Yanhong Li

Curriculum Vitae (Updated Feb. 2024)
Assistant Professor
Odette School of Business
University of Windsor
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EMPLOYMENT

Assistant Professor	Odette School of Business, University of Windsor	July 2023-present

EDUCATION

Ph.D.	Management, Specialization in Organizational Behaviour and Human Resources. *University of Ottawa, Ottawa, ON* Dissertation: "Exuding moral character or rocking the boat? Observers' reactions towards displays of workplace moral courage"	2017-2022
M.Sc.	Management. *University of Ottawa, Ottawa, ON* Thesis: "A meta-analysis of antecedents of work-family enrichment"	2015-2017
B.A. (Honour's)	Specialization in Psychology, Minor in Statistics (Summa Cum Laude). *University of Ottawa, Ottawa, ON* Thesis: "Does employee initiative make a difference? A comparison between instrumental family-supportive supervisor behaviour and idiosyncratic deals and their relation to work-family conflict"	2011-2015

FELLOWSHIP

Postdoctoral Fellow	Under the supervision of Dr. Alyson Byrne. Faculty of Business Administration, *Memorial University of Newfoundland, St. John's, NL*	2022-2023

RESEARCH INTERESTS

Workplace Courage; Employee Well-Being; Work-Family; Equity, Diversity, and Inclusion

PEER-REVIEWED PUBLICATIONS

Vaziri, H., Wayne, J. H., Casper, W. J., Lapierre, L. M., Greenhaus, J., Amirkamali, F., & **Li, Y**. (2021). A meta-analytic investigation of the personal and work-related antecedents of work-family balance. *Journal of Organizational Behavior, 43*(4), 662-692.

Orser, B. J., Coleman, S., & **Li, Y**. (2020). Progress or pinkwashing: Who benefits from digital women-focused capital funds? *Small Business Economics, 55*(2), 363-387.

Orser, B. J., Riding, A., & **Li, Y**. (2019). Technology adoption and gender-inclusive entrepreneurship education and training. *International Journal of Gender and Entrepreneurship, 11*(3), 273-298.

- This article was selected as a Highly Commended Paper in the 2020 Emerald Literati Awards.

Lapierre, L. M., **Li, Y.**, Greenhaus, J., Kwong, K. H., DiRenzo, M., & Shao, P. (2018). A meta-analysis of the antecedents of work-family enrichment. *Journal of Organizational Behavior, 39*(4), 385-401.

- This article was selected as one of five finalists for the annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research.

McMullan, A. D., Lapierre, L. M., & **Li, Y**. (2018). A qualitative investigation of work-family-supportive coworker behaviors. *Journal of Vocational Behavior, 107*, 25-41.

WORK IN PREPARATION

Li, Y., O'Reilly, J., & Lapierre, L.M. (in preparation). 'Career boost' or 'career self-destruction'? The impact of workplace moral courage on career prospects and rewards.

Li, Y., O'Reilly, J., Maerz, A., & Lapierre, L. M. (in preparation). The 'hero' among us: Coworkers' reactions towards displays of moral courage.

O'Reilly, J., Bonaccio, S., **Li, Y.**, & Lapierre, L. M. (in preparation). The 'room to share': A systems theory framework for understanding mental health disclosure at work.

Li, Y., Byrne, A., & Cloutier, A. (in preparation). Mother's and father's relative earning and children's gender role attitudes.

CHAPTERS AND ENCYCLOPEDIA ENTRIES

Bonaccio, S., O'Reilly, J., & O'Sullivan, S., **Li., Y.** (2020). Nonverbal communication in work contexts. In Griffin, R. (Ed.). *Oxford bibliographies in management*. New York: Oxford University Press. 10.1093/OBO/9780199846740-0125.

INVITED CHAPTERS IN PROGRESS

Ogunfowora, B., Maerz, A., & **Li., Y**. (2024). A social exchange theory perspective on ethical and unethical behaviors at work. In Diehl, M., Coyle-Shapiro, J., & Cropanzano, R. (Ed.). *Research Handbook on Social Exchange Theory.* Edward Elgar Publishing.

