

## CURRICULUM VITAE

CHEN - BO ZHONG

OBHRM, Rotman School of Management, University of Toronto  
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### EDUCATION

Ph.D. Northwestern University, Management and Organizations, 2008  
M.A. Hong Kong University of Science and Technology, Organizational Behavior, 2001  
B.A. Renmin University, Industrial Economics, 1998, Beijing, PRC

### POSITIONS

July 2018 – Present	Professor of OBHRM Rotman School of Management, University of Toronto
July 2013 – July 2018	Associate Professor of OBHRM Rotman School of Management, University of Toronto
July 2016 – Jan 2017	Visiting Professor of MORS Kellogg School of Management, Northwestern University
July 2006 – July 2013	Assistant Professor of OBHRM Rotman School of Management, University of Toronto

### JOURNAL ARTICLES (\*Denotes student or former student coauthors)

Dong, P.\* & Zhong, C. B. (2017). Witnessing Moral Violations Increases Conformity in Consumption. *Journal of Consumer Research*.

Kim, Y. J.\* & Zhong, C. B. (2017). Ideas Rise from Chaos: Information Structure and Creativity. *Organizational Behavior and Human Decision Processes*, 138: 15-27.

Song, F., & Zhong, C. B. (2015). You Scratch His Back, He Scratches Mine and I'll Scratch Yours: Deception in Simultaneous Cyclic Networks. *Journal of Economic Behavior & Organization*, 112: 98-111.

Teper, R.\*, Zhong, C. B., & Inzlicht, M. (2015). How emotions shape moral behavior: Some answers (and questions) for the field of moral psychology. *Social and Personality Psychology Compass*, 9: 1-14.

Dong, P.\*, Huang, X. & Zhong, C. B. (2015). Ray of Hope: Hopelessness Increases Preferences for Brighter Lighting. *Social Psychological and Personality Science*, 6: 84-91.

Wang, L., Zhong, C. B., & Murnighan, J. K. (2014). The Social and Ethical Consequences of a Calculative Mindset. *Organizational Behavior and Human Decision Processes*, 125: 39-49.

House, J. \*, DeVoe, S. E., & Zhong, C. B. (2014). Too Impatient to Smell the Roses: Exposure to Fast Food Impedes Happiness. *Social Psychological and Personality Science*, 5: 534-541.

DeVoe, S. E., House, J. \*, & Zhong, C. B. (2013). Fast Food and Financial Impatience: A Social Ecological Approach. *Journal of Personality and Social Psychology*, 105: 476-494.

Gu, J. \*, Zhong, C. B., & Page-Gould, E. (2013). Listen to Your Heart: False Somatic Feedback Regulates Deception. *Journal of Experimental Psychology: General*, 142: 307-312.

Zhong, C. B. & House, J. \* (2012). Hawthorne Revisited: Organizational Implications of Physical Work Environment. *Research in Organizational Behavior*, 32: 3-22.

Reimann, M., Feye, W., Malter, A. J., Ackerman, J., Castaño, R., Garg, N., Kreuzbauer, R., Labroo, A. A., Lee, A. Y., Morrin, M., Nenkov, G. Y., Nielsen, J. H., Perez, M. E., Pol, G., Rosa, J. A., Yoon, C., & Zhong, C. B. (2012). Embodiment in Judgment and Choice. *Journal of Neuroscience, Psychology, and Economics*, 5: 104-123.

Hirsh, J. B., Galinsky, A. D., & Zhong, C. B. (2011). Drunk, Powerful, and in the Dark: How General Processes of Disinhibition Produce Both Prosocial and Antisocial Behavior. *Perspectives on Psychological Science*, 6: 415-427.

Zhong, C. B. (2011). The Ethical Dangers of Deliberative Decision Making. *Administrative Science Quarterly*, 56:1-25.

Zhong, C. B., Strojcek, B. \*, & Sivanathan, N. (2010). A Clean Self Can Render Harsh Moral Judgment. *Journal of Experimental Social Psychology*, 46: 859-862.

Zhong, C. B., & DeVoe, S. (2010). You Are How You Eat: Fast Food and Impatience. *Psychological Science*, 21: 619-622.

