

---

**Yuanmei (Elly) Qu, Ph.D.**  
**Associate Professor**  
**Management**  
**Rohrer College of Business**  
[qu@rowan.edu](mailto:qu@rowan.edu)

---

### Academic Background

Ph.D. University of Miami, School of Business Administration.

M.S. Xi'an Jiaotong University.

B.S. Xi'an University of Architecture & Technology.

### Work Experience

Associate Professor, Rowan University (2023- present), Glassboro, New Jersey.

Assistant Professor, Rowan University (2017 - 2023), Glassboro, New Jersey.

### Courses Taught

**Courses from the Teaching Schedule:** Global Business Simulation (Bachelors), Leadership Theory and Practice (MBA), Organizational Behavior (Bachelors)

### Professional Memberships

The Society for Industrial/Organizational Psychology (SIOP), 2016-2017

The Southern Management Association, 2013-2019

The Academy of Management Conference, 2012-present

### Intellectual Contributions

#### Refereed Articles

Ye, S., Chen, L., & Qu, Y. (in press, 2024). Demystifying Benevolent Leadership: When Subordinates Feel Obligated to Undertake Illegitimate Tasks. *Journal of Business Ethics*.

Qu, Y., Babalola, M. T., Ogbonnaya, C., Ren, S., Chen, L., Mengxi Yang (2024). Financially insecure and less ethical: Understanding why and when financial insecurity inhibits ethical leadership. *Human Relations*.

Chen, L., Chen, N., Qu, Y., Hussain, M. A., & Qin, Y. (2024). The cost of guilt: unpacking the emotional mechanism between work-to-family conflict and unethical pro-family behavior. *International Journal of Human Resource Management*.

Li, P., Qu, Y., Li, M., Downes, P. E., & Wang, G. (2024). The effects of relational human resource management: A moderated mediation model of positive affective climate and collective occupational calling. *Human Resource Management*.

Lu, C., Cao, W., Qu, Y., Kang, Y., Xiang, Y., Kaixuan Tang (2024). The initiative paradox: A social comparison perspective on why and when relational crafting leads to loneliness. *Applied Psychology: An International Review*.

Babalola, M. T., Qu, Y., Ali, M., Pathki, C. S.R., Usman, M., Michael Muchiri (2023). An uncertainty management perspective on the antecedents of leader self-serving behavior. *Journal of Organizational Behavior*.

Jiang, Z., & Qu, Y. (2023). Leader favorable feedback and withdrawal behavior: a moderated mediation model of gratitude and leader-member exchange. *Personnel Review*.

Qu, Y., Todorova, G., & Dasborough, M. T. (2022). Someone Must be Mindful: Trait Mindfulness as a Boundary Condition for Paradoxical Leader Behaviors. *Journal of Leadership and Organizational Studies*.

Ouyang, Y., Qu, Y., Hu, H., & Yang, M. (2022). Moral attentiveness as a boundary condition: Servant leadership and the impact of supervisor affiliation on pro-group unethical behavior. *Business Ethics, the Environment & Responsibility*.

- Kakarika, M., Lianidou, T., Qu, Y., & Bligh, M. C. (2022). Organizational behaviour in the COVID-19 context: Effects of supervisor-directed deviance on retaliation against subordinates. *British Journal of Management*.
- Ali, M., Qu, Y., Shafique, S., Pham, N., & Usman, M. (2021). The role of ethical leadership in enhancing exploitative and explorative learning simultaneously: what does it matter if employees view work as central? *Personnel Review*.
- Babalola, M. T., Ren, S., Kobinah, T., Qu, Y., & Garba, O. A. (2019). Negative workplace gossip: Its impact on customer service performance and moderating roles of trait mindfulness and forgiveness. *International Journal of Hospitality Management*.
- Qu, Y., Dasborough, M., Zhou, M., & Todorova, G. (2019). Should Authentic Leaders Value Power? A Study of Leaders' Values and Perceived Value Congruence. *Journal of Business Ethics*.
- Qu, Y. (2017). Team faultline: types, configuration and influence – evidence from China. *International Journal of Conflict Management*, 28 (3), 346-367.
- Qu, Y., Dasborough, M. T., & Todorova, G. (2015). Which Mindfulness Measures to Choose to Use? *Industrial and Organizational Psychology: Perspectives on science & practice*, 8 (04), 710-723.

## Non-Refereed Articles

### Applied or Integrative/application Scholarship

- Tan, Z., Yuan, L., Yang, M., & Qu, Y. (2024). Escaping the organization: Examining the influence of supervisor bottom-line mentality on employee withdrawal. *Journal of Management & Organization*.