CONFERENCE PRESENTATIONS

Past Presentations

[1] indicates that authors contributed equally

Li, Y., Byrne, A., & Cloutier, A. (2023 August). *Mother's and father's relative earning and children's gender role attitudes.* In **Y. Li.** & A. Byrne. (Chairs). *Pregnancy and beyond: Nuances of the work-family interface.* Symposium presented at the 2023 Academy of Management Annual Conference, Boston, MA.

O'Reilly, J., Bonaccio, S., Lapierre, L. M., & **Li, Y**. (2023 August). *The 'room to share': A systems theory framework for understanding mental health disclosure at work.* Paper presented at the 2023 Academy of Management Annual Conference, Boston, MA.

This paper was selected as one of the best papers in the program.

Li, Y., Lapierre, L. M., & O'Reilly, J. (2023 August). *'Career boost' or 'career self-destruction'? The impact of workplace moral courage on career prospect and rewards.* In [1] S. Bae & [1] **Y. Li**. (Chairs). *Taken by surprise: Exploring the impact of misaligned expectations.* Symposium presented at the 2023 Academy of Management Annual Conference, Boston, MA.

Li, Y., Lapierre, L. M., & O'Reilly, J. (2023 June). *Validation of the observed workplace courage scale.* Poster presented at the 2023 Canadian Psychological Association Annual National Convention, Toronto, ON.

Li, Y., Lapierre, L. M., & O'Reilly, J. (2022 August). *Exuding moral character or rocking the boat? Observers' reactions towards displays of moral courage.* Paper presented at the Academy of Management Annual Conference, Seattle, Washington.

Li, Y., Lapierre, L. M., & O'Reilly, J. (2022 June). *Development of a measure of perceived courageousness.* Poster session presented at the Canadian Psychological Association Annual National Convention, Calgary, Alberta, Canada.

Bonaccio, S., Lapierre, L. M., **Li, Y.**, & O'Reilly, J. (2020 June). *Disclosing Mental Health Challenges at Work: Building Theory from the Ground Up*. Paper presented at the Society of Industrial and Organizational Psychology Annual Conference, Austin, Texas. Virtual Conference.

Lapierre, L.M., Johnson, S., Bonaccio, S., O'Reilly, J., Bourgeault, I., Donia, M., & **Li, Y**. (2019, May). *An exploration of why and how employees disclose having a mental illness*. Paper presented at the 19th annual of Congress of the European Association for Work & Organizational Psychology, Turin, Italy.

Lapierre, L. M., **Li, Y**., DiRenzo, M., & Shao, P. (2016 August). *A Meta-Analysis of the Antecedents of Work-Family Enrichment.* Paper presented at the Academy of Management Annual Conference, Anaheim, California.

McMullan, A., Lapierre, L. M., & **Li, Y**. (2016 April). *Family Supportive Coworker Behaviours: A Qualitative Investigation.* Poster session presented at the Society of Industrial and Organizational Psychology Annual Conference, Anaheim, California.

Presentations Submitted

Li, Y., O'Reilly, J., Lapierre, L., & Maerz, A. (2024 January). *The 'hero' among us: Acts of moral courage and emergent leadership.* In A. Maerz. (Chair). *The makings "good" leadership: New insights into the role of virtue in leadership emergence and effectiveness.* Symposium submitted to the 2024 Academy of Management Annual Conference, Chicago, IL.

Li., Y. & Ho., J. A. (2024 January). *"Let's not sit together": Perspectives on intra-racial dynamics among East Asian professionals.* Caucus submitted to the 2024 Academy of Management Annual Conference, Chicago, IL.

MEDIA COVERAGE

The Conversation, 2020, Web Coverage, *Do women-focused capital funds actually help women, or are they just 'pinkwashing'?* https://theconversation.com/do-women-focused-capital-funds-actually-help-women-or-are-they-just-pinkwashing-131017

LiisBeth, 2020, Web Coverage, *Progress or pinkwashing: Who benefits from digital women-focused capital funds?* https://liisbeth.com/progress-or-pinkwashing-who-benefits-from-digital-women-focused-capital-funds/

GRANT ACTIVITY

External Grants

Grant Source	Title	Dates	Total	Status	Role (PI = Principal Investigator; CI = Co-Investigator)
Social Science and Humanity Research Council of Canada,	The abb and flow of workplace moral courage: A diary study	2024-2026	$77,339	Submitted	PI