Mazar, N. & Zhong, C. B. (2010). Do Green Products Make Us Better People? *Psychological Science*, 21: 494-498.

Zhong, C. B., Lake, V. B. \*, & Gino, F. (2010). A Good Lamp is the Best Police: Darkness Increases Dishonesty and Self-Interested Behavior, *Psychological Science*, 21: 311-314.

Liljenquist, K., Zhong, C. B. & Galinsky, A. D. (2010). The Smell of Virtue: Clean Scents Promote Reciprocity and Charity, *Psychological Science*, 21: 381-383.

Zhong, C. B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. (2010). Compensatory Ethics. *Journal of Business Ethics*, 92: 323-339.

Gino, F., Gu, J., & Zhong, C. B. (2009). Contagion or Restitution? When Bad Apples Can Motivate Ethical Behavior. *Journal of Experimental Social Psychology*, 45: 1299-1302.

Lount, R. B., Jr., Zhong C. B., Sivanathan, N., & Murnighan, J. K. (2008). Getting Off on the Wrong Foot: The Timing of a Breach and the Restoration of Trust. *Personality and Social Psychology Bulletin*, 34: 1601-1612

Zhong, C. B., Galinsky, A. D., Unzueta, M. M. (2008). Negational Racial Identity and Presidential Voting Preferences. *Journal of Experimental Social Psychology*, 44: 1563-1566.

Zhong, C. B. & Leonardelli, G. J. (2008). Cold and Lonely: Does Social Exclusion Literally Feel Cold? *Psychological Science*, 19: 838-842.

Zhong, C. B., Dijksterhuis, A., & Galinsky, A. D. (2008). The Merits of Unconscious Thought in Creativity. *Psychological Science*, 19: 912-918.

Zhong, C. B., Phillips, K. W., Leonardelli, G. J., & Galinsky, A. D. (2008). Negational Categorization and Intergroup Behavior. *Personality and Social Psychology Bulletin*, 34: 793-806.

Zhong, C. B., Loewenstein, J., & Murnighan, J. K. (2007). Speaking the Same Language: the Cooperative Effects of Labeling in the Prisoners' Dilemma. *Journal of Conflict Resolution*, 51: 431-456.

Zhong, C. B. & Liljenquist, K. (2006). Washing Away Your Sins: Threatened Morality and Physical Cleansing. *Science*, 313: 1451-1452.

Farh, J. L., Zhong, C. B., & Organ, D. W. (2004). Organizational Citizenship Behavior in the People's Republic of China. *Organization Science*, 15: 241-253.

#### CHAPTERS AND INVITED ARTICLES

West, C.\* & Zhong, C. B. (2015). Moral Cleansing. *Current Opinion in Psychology*, 6: 221-225.

Zhong, C. B. & House, J.\* (2014). Dirt, Pollution, and Purity: A Metaphorical Perspective on Morality. In Landau, M. J., Robinson, M. D., & Meier, B. P., (Eds.), *Metaphorical Thought in Social Life*, 109-131.

Strejcek, B.\* & Zhong, C. B. (2012). The Perils of Purity. In P. Rosch & Simon U. (Eds.), *How Purity is Made*. Germany: Harrassowitz, 57-67.

Zhong, C. B., Liljenquist, K., & Cain, D. M. (2009). Moral Self-Regulation: Licensing & Compensation. In De Cremer, D. (Ed.), *Psychological Perspectives on Ethical Behavior and Decision Making*: 75-89

Zhong, C. B., Magee, J., Maddux, W., & Galinsky, A. D. (2006). Power, Culture, and (In)Action: Considerations in the Expression and Enactment of Power in East Asian and Western Society. In Y. Chen (Ed.), *Research on Managing Groups and Teams: National culture and groups*, 9: 53-73

Zhong, C. B., Ku, G., Lount, R., & Murnighan, J. K. (2006). Ethical Decision Making in Group and Individual Contexts. In A. Tenbrunsel (Ed.), *Research on Managing Groups and Teams: Groups and Ethics*, 8: 149-175.