## Chapters, Cases, Readings, Supplements

### Chapters

- Qu, Y. (2016). The use of the cross-lagged panel correlation in organizational change and development research. *Current Research on Transforming Organizational Cultures*. Charlotte, NC: Information Age Publishing.
- Qu, Y. (2014). The dark side of authentic leadership: Leading dissimilar followers through conflict. *Advances in Authentic and Ethical Leadership*. Charlotte, NC: Information Age Publishing.

## Presentations of Refereed Papers

- Babalola, M., Qu, Y., Harrison, J., Usman, M., & Ali, M. (2023-2024). *A reparatory model of ethical silence*. Academy of Management, Boston, Massachusetts.
- Kong, K., Kim, J., Chen, L., & Qu, Y. (2023-2024). *Relational and work implications of being envied*. Academy of Management, Boston, Massachusetts.
- Rudin, J., Billing, T., Jonsen, R., Qu, Y., & Yang, Y. (2022-2023). *A classroom intervention to reduce bias against individuals with autism*. Eastern Academy of Management, Philadelphia, Pennsylvania.
- Qu, Y. (2022-2023). *Why and When do Leaders Serve Themselves: An Investigation of the Antecedents of Self-serving Leader Behavior*. 10th Asian Management Research & Case conference, Al Ain, United Arab Emirates.
- Li, P., Qu, Y., Li, M., Downes, P. E., & Wang, G. (2021-2022). *Saved by society: The compensatory effects of occupational calling & relational HRM for nursing work*. Academy of Management (AOM) Annual Meeting, Seattle, Washington.
- Qu, Y., Babalola, M. T., Usman, M., & Ali, M. (2021-2022). *Leader job insecurity and leader self-serving behavior*. Academy of Management (AOM) Annual Meeting, Seattle, Washington.
- Rudin, J., Billing, T., Yang, Y., Jonsen, R. H., & Qu, Y. (2021-2022). *A classroom intervention to reduce bias against individuals with autism*. Managing the Digital Transformation of Society conference, Lyon, France.
- Qu, Y., Babalola, M. T., Chen, L., & Ren, S. (2021-2022). *Leader Financial Insecurity and Ethical Leadership*. Annual Meeting of the Academy of Management, Online, Unknown.
- Li, P., Qu, Y., Li, M., & Wang, G. (2020-2021). *Does human resource management affect nurses' outcomes amid the covid-19 pandemic? The role of unit-level career calling*. Relational Coordination Collaborative Roundtable, Virtual, Virtual.
- Qu, Y., Dasborough, M., & Todorova, G. (2020-2021). *Abusive Supervision in Teams: The Role of Employee Positive Affectivity in Shaping Attributions of Performance Promotion Motives*. International Association for Chinese Management Research (IACMR) conference, Xi'an, Unknown.
- Jiang, Z. & Qu, Y. (2019-2020). *Leader Favorable Feedback and Withdrawal Behavior*. Academy of Management

(AOM) Annual Meeting, Vancouver, Canada-British Columbia.

Qu, Y., Dasborough, M., Todorova, G., & Schriesheim, C. A. (2019-2020). *Abusive Supervision in Teams: The Role of Employee Positive Affectivity in Shaping Attributions of Performance Promotion Motives*. International Association for Chinese Management Research (IACMR) conference, Xi'an, China.

Qu, Y., Todorova, G., Dasborough, M., & Shi, Y. (2019-2020). *The Effects of Abusive Supervision Climate on Team Mindfulness and Team Conflict*. Academy of Management (AOM) Annual Meeting, Vancouver, Canada-British Columbia.

Gregg, H., Xu, C., Dasborough, M., & Qu, Y. (2019-2020). *Climate Denial: A Critique of Organizational Climate Measures*. Southern Management Association, Norfolk, Virginia.

Qu, Y., Yao, J., & Dasborough, M. (2018-2019). *The role of work passion in the forgiveness of abusive supervision and employee behaviors*. Academy of Management Annual Meeting, Boston, Massachusetts.

Qu, Y., Fu, P., & Sun, C. (2018-2019). *Past, present, and future of personal values research: Inspirations from the literature*. Academy of Management (AOM) Annual Meeting, Boston, Massachusetts.

Chin, J., Qu, Y., & Dasborough, M. (2018-2019). *The impact of power distance orientation on emotional responses to abusive supervision*. Southern Management Association, Lexington, Kentucky.

