

Jie (Kassie) LI

Lazaridis School of Business and Economics, Wilfrid Laurier University
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Academic Position

Assistant Professor 2022 July - present
OB/HRM area, Lazaridis School of Business and Economics, Wilfrid Laurier University
(maternity leave taken in 2024-2025)

Academic Qualifications and Experiences

Ph.D., The Hong Kong University of Science and Technology
Major: Organizational Behavior and Human Resource Management
Minor: Organizational Theory and Strategy 2017 Aug – 2022 Jun

Master of Philosophy, The Hong Kong University of Science and Technology
Majored in Management 2015 Aug – 2017 Jun

Master of Philosophy, Nanjing University
Majored in Management 2011 Aug – 2014 Jun

Bachelor, Nanjing University of Technology
Majored in Economics and International Trade 2007 Aug – 2011 Jun

Visiting Student, University of Kentucky
Host Faculty: Prof. Huiwen Lian 2018 Jan – 2018 Aug

Research Interests

- Innovation, Creativity, and Entrepreneurship
- Organizational Deviance (workplace gossip, abusive supervision, social undermining, etc.)
- Research Methodology (temporal process modeling, machine learning, etc.)

Doctoral Dissertation

Three Essays on Self-Regulation Theory and Employee Innovation

Supervisor: Yaping Gong
Committee Members: Ellick K.F. Wong, Jae Cho, Jiewen Hong, Xu Hong
External Examiner: Wendong Li (Chinese University of Hong Kong)

Journal Publications (* denotes equal contributions)

1. Magni, F.* , Gong, Y.* , **Li, K. J.**, Zhou, M. & Pan, J. (2024) The paradoxical relationship between sense of power and creativity: Countervailing pathways and a boundary condition. *Personnel Psychology*. <https://doi.org/10.1111/peps.12557>
2. Lian, H., **Li, K. J.**, Pan, J., Zhao, Q., & Du, C. (2023) Are gossipers looked down upon? A norm-based perspective on the relation between gossip and gossiper status. *Journal of Applied Psychology*, 108(6), 905-933. <http://dx.doi.org/10.1037/apl0001056>
3. Lian, H., **Li, K. J.**, Du, C., Wu, W., Xia, Y., & Lee, C. (2022) Disaster or opportunity? How COVID-19–associated changes in environmental uncertainty and job insecurity relate to organizational identification and performance. *Journal of Applied Psychology*, 107(5), 693-706. <https://doi.org/10.1037/apl0001011>
4. Pan, J., Zhang, J., Xu, H., **Li, K. J.**, & Lam, C. K. (2021) What if my coworker builds a better relationship with my leader? An emotional perspective to understand how and when lower LMX social comparison leads to learning and undermining behaviors. *Journal of Organizational Behavior*, 42(9), 1135-1143. <https://doi.org/10.1002/job.2549>

Manuscripts Under Review

1. **Li, K. J.*** , Gong, Y. * , & Pan, J. “Goal dynamics and team innovation (title tentative).” Invited for 2nd Revise & Resubmit *Journal of Applied Psychology*.
2. Cho, J., Morris, M. W., **Li, K. J.**, & Pan, J. “Diversity ideologies and cultural accommodation (title tentative).” Invited for 2nd Revise & Resubmit *Journal of Applied Psychology*.
3. **Li, K. J.**, Gong, Y., Wu, W., & Chen, L. “Leadership, team creativity, and leader creativity (title tentative).” Invited for 1st Revise & Resubmit *Journal of Organizational Behavior*.
4. **Li, K. J.**, Lian, H., Du, C., Wu, W., Xia, Y., & Lee, C. “Gossip and justice (title tentative).” Under review at *Journal of Applied Psychology*.
5. Cho, J., Morris, M. W., **Li, K. J.**, Benet-Martinez, V., Lu, J. G., & Pan, J. “Polyculturalism and creativity (title tentative).” Under review at *Journal of Personality and Social Psychology*.