Zhong, C. B., Hui, W., Tsui, A. S., Farh, J. L., & Cheng, B. S. (2006). Strategic versus Diffusion Perspectives of Organizational Culture: Implications for Employee Commitment and Extra Role Behavior in the Chinese Context. In W. Mobley and E. Weldon, (Eds.), *Advances in Global Leadership*, 4: 59-81

Farh, J. L., Zhong, C. B. & Organ, D. W. (2002). An Inductive Analysis of the Construct Domain of Organizational Citizenship Behavior in the PRC. In A. S. Tsui, C. M. Lau, (Eds.), *The Management of Enterprises in the People's Republic of China*. Kluwer Academic Press, Boston, MA, 445-470.

#### WORKING PAPERS

Zhong, C. B., Dong, P.\*, Huang, X. *Ambient Lighting and Goal Setting*. (To be submitted to *Academy of Management Journal*)

Strejcek, B. W.\*, Dong, P.\*, & Zhong, C. B. *Market and Prejudice*. (To be submitted to *Proceedings of National Academy of Sciences*)

DeCelles K., Kim, Y. J.\*, & Zhong, C. B. *Dirty Dungeons and Clean Cubicles: Psychological and Behavioral Consequences of Workplace Cleanliness*. (To be submitted to *Academy of Management Journal*)

DeCelles K. & Zhong, C. B. *Beyond the Bars: Impurities of prison work and implications for worker wellbeing and work-life conflict*. (To be submitted to *Administrative Science Quarterly*)

Long, W., Song, F., & Zhong, C. B. *Unethical Reciprocity: An Unintended Consequence of Efficiency Wage* (To be submitted to *Academy of Management Journal*)

Xu, J. L.\*, Fang W., & Zhong, C. B. *The Influence of Clothing Style on Perceptions of Interpersonal Trust*. (To be submitted to *Psychological Science*)

Kim, Y. J.\* & Zhong, C. B. *Moral Reasoning and Creativity*. (To be submitted to *Journal of Experimental Social Psychology*)

#### WORK IN PROGRESS

Dong, P.\* & Zhong, C. B. *Strength in Numbers: Product Choice Influences Unrelated Moral Judgments*.

Zhong, C. B., Shah, A., & Chen, S. Y.\* *The Quantity Bias of Money*.

Zhong, C. B., Mazar, N., & Strejcek, B. W.\* *License to Waste: How Recycled Products May Waste Resources*.

Sivanathan, N. & Zhong, C. B. *What does physical pain have to do with social rejection, empathy, and loss aversion?*

#### CONFERENCE PRESENTATIONS

Kim, Y. J.\* & Zhong, C. B. (2016). Moral Reasoning and Creativity. Academy of Management, Anaheim (Best Paper Proceeding)

Zhong, C. B., DeCelles, K., Kim, Y. J.\*, & House, J\*. (2015). Dirty Dungeons and Clean Cubicles: Organizational Consequences of Workplace Cleanliness. Academy of Management, Vancouver.

DeVoe, S., House, J.\*, & Zhong, C. B. (2014). Fast Food and Impatience. Academy of Management, Philadelphia.

Novel, L. J.\*, Gunter, K. S., & Zhong, C. B. (2014). The Positive Role of Negative Emotions in Ethical Decision Making. Academy of Management, Philadelphia.

Duguid M., & Zhong C. B., (2013). Model Behavior? The Effect of Status on the Imitation of Self-Interested Behavior. Academy of Management, Orlando.

Song, F., & Zhong, C. B. 2012. Deception: An Unintended Consequence of Delegation. Deception, Incentives, and Behavior Symposium, Rady School of Management, UCSD.

Zhong, C. B., & House, J.\* 2012. Once a Criminal, Always a Criminal: Stain Reversibility & Recidivism Judgments. Society for Personality and Social Psychology, San Diego.

Zhong, C. B., Mazar, N., & Strejcek, B.\* 2011. Recycling - A License to Waste? Society of Experimental Social Psychology, Washington.

Nina, M., Caruso, E., & Zhong, C. B. 2011. Greed or Green? The Impact of the Color Green on Conservation of Monetary and Natural Resources. Association for Consumer Research Conference, St. Louis.

Zhong, C. B. & Gu, J.\* 2010. Listen to Your Heart: False Somatic Feedback Regulates Deception. Society of Experimental and Social Psychology, Minneapolis.