Qu, Y. (2018-2019). *Trait Mindfulness and Paradoxical Leadership*. Academy of Management (AOM) Annual Meeting, Chicago, Illinois.

Qu, Y. (2017-2018). *Having an Abusive Supervisor Who Praises Me? Subordinate Forgiveness as a Positive Reaction*. 5th FBR Annual Conference-Management Research and Practice in the Transforming Era, Beijing, China.

Qu, Y. (2017-2018). *Abusive supervision as*. THE THIRD INTERNATIONAL SYMPOSIUM ON ATTRIBUTION THEORY, Tallahassee, Florida.

Qu, Y. (2017-2018). *Abusive supervision as "tough love"? The effect of abusive supervision on employee behavior*. Southern Management Association, St Petersburg, Florida.

Qu, Y. (2016-2017). *The effects of abusive supervision on team task conflict and relationship conflict*. Academy of Management (AOM) Annual Meeting, Atlanta, Georgia.

Qu, Y. (2015-2016). *Is low value congruence always bad? A study of authentic leadership, values, and performance*. International Association for Chinese Management Research (IACMR) conference, Hangzhou, China-PRC.

Qu, Y. (2014-2015). *With a little help from my friends: Abusive supervision, team member exchange, and creativity*. Academy of Management (AOM) Annual Meeting, Vancouver, Canada.

Qu, Y. (2014-2015). *Good, better, best: Best practices in using cross-lagged analyses for strengthening causal inferences*. Southern Management Association, Savannah, Georgia.

Qu, Y. (2013-2014). *Valuing benevolence or power? The joint effects of authentic leadership and leaders' values?* Academy of Management (AOM) Annual Meeting, Philadelphia, Pennsylvania.

Qu, Y. (2012-2013). *Good or bad: When does authentic leadership cause withdrawal behaviors?* Academy of Management (AOM) Annual Meeting, Orlando, Florida.

## Service to the Profession

### Advisor

2018-2019, 2023-2024: Academy of Management Annual Meeting (International). I served as a mentor for one PDW at the AOM meeting, entitled "Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications."

### Reviewer - Article / Manuscript

2020-2021 – 2024-2025: Journal of Business Ethics (International).

2022-2023 – 2023-2024: Human Relations (International).

2017-2018 – 2021-2022: Applied Psychology: An International Review (International).

2017-2018 – 2020-2021: Human Relations (International).

2018-2019: Annual Meeting of the Australian & New Zealand Academy of Management (International).

2017-2018: International Journal of Family Business and Regional Development

(<http://www.inderscience.com/jhome.php?jcode=ijfbrd>) (International).

2017-2018: Eastern Academy of Management Annual Meeting (International).

2016-2017 – 2017-2018: Journal of Organizational Behavior (International).

2015-2016: Stress and Health (International).

2014-2015: Journal of Business Ethics (International).

**Member: Committee/Task Force**

2017-2018: SMA OB Track Best Doctoral Student Paper Committee (International).

**Present at a professional or academic event**

2017-2018: Southern Management Association (National).

2017-2018: Southern Management Association (National).

2015-2016: Southern Management Association (National).

2014-2015 – 2015-2016: Southern Management Association (National).

2014-2015: Southern Management Association (National).

**Reviewer: Ad Hoc Reviewer for a Journal**

2017-2018 – 2020-2021: Group & Organization Management (International).

2017-2018: Journal of Organizational Behavior (International).

**Reviewer: Conference Paper**

2016-2017: International Association for Chinese Management Research conference (International).

2013-2014 – 2015-2016: Southern Management Association (National).

2013-2014 – 2015-2016: Academy of Management (AOM) Annual Meeting (International).

**Significant editorial role for an academic journal**

2022-2023 – 2024-2025: Group & Organization Management (International).

2018-2019 – 2024-2025: Journal of Organizational Behavior (International).

**Honors/Awards**

**Award**

2022-2023: Why and When do Leaders Serve Themselves: An Investigation of the Antecedents of Self-serving Leader Behavior, 10th Asian Management Research & Case conference.

2020-2021: Bright Idea Award, Seton Hall University.

2020-2021: Winner of the Best Paper Award-Conflict in Context, in the Conflict Management Division, Academy of Management 2020.

2015-2016: CIBER Mini Research Grant, University of Miami.

**Scholarship**

2012-2013 – 2016-2017: School of Business Administration Fellowship, University of Miami.

**Last updated by member on 18-Jun-24 (08:17 PM)**