Research Grants

General Research Fund (RGC) of Hong Kong Research Grant
Research Title: Leader's Negative Feedback and employee Creativity (# 16501220)

Amount: 551,394.00 HKD

Role: Co-Investigator

Time: 01/2021 – 11/2022

Name of awarding body: Research Grant Council (RGC) Hong Kong

Lazaridis Seed Grant

Research Title: Innovation Progress Management and Its Impact on Team Innovative Performance

Amount: 9,216.00 CAD

Role: Solo Investigator

Time: 05/2023 – 06/2024

Name of awarding body: Lazaridis Institute for the Management of Technology Enterprises

Social Sciences and Humanities Research Council (SSHRC) Insight Development Grant

Research Title: Workplace Justice and Its Reciprocal Relationship with Gossip about Management: Tracing Their Dynamics Over Time (# 430-2024-00682)

Amount: 62,516.00 CAD

Role: Principal Investigator

Time: 06/2024 – 05/2026

Name of awarding body: Social Sciences and Humanities Research Council (SSHRC) Canada

Organizer and Chair of Symposia in Conferences

“The Benefits and Harms of Workplace Gossip: Considering Its Valence, Content, and Target”

- At the 84th annual meeting of the Academy of Management (AOM), Chicago, Illinois, the U.S.A.
- Time: 2024 August
- Chairpersons: Jie (Kassie) Li, Huiwen Lian, Qinglin Zhao
- Contributors: Bianca Beersma, Yufan Deng, Yingxin Deng, Seval Gündemir, Wayne Hochwarter, Samantha Jordan, Stephen H. Lee, Floor A. Rink, Michael Slepian, Rui Zhong
- Invited Discussant: Cristopher M. Barnes

“The Complexity of Workplace Gossip”

- At the 83rd annual meeting of the Academy of Management (AOM), Boston, Massachusetts, the U.S.A.
- Time: 2023 August
- Chairperson: Jie (Kassie) Li
- Contributors: Yimin He, Zitong Sheng, Sudong Shang, Minghui Wang, Dan Ni, Lindie Liang, Midori Nishioka, Xiaoming Zheng, Douglas Brown, Elana Zur, Rui Zhong, Stephen H. Lee, Mengxi Yang, Huiwen Lian, Qinglin Zhao, Chenduo Du, Yuhuan Xia, Cynthia Lee
- Invited Discussant: Ryan Outlaw

“New Theoretical Perspectives on How Leader Influences Employee Creativity”

- At the 82nd annual meeting of the Academy of Management (AOM), Seattle, Washington, the U.S.A.
- Time: 2022 August
- Chairperson: Jie (Kassie) Li
- Contributors: Eun Soo Son, Christina E. Shalley, Qinglin Zhao, Huiwen Lian, Chenduo Du, Shen-Yang (Sonya) Lin, Giles Hirst, Chia-Huei Wu, Cynthia Lee, Wen Wu, Chiachi Chang, Diane Kang, Taeho Kang, Giuseppe (Joe) Labianca, and Hiroki Sayama
- Invited Discussant: Jill Perry-Smith

“The Social Functions of Workplace Gossip”

- At the 79th annual meeting of the Academy of Management (AOM), Boston, Massachusetts, the U.S.A.
- Time: 2019 August
- Chairpersons: Jie (Kassie) Li and Huiwen Lian
- Contributors: Parul Acharya, Deshani B. Ganegoda, Shimul Melwani, Jingzhou Pan, Maria Rotundo, Noriko Tan, Pok Man Tang, Kai Chi Yam, and Jingxian Yao
- Invited Discussant: Sandra Robinson

“When Gossip is Functional and When It is Not? The Bright and Dark Sides of Gossip”