Strejcek, B. W.\*, Mazar, N., & Zhong, C. B. 2010. Recycling As a License to Waste. Association for Consumer Research, Jacksonville.

Zhong, C. B. & DeVoe, S. 2009. You Are How You Eat: Fast Food and Impatience. Academy of Management, Chicago.

Zhong, C. B., Strejcek, B. W.\*, & Sivanathan, N. 2009. Cleanliness Increases the Severity of Moral Judgment. Association for Psychological Science, San Francisco.

Zhong, C. B. 2008. The Ethical Dangers of Rational Decision Making. Best Papers Proceedings and the winner of the "William H. Newman Dissertation Award." Academy of Management, Anaheim.

Liljenquist, K., Zhong, C. B. & Galinsky, A. D. 2008. Environmental Cleanliness and the Regulation of Ethical Behavior. Academy of Management, Anaheim.

Zhong, C. B. 2007. Rational Decision Making and Cheating in Negotiations and Bargaining Games. Academy of Management, Philadelphia.

Berdahl, J. L. & Zhong, C. B. 2007. The Power Dilemma. Academy of Management, Philadelphia.

Lount, R. B., Jr., Zhong, C. B., Sivanathan, N., & Murnighan, J. K. 2006. Getting Off on the Wrong Foot: Initiation, Breach, & Restoration in the Trust Development Process. Best Papers Proceedings. Academy of Management, Atlanta.

Zhong, C. B., Magee, J., Maddux, W., & Galinsky, A. 2005. Power, Culture, and (In)Action: Considerations in the Expression and Enactment of Power in East Asian and Western Society. Groups & Teams, Ithaca.

Zhong, C. B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. 2004. Ethical Decision Making in Group and Individual Context. Groups & Teams, Palo Alto.

Lount, R. B., Jr., Sivanathan, N., Zhong C. B., & Murnighan, J. K. 2004. Getting Off on the Wrong Foot: Exploring the Restoration of Trust. International Association of Conflict Management, Pittsburgh.

Zhong, C. B., Phillips, K. W., Galinsky, A. D., G., & Leonardelli, G. J. 2004. Defining What You Are by What You Are Not: Negational Identity and Needs Fulfillment. International Association of Conflict Management, Pittsburgh.

Zhong, C. B., Phillips, K. W., Leonardelli, G. J., & Galinsky, A. D., 2004. I'm Not One of You!—Negational Identification and Intergroup Discrimination. Best Papers Proceedings, Academy of Management, New Orleans.

Zhong, C. B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. 2004. Ethical Dilemmas and the time Until Decision: An Experimental Investigation. Academy of Management, New Orleans.

Loewenstein, J., Zhong, C. B., & Murnighan, J. K. 2003. Speaking the Same Language: the Cooperative Effects of Labeling in the Prisoners' Dilemma. Academy of Management, Seattle.

Zhong, C. B. & Farh, J. L. 2003. Investigating the Underlying Structure of Organizational Citizenship Behavior: Test of Four Competing Models. Academy of Management, Seattle.

Zhong, C. B. & Farh, J. L. 2002. Work Autonomy as Situational Constraint of Organizational Citizenship Behavior. Academy of Management, Denver.

Farh, J. L., Zhong, C. B., & Organ, D. 2001. Organizational Context and Employee Citizenship Behavior in the PRC: Impact of Job Function, Managerial Level, and Organization Ownership. Academy of Management, Washington D. C.

Farh, J. L., Zhong, C. B., & Organ, D. W. 2000. Organizational Citizenship Behavior in the People's Republic of China. Best Papers Proceedings, Academy of Management, Toronto.

