peng, A. C.**, Schaubroeck, J. M., & Li, Y. (August, 2013). Joint influence of procedural justice and workplace envy on adverse outcomes: A social dominance perspective. Paper presented in the symposium, *Emerging Research on Constructive and Destructive Consequences on Workplace Envy*, at Annual Meeting of the Academy of Management (CM Division), Orlando, Florida, U.S.
- Peng, A. C.**, Lin, H-E., McDonough, E .F.III, Hu, B., & Zhang, A. (August, 2013). Work meaningfulness: The influences of CEO intellectual stimulation and environmental uncertainty. Paper presented in the symposium, *Meaning, Thriving and Passion: Positive Organizational Behavior*, at Annual Meeting of the Academy of Management (OB Division), Orlando, Florida, U.S.

- Schaubroeck, J. M., **Peng, A. C.**, & Hannah, S. T. (August, 2013). Supervisor abuse and peer respect: How leader behavior and group processes affect collective focus. Paper presented in the symposium, *Theoretical and Empirical Developments on the Consequences of Abusive Supervision*, at Annual Meeting of the Academy of Management (OB, CM, HR Division), Orlando, Florida, U.S.
- Chiaburu, D. S., **Peng, A. C.**, Oh, I-S., Bank, G. C., & Lomeli, L. C. (Apr., 2013) Antecedents and Consequences of Employee Organizational Cynicism: A Meta-Analysis. Paper presented in the poster session at Annual Meeting of Society for Industrial and Organizational Psychology, Houston, TX, U.S.
- Peng, A. C.**, Van Dyne, L., & Chiaburu, D. S. (Apr, 2012). Are busy managers discounting subordinates' speaking up: the interactive effect of form of voice and cognitive load. Paper presented in the symposium, *Important Factors in the Initiation and Evaluation of Proactive Behavior*, at Annual Meeting of Society for Industrial and Organizational Psychology, San Diego, CA, U.S.
- Ilies, R., **Peng, A. C.**, & Dimotakis, N. (Apr, 2012) Guilty but helpful emotions: An emotion-based reparatory model of voluntary work behavior. Paper presented in the poster session at Annual Meeting of Society for Industrial and Organizational Psychology, San Diego, CA, U.S.
- Schaubroeck, J. M., **Peng, A. C.**, Hannah, S. T., Avolio, B., Kozlowski, S., Lord, R., Trevino, L. A, & Dimotakis, N. (August, 2011). Group and individual consequences of abusive supervision among deployed soldiers. Paper presented in the symposium, *The Causes, Nature, and Effects of Stress in Unique Jobs/Occupations*, at Annual Meeting of the Academy of Management (ENT Division), San Antonio, Texas, U.S.
- Peng, A. C.**, Dunn, J. R., & Conlon, D. E. (Jul, 2011). When vigilance prevails: regulatory focus in negotiation with external goals. International Association for Conflict Management, Istanbul, Turkey.
- Hirak, R. **Peng, A. C.**, Carmeli, A., & Schaubroeck, J. M. (Aug, 2010). Linking leader inclusiveness to work unit performance: the importance of psychological safety and learning from failures. Annual Meeting of the Academy of Management, Montreal, Canada.
- Chiaburu, D. S., **Peng, A. C.**, & Van Dyne, L. (Aug, 2010). Rater characteristics and voice evaluation. Annual Meeting of the Academy of Management, Montreal, Canada.
- Peng, A. C.** & Tjosvold, D. (Aug, 2008). Social face and avoiding conflict by Chinese employees with Western and Chinese managers. Annual Meeting of the Academy of Management, Anaheim, U.S.
- Tjosvold, D., **Peng, A. C.**, & Chen, Y. F., (Aug, 2007). Ongoing collaboration with the competition: developing cooperative goals to develop the industry in China. Annual Meeting of the Academy of Management, Philadelphia, U.S.
- Chen, G., Tjosvold, D., & **Peng, A. C.**, (Aug, 2007). Shared rewards and goal interdependence for psychological safety among departments in China. Annual Meeting of the Academy of Management, Philadelphia, U.S.
- Tjosvold, D., **Peng, A. C.**, & Chen, Y. F., (Apr, 2007). Business and government interdependence in China: Cooperative goals to develop business and industry. Fifth International Business Research Conference, Dubai, UAE.
- Tjosvold, D., **Peng, A. C.**, & Chen, Y. F., (Sep, 2006). Individual decision-making in organizations: contribution of uncertainty and controversy in china. Sixth Consortium of Students in Management Research, Bangalore, India.