- At the 34th annual conference of Society of Industrial and Organizational Psychology (SIOP), National Harbor, Maryland, the U.S.A.
- Time: 2019 April
- Chairpersons: Jie (Kassie) Li and Huiwen Lian
- Contributors: Bianca Beersma, D. Lance Ferris, Samuel Hanig, Lisa Keeping, Lindie H. Liang, and Rui Zhong
- Invited Discussant: Rebecca J. Bennett

Paper Presented in Conferences (underlined names indicate presenter of the article)

1. **Li, K. J.**, Lian, H., Zhao, Q., Du, C., Xia, Y., & Lee, C. (2025 July) Is it (un)fair because you gossip? The mediating role of confirmation bias. Accepted by the 85th annual meeting of the Academy of Management (AOM), Copenhagen, Denmark.
2. **Li, K. J.**, & Liu, S. (2025 July) Temporal Orientation Changes Due to COVID-19 Pandemic: A Machine Learning Text Analysis. Accepted by the 85th annual meeting of the Academy of Management (AOM), Copenhagen, Denmark.
3. Li, J., & Li, J., & **Li, K. J.** (2025 July) The Impacts of Internal / External CSR on Job Applicants and the Moderating Role of Exchange Ideology. Accepted by the 85th annual

meeting of the Academy of Management (AOM), Copenhagen, Denmark.

4. **Li, K. J.**, Lian, H., Brass, D. J., Chiang, F. F. T., & Birtch, T. A. (2024 August). Subordinates' Favor-Rendering Behavior toward the Supervisor Leads to Abusive Supervision: The Role of Power. Presented at the 84th annual meeting of the Academy of Management (AOM), Chicago, Illinois, the U.S.A.
5. **Li, K. J.**, Gong, Y., & Pan, J. (2024 April) A Dynamic Goal Orientation Perspective on Team Innovative Performance. Presented at the 39th annual conference of Society of Industrial and Organizational Psychology (SIOP), Chicago, Illinois, the U.S.A.
6. **Li, K. J.**, Lian, H., Zhao, Q., Du, C., Xia, Y., & Lee, C. (2023 August) Gossip and Its Change During an Event of Layoff: Does Perceived Layoff Justice Matter? Presented at the 83rd annual meeting of the Academy of Management (AOM), Boston, Massachusetts, the U.S.A.
7. **Li, K. J.**, Gong, Y., & Pan, J. (2023 August) A Dynamic Goal Perspective on Team Innovative Performance. Presented at the 83rd annual meeting of the Academy of Management (AOM), Boston, Massachusetts, the U.S.A.
8. **Zhao, Q.**, Lian, H., Du, C., & **Li, K. J.** (2023 August) Share or Not to Share? The Dual Effect of Sharing Goals on Performance from an Evaluation Apprehension Perspective. Presented at the 83rd annual meeting of the Academy of Management (AOM), Boston, Massachusetts, the U.S.A.
9. **Cho, J.**, Morrison, M. W., **Li, K. J.**, Benet-Martinez, V., Lu, J. G., & Pan, J. (2023 June) Polyculturalism: Developing a Broader Scale and Understanding Its Links to Creativity. *Accepted by* the 2023 annual conference of International Association for Chinese Management Research (IACMR), Hong Kong.
 - The finalists for the Conference Theme Best Paper Award at IACMR 2023
10. **Li, K. J.**, Gong, Y., & Zhou, M. (2022 August) Leader Negative Feedback and Employee Creativity: A Latent Growth Modeling of Challenge and Threat. Presented at the 82nd annual meeting of the Academy of Management (AOM), Seattle, Washington, the U.S.A.
11. Koval, C. Z., Lian, H., & **Li, K. J.** (2019 August) The independent and joint effects of subordinate ascribed and achieved status on supervisor mistreatment. Presented at the 79th annual meeting of the Academy of Management (AOM), Boston, Massachusetts, the U.S.A.
12. **Li, K. J.**, Lian, H., & Pan, J. (2019 August) How workplace gossip impacts gossiper's workplace status? The organizational norms perspective. Presented at the 79th annual meeting of the Academy of Management (AOM), Boston, Massachusetts, the U.S.A.

