

# CURRICULUM VITAE

## CHEN - BO ZHONG

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### EDUCATION

Ph.D. Northwestern University, Management and Organizations, 2008  
– Chair: J. Keith Murnighan; Committee: Adam D. Galinsky, Galen Bodenhausen, & Victoria H. Medvec  
M.A. Hong Kong University of Science and Technology, Organizational Behavior, 2001  
B.A. Renmin University, Industrial Economics, 1998, Beijing, PRC

### POSITIONS

July 2006 – Present                      Assistant Professor of OBHRM  
Rotman School of Management, University of Toronto

### JOURNAL ARTICLES

Zhong, C. B., & DeVoe, S. (in press). You Are How You Eat: Fast Food and Impatience. *Psychological Science*.

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

Mazar, N. & Zhong, C. B. (in press). Do Green Products Make Us Better People? *Psychological Science*.

Liljenquist, K., Zhong, C. B. & Galinsky, A. D. (in press). The Smell of Virtue: Clean Scents Promote Reciprocity and Charity, *Psychological Science*.

Zhong, C. B., Ku, G., Lount, R. B., Jr., & Murnighan, J. K. (in press). Compensatory Ethics. *Journal of Business Ethics*.

Gino, F., Gu, J., & Zhong, C. B. (in press). Contagion or Restitution? When Bad Apples Can Motivate Ethical Behavior. *Journal of Experimental Social Psychology*.

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

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, *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.

## MANUSCRIPTS UNDER REVIEW

Zhong, C. B. *The Ethical Dangers of Rational Decision Making*. (Revise & Resubmit, Administrative Science Quarterly)

Winner of the "William H. Newman Dissertation Award," Academy of Management, 2008.

## WORKING PAPERS

Zhong, C. B. *Consequences of Deliberative vs. Intuitive Processing on Cheating and Altruism.*

Zhong, C. B., Galinsky, A. D., Magee, J. C., & Maddux, W. W. *The Cultural Contingency of Power: Conceptual Associations and Behavioral Consequences.*

Zhong, C. B. & Strojcek, B. W. *Purity Drive, Morality, and Prejudice.*

Zhong, C. B., Strojcek, B. W., & Sivanathan, N. *Cleanliness Increases the Severity of Moral Judgment.*

Berdahl, J. L., Zhong, C. B., & Martorana, P. *The Power Dilemma.*

#### WORK IN PROGRESS

Zhong, C. B. & Liljenquist, K. *The Consequences of Cleansing: Licensing Sins of Omission and Commission.*

Zhong, C. B. & Mazar, N. *Green Color Increases Resource Preservation.*

Magee, J. C., Zhong, C. B., & Wang, H. *Conceptualizing Power—Influences from Political Hierarchies and Culture.*

#### CONFERENCE PRESENTATIONS

Zhong, C. B., Strojcek, 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

- The “William H. Newman Dissertation Award,” Academy of Management, 2008
- Best Papers Proceedings, Academy of Management, CM, Anaheim, 2008
- Excellence in Teaching Award, BCom, Rotman School of Management, 2007
- 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

### SELECTED MEDIA COVERAGE

- Metaphors of the Mind: Why Loneliness Feels Cold and Sins Feel Dirty, Jonah Lehrer, September 25, 2008, *Scientific American*.
- Cold-Shoulder Science, Matthew Hutson, December 12, 2008, *8<sup>th</sup> Annual Year in Ideas, New York Times Magazine*.
- A Cold Stare Can Make You Crave Some Heat, Benedict Carey, September 15, 2008 *New York Times*.
- The Lady Macbeth Effect, Clay Risen, December 10, 2006, *6<sup>th</sup> Annual Year in Ideas, New York Times Magazine*.
- Lady Macbeth Not Alone in Her Quest for Spotlessness, Benedict Carey, September 12, 2006, *New York Times*.
- 25 Great Ideas from Great Minds, Jan 04, 2007, *Toronto Star*.
- Lady Macbeths of Real World – Research Finds Link between Washing and Unethical Acts, G.S. Mudur, New Delhi, Sept. 8, 2006, *The Telegraph*.
- Manipulating Racial Identity to Get Out the Vote, Yun Xie, September 18, 2008, *Ars Technica*.
- Vote For Who You Are Not, Jonathan Fahey, October 7 2008, *Forbes.com*.
- American Morning, September 18, *CNN*.
- Out, Out Damn Spot! September 22, 2006, *Here and Now* (NPR Radio).
- All in the Mind, Jan 02, 2007, *BBC Radio*.

### INVITED PRESENTATIONS

2009: University of California, Berkeley; University of California, San Diego; University of Chicago; Harvard University

2008: University of British Columbia; National University of Singapore; Hong Kong University of Science and Technology

2007: University of Toronto Psychology

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

### AD HOC REVIEWER

Academy of Management Journal

Academy of Management Review

Experimental Psychology

Journal of Experimental Social Psychology

National Science Foundation Electronic Proposal

Organizational Behavior and Human Decision Processes

Psychological Science

### TEACHING

RSM461 Managerial Negotiations, Rotman, Spring 2009  
MGT 461 Managerial Negotiations, Rotman, Spring 2008  
MGT 461 Managerial Negotiations, Rotman, Spring 2007  
INTL 474 International Negotiations, Kellogg, Spring 2006  
MORS 470 Negotiations, Kellogg, Fall 2005  
MORS 470 Negotiations, Kellogg, Spring 2005  
MORS 470 Negotiations, Kellogg, Summer 2004

#### TEACHING INTERESTS

- Ethics
- Value Based Leadership
- Negotiations and Bargaining
- Cross Cultural negotiations
- Decision-Making

#### PROFESSIONAL MEMBERSHIPS

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