#### AWARDS AND HONORS

Best Papers Proceedings Academy of Management, OB, Anaheim, 2016  
Excellence in Teaching Award, MBA, Rotman School of Management, 2010-2017  
Excellence in Teaching Award, BCom, Rotman School of Management, 2007-2013  
Dean's Awards for Excellence in Research, Rotman School of Management, 2009  
The "William H. Newman Dissertation Award," Academy of Management, 2008  
Best Papers Proceedings, Academy of Management, CM, Anaheim, 2008  
Best Papers Proceedings, Academy of Management, CM, Atlanta, 2006  
Finalist for the "Excellence in Ethics" Dissertation Proposal Competition, 2005  
Kellogg Doctoral Teaching Award 2003-2004  
Best Papers Proceedings Academy of Management, OB, New Orleans, 2004  
Best Papers Proceedings, Academy of Management, OB, Toronto, 2000  
Kellogg School of Management Graduate Fellowship  
Hong Kong University of Science and Technology Graduate Fellowship

#### INVITED PRESENTATIONS

2017: Northwestern University; Central University of Finance and Economics; Zhejiang University; SPSP Chinese Scholar Keynote  
2016: Peking University  
2015: University of Utah; University of Guelph  
2014: University of Groningen  
2013: Cambridge University; EACR Morality Preconference  
2012: SPSP Embodiment Preconference; University of Michigan, London Business School; Washington University  
2011: SPSP Morality Preconference; SPSP Decision Making Preconference  
2010: University of Pennsylvania; ACR Embodied Cognition Preconference; University of Notre Dame Behavioral Ethics Conference  
2009: University of California, Berkeley; University of California, San Diego; University of Chicago; Harvard University; Cornell University (Behavioral Economics and Decision Research Center); York University Psychology; Queen's University  
2008: University of British Columbia; National University of Singapore; Hong Kong University of Science and Technology  
2007: University of Toronto Psychology, Tilburg University  
2005 - 2006: Arizona State University; Stanford University; University of California, Los Angeles; New York University; University of Toronto; Duke University

## RESEARCH GRANTS

Dispute Resolution Research Center (DRRC), Kellogg, 2002-2005

Social Sciences and Humanities Research Council of Canada (SSHRC), 2010-2014

Social Sciences and Humanities Research Council of Canada (SSHRC), 2014-2019

## AD HOC REVIEWER

Science

Administrative Science Quarterly

Academy of Management Journal

Academy of Management Review

Organizational Behavior and Human Decision Processes

Psychological Science

Journal of Personality and Social Psychology

Journal of Experimental Social Psychology

Journal of Experimental Psychology: General

Social Psychological and Personality Science

Social and Personality Psychology Compass

Behavioral and Brain Sciences

Management Science

Management and Organization Review

Journal of Applied Social Psychology

Experimental Psychology

National Science Foundation

SSHRC Federal Funding

## ASSOCIATE EDITOR

Organizational Behavior and Human Decision Processes

## EDITORIAL BOARD

Journal of Experimental Social Psychology

Journal of Experimental Psychology: General

Social Psychological and Personality Science

## TEACHING

RSM2603 Advanced Negotiations, Rotman, 2010-2017 (Average rating on being an effective instructor 6.5/7)

RSM461 Managerial Negotiations, Rotman, 2007-2014

INTL474 International Negotiations, Kellogg, Spring 2006

MORS470 Negotiations, Kellogg, Fall 2005

MORS470 Negotiations, Kellogg, Spring 2005



MORS470 Negotiations, Kellogg, Summer 2004

TEACHING INTERESTS

Ethics  
Negotiations and Bargaining  
Decision-Making

SERVICE

Behavioral Decision Research in Management (BDRM) Conference Organizer (2016)  
University of Toronto Ethics Review Rotman Committee (2017-present)  
University of Toronto Connaught International Scholarship Committee (2017)  
Rotman Undergraduate Program Committee (2013-15)  
Rotman Master Program Committee (2015-16)  
Rotman Workload Committee  
Rotman Behavioral Lab Faculty Oversight Committee (2017-present)  
Rotman OBHRM PhD Coordinator (2015-present)  
Rotman OBHRM Teaching Stream Hiring Committee (2016)  
Rotman OBHRM Tenure Stream Hiring Committee (2013, 2016, 2017)  
Rotman OBHRM Tenure Reading Evaluation Committee (2015)  
Rotman OBHRM Third-Year Review Committee (2017)  
Rotman/UTM OBHRM Tenure Reading Evaluation Committee (2017)  
Rotman Graduate Department Academic Appeals Committee (2017-2018)

PROFESSIONAL MEMBERSHIPS

Academy of Management  
Society of Experimental Social Psychology  
Society for Personality and Social Psychology  
Association for Psychological Science