13. **Li, K. J.**, Lian, H., & Pan, J. (2019 April) Does gossip accentuate or attenuate gossipers' status in the workplace. Presented at the 34th annual conference of Society of Industrial and Organizational Psychology (SIOP), National Harbor, Maryland, the U.S.A.
14. Gong, Y.* , **Li, K. J.*** , & Chen, L. (2018 August) Narcissistic and humble leadership in team potency and creativity: A tale of two leadership. Presented at the 78th annual meeting of the Academy of Management (AOM), Chicago, Illinois, the U.S.A.
15. Lian, H., & **Li, K. J.** (2017 April) Reciprocal relation between status and social loafing: Expected contributions to teamwork as mechanism. Presented at the Asian Management Research Consortium (AMRC), Singapore.
16. **Li, K. J.**, Li J., & Xu, L. (2016 August) Organizational decline and turnaround: the moderating effect of board independence. Presented at the 76th annual meeting of the Academy of Management (AOM), Anaheim, California, the U.S.A.

Research Talks

2018 University of Kentucky
2022 Hong Kong Polytechnic University
2023 University of Waterloo

Undergraduate-Level Course Teaching Experience

BU 288, Organizational Behavior I
2023 Winter Term, 2023 Fall Term
Wilfrid Laurier University
Role: Instructor

MGMT 1110, Introduction to Management
2019 Summer Term
The Hong Kong University of Science and Technology
Role: Instructor

Graduate-Level Course Teaching Experience

BU824E-A, Research Seminar: Creativity and Innovation in the Workplace
2024 Winter Term
Role: Course Developer and Instructor

Awards

Dean's Ph.D. Fellowship for Research Excellence

Time: 09/2019 – 08/2020

Name of awarding body: School of Business, The Hong Kong University of Science and Technology

Hong Kong Ph.D. Fellowship

Time: 09/2017 – 08/2022

Name of awarding body: Government of the Hong Kong SAR

China National Scholarship

Time: 09/2010 – 08/2011

Name of awarding body: Ministry of Education, the People's Republic of China

Graduate Student Supervision

2025—Jing (Olivia) Xu

MSc Research Paper (MRP): the reciprocal relationship between process conflict and fairness

Services in Wilfrid Laurier University

1. Hiring Committee for Limited Term Appointments
Level: OB/HRM area
Role: committee member
 - 2022 August
 - 2024 April

2. Committee for MSc Research Paper (MRP)
Level: OB/HRM area
Role: committee member
 - 2023: Abbisha Saseekaran
 - 2024: Klei Hoxha
 - 2025: Kyra Rodrigues

3. Committee for PhD Comprehensive Examination
Level: OB/HRM area
 - 2023: Sabah Rasheed

4. Integrated Case Exercise
Level: Lazaridis School of Business and Economics

Role: faculty judge

- 2023 March
- 2024 March

5. World of Opportunities

Level: Lazaridis School of Business and Economics

Role: faculty judge

- 2024 February

6. Convocation

Level: University

Role: bedel

- 2023 Spring

Services in Academia

Ad-hoc Reviewer for academic journals:

Journal of Occupational and Organizational Psychology (2022)

Organizational Behavior and Human Decision Processes (2023)

Journal of Organizational Behavior (2024)

Personality and Individual Differences (2024, 2025)

Personnel Review (2024, 2025)

Panelist on the Professional Development Workshop (PDW) “Late-Stage Doctoral Student Consortium” at the 84th annual meeting of the Academy of Management (AOM, 2024)
(division: Human resource management)

Faculty judge of student posters at the annual conference of Canadian Psychological Association (CPA, 2023)

(division: Canadian Society for Industrial Organizational Psychology)

Faculty mentor of graduate students at the annual conference of Canadian Psychological Association (CPA, 2023)

(division: Canadian Society for Industrial Organizational Psychology)