Insight Development Grant	unveiling within-person fluctuations				

Internal Grants

Grant Source	Title	Dates	Total	Status	Role (PI = Principal Investigator; CI = Co-Investigator)
Odette School of Business, Research Innovation Fund	"Let's Not Sit Together": Intra-Racial Dynamics among East Asian Professionals	2024-2026	$6,800	Awarded	PI

AWARDS AND SCHOLARSHIPS

Federal Awards

1. Joseph-Armand Bombardier Canada Graduate Scholarships Program Doctoral Scholarship $105,000 — 2018-2021
Social Sciences and Humanities Research Council (SSHRC)

Provincial Awards

1. Ontario Graduate Scholarship $30,000 — 2021-2022, 2017-2018

External Awards

1. Highly Commended Paper — 2020
Emerald Literati Awards
- Orser, B. J., Riding, A., & **Li, Y**. (2019). Technology adoption and gender-inclusive entrepreneurship education and training. *International Journal of Gender and Entrepreneurship.*

2. Finalist — 2019
Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- Lapierre, L. M., **Li, Y.**, Greenhaus, J., Kwong, K. H., DiRenzo, M., & Shao, P. (2018). A meta-analysis of the antecedents of work-family enrichment. Journal of Organizational Behavior, 39(4), 385-401.

Internal Awards

1. François Julien Doctoral Award, $3,500 — 2022
Telfer School of Management, University of Ottawa

2. 1st Prize, Telfer Graduate Student Thesis Competition, $3,000 — 2022
Telfer School of Management, University of Ottawa

3. Excellence Scholarship $9,000/year + Minimum of $7,855/year from marker, teaching assistant, or instructor positions — 2017-2022
Faculty of Graduate and Postdoctoral Studies, University of Ottawa

4. Telfer PhD Student Engagement Award, $10,000 — 2019
Telfer School of Management, University of Ottawa

5. Lilian and Swee Chua Goh Doctoral Scholarship $20,000 — 2017-2019
Telfer School of Management, University of Ottawa

6. Admission Scholarship, $15,000 — 2015-2017
Faculty of Graduate and Postdoctoral Studies, University of Ottawa

7. Dean's Honour List — 2013-2014
University of Ottawa

8. Admission Scholarship, $7,500 — 2011-2014
University of Ottawa

TEACHING EXPERIENCE

1. Instructor
Odette School of Business, University of Windsor — 2023-present
- MGMT2400 (Management and Organizational Life)

Telfer School of Management, University of Ottawa — 2020
- ADM2336 (Organizational Behaviour)

2. Teaching Assistant, Various courses — 2015-2022
Telfer School of Management, University of Ottawa
- ADM2303 (Statistics for Management)
- ADM2304 (Applications of Statistical Methods in Business)
- ADM2336 (Organizational Behaviour)
- ADM2337 (Human Resource Management)

RESEARCH EXPERIENCE

Research Assistant, Various research programs — 2013-2022
Telfer School of Management, University of Ottawa.

- Organizations' corporate social responsibilities and employee attitudes and behaviours
- Disclosures of mental health challenges at work
- Perceptions of workplace sexual harassment
- Entrepreneurship education, training, and funding from a gendered lens
- Nonverbal behaviours in the workplace

SERVICES

Departmental and University Service

Member, Odette Undergraduate Program Committee — 2023-present

Peer Review

Academy of Management Annual Meeting — 2019, 2022-2024

Services to Groups and Associations

1. Ph.D. Representative — 2021-2022
Consortium for the Advancement of Research Methods and Analysis (CARMA)

2. University Liaison — 2018-2022
Canadian Society for Industrial and Organizational Psychology (CSIOP)

3. VP Finance & Social — 2018-2019
Telfer Graduate Research Programs Student Association, University of Ottawa

4. Interim President — 2018
Telfer Graduate Research Programs Student Association, University of Ottawa

Outreach to Industry

1. Co-founder & Consultant — 2021-Present
Hanlin Management Consulting Inc.

2. Organizer — 2019

"Business on Tap" (Knowledge-Mobilization Speaker Series & Social Event)
Ottawa

CURRENT PROFESSIONAL AFFILIATIONS

- Association for Psychological Science (APS)
- Canadian Psychological Association (CPA)/Canadian Society for Industrial and Organizational Psychology (CSIOP)
- Academy of Management (AOM)

LANGUAGES

English, Chinese (Mandarin): Advanced speaking, reading, writing.