INVITED PRESENTATIONS

- Peng, A. C.** (Feb, 2015). Workplace ostracism and employee behavior: Exploring the boundary conditions. School of Business Administration, Hunan University, Changsha, China, *Invited speaker*.
- Peng, A. C.** (Mar, 2017). Leader punishment as a necessary evil? Coller School of Management, Tel Aviv University, Tel Aviv, Israel, *Invited speaker*.
- Peng, A. C.** (Apr, 2017). Leader punishment as a necessary evil? DeGroote School of Business, McMaster University, Hamilton, Canada, *Invited speaker*.
- Peng, A. C.** (Nov 2018). Context and Leadership. 2018 I/O and O/B Student Conference, Western University, London, Canada, *Keynote Speech*.
- Peng, A. C.** (Feb, 2019). Topic to be determined. Department of Organizational Psychology, Michigan State University, East Lansing, U.S., *Invited speaker*.

RESEARCH FUNDING HISTORY

- 2016** | SSHRC Insight Development Grant (research project on leader discipline) | \$55,755
- 2013** | Troost Professorship in Leadership, Ivey Business School | \$12,500
- 2013 - 2017** | Research Base Funding, Ivey Business School | \$10,000 annually

PROFESSIONAL ACTIVITIES

PhD Coordinator for the OB group at Ivey Business School since July 2016

Supervisory Activities

Dissertation supervisor | Christine Hwang | Peter Pei
Dissertation co-supervisor | Kayla Chung
Dissertation proposal committee member | Anna Sycheva | Duckjung Shin
Dissertation examiner | Kevin Doyle | Yongsuik Jung | Duckjung Shin | Christina Eastwood
PhD Comps committee member | Kayla Chung | Brian Kim | Ellen Choi | Chris Perry | Anna Sycheva | Mirit Grabarski
Master thesis examiner | Alexander McGregor | Julia Bittney | Jose Espinoza | Christina Politis

Editorial Activities

Editorial review board member | Academy of Management Journal (2016 -)
Editorial review board member | Journal of Organizational Behavior (2016 -)
Senior ad-hoc reviewer | Journal of Organizational Behavior | 2015 – 2016
Ad-hoc reviewer | Organizational Behavior and Human Decision Processes (since 2012) |
Journal of Occupational Health Psychology (since 2012) | Human Relations (since 2011) |
Journal of Organizational Behavior (2014-2015) | Journal of Business Ethics (since 2014) |

Human Resource Management Journal (since 2015) | Journal of Management Education (2014) | Journal of Management Studies (since 2014) | Management Science (2015) | Organizational Science (2015) | Work and stress (since 2015) | Journal of Applied Social Psychology (2013-2014) | Applied Psychology: An International Review (2013) | Asia Pacific Management Review (2012) | Asia Pacific Management Journal (2012-2013) | Journal of World Business (2014) | Hong Kong Research Grant Council (since 2014)

Professional Affiliations

Academy of Management | Society for Industrial and Organizational Psychology | American Psychological Association

TEACHING EXPERIENCE

Courses taught:

MSc: *Ivey Essentials – Leadership*, Ivey Business School | Spring 2018 - 2019

PhD: *Special Topics in Statistics*, Ivey Business School | Spring 2016, 2018

Organizational Behavior, Ivey Business School | Spring 2019

Undergrad: *Leading People and Organizations*, Ivey Business School | Fall 2013 - 2018

Organizational Behavior, Michigan State University | Summer 2011

Introduction to Behavior Science, Lingnan University of Hong Kong | 2006 - 2007