

Anjier Chen

Department of Management & Organization, National University of Singapore
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ACADEMIC EMPLOYMENT

National University of Singapore Business School, Department of Management & Organization

Assistant Professor

July 2020 – Present

EDUCATION

The Pennsylvania State University, Smeal College of Business

University Park, PA

Ph.D. in Business Administration, Concentration: Organizational Behavior

2020

Dissertation: Moral threat or moral elevation? A regulatory focus perspective on observer reactions to ethical voice
(*Finalist for the 2019 Organization Science/INFORMS Dissertation Proposal Competition*)

London School of Economics

London, U.K.

M.Sc. in Organizational Behavior (*Distinction*)

2015

Peking University

Beijing, China

B.Sc. in Psychology and Statistics, Peking University

2014

RESEARCH INTERESTS

Behavioral and Organizational Ethics | Voice | Emotions | Diversity

REFERRED PUBLICATIONS

Chen, A., & Treviño, L. K. in press. The consequences of ethical voice inside the organization: An integrative review. *Journal of Applied Psychology*.

Chen, A., & Treviño, L. K. (2022). Promotive and prohibitive ethical voice: Coworker emotions and support for the voice. *Journal of Applied Psychology*, 107(11), 1973–1994

Chen, A., Treviño, L. K., & Humphrey, S. E. (2020). Ethical champions, emotions, framing, and team ethical decision making. *Journal of Applied Psychology*, 105(3), 245–273

Hess, M. F., Treviño, L. K., Chen, A., & Cross, R. (2019). Beyond silence or compliance: The complexities of reporting a friend for misconduct. *Business Ethics: A European Review*, 28(4), 546–562.

SELECTED WORK IN PROGRESS

Chen, A., Yan, L., Yoon, M. Anti-Asian racism. *Revising manuscript*

Chen, A., Treviño, L. K., Joshi, A. *Revising manuscript*

Chen, A., Treviño, L. K. Ethical voice scale development. *Revising manuscript*

Dang, C., & Chen, A. Consequences of mega-events. *Preparing manuscript*

Tay, E., Chen, A., Lim, S., Goh, E. Reactions to upstanders. *Preparing manuscript*

Rivera, G., Treviño, L. K., Mitchell, M., & Chen, A. Unethical leadership. *Conceptualization*

BOOK CHAPTERS

Kish-Gephart, J. J., Treviño, L. K., Chen, A., Tilton, J. (2019). Behavioral business ethics: The journey from foundations to future. In D. M. Wasieleski & J. Weber (Eds.), *Business and Society 360: Business Ethics* (pp. 3-33). Emerald Publishing Limited

CONFERENCE PRESENTATIONS

Chen, A (symposium organizer). (2021, August). *Advancements in ethical voice research*. virtual conference

Chen, A (symposium organizer). (2019, August). *Sexual harassment in and around organizations: A broader scope**. The 79th Annual Meeting of the Academy of Management, Boston, MA.

* *Showcase Symposium in the OB, GDO, and SIM Divisions*

Chen, A. (presenter), Treviño, L. K., Dang, C. (2019, August). *Winning an ally to advocate for ethics in a business group*. Presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Chen, A (presenter). (2019, June). *Ethical champions, emotions, framing, and team ethical decision making*. Paper presented at the Olin Business School Early Career Professional Development Workshop, St. Louis, MO.

Ferris, D. L., Rosen, C. C., van den Broeck, A., Simon, L. & **Chen, A.** (2019, May). *Need satisfaction and frustration at work predicting psychological internalization and well-being: achievements and concerns*. Paper presented at the 7th Self-Determination Theory conference, Egmond aan Zee, The Netherlands

Chen, A (presenter). (2019, April). *Is speaking up about ethical issues at workplace ever rewarding?* Paper presented at the 2019 Smeal Student Scholar Symposium, University Park, PA.

Chen, A (presenter). (2019, March). *When speaking up about ethical issues is rewarding: moral elevation as a mechanism*. Poster presented at the Lerner Management Research Summit 2019, University of Delaware, Newark, DE.

Chen, A. (presenter), Treviño, L. K., Humphrey, S. (2018, August). *Moral advocacy, emotional expression, and group ethical decision making*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Chen, A (presenter). (2016, August). *Group ethical decision making: a social influence approach*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA

TEACHING EXPERIENCE

National University of Singapore

BHM5113 Ethics in Human Resources (2 credit)

Sem 1 2022

MNO1706 Organisational Behaviour (4 credits)

Sem 2 2020, 2021

The Pennsylvania State University

MGMT 451W: Business, Ethics, and Society* (3 credits)

Fall 2017, Fall 2018

*An advanced course focuses on the knowledge, skills, and perspectives that a manager must have in order to deal with the social, legal, ethical, and political demands in society.

TEACHING INTERESTS

Organizational Behavior, HRM, Business Ethics, Introduction to Management

AWARDS AND GRANTS

Grace G. Albrecht Scholarship for Women in Management, The Pennsylvania State University 2019

Exemplar of Ethical Graduate Student Practice Award, Academy of Management 2019

Smeal RISE Above Graduate Student Award, The Pennsylvania State University 2019

* *recognizing teaching, research or service that promotes integrity in Smeal*

Robert W. Graham Endowed Graduate Fellowship (\$4,000), The Pennsylvania State University 2015-2016

The Foundation on Automation and Human Development Prize for best overall performance on the MSc Organisational Behaviour, London School of Economics 2015

SERVICE

M&O PhD committee, NUS	2022-Present
Reviewer for Academy of Management Journal, Journal of Business Ethics	2022-Present
Reviewer for the OB and SIM Divisions, Academy of Management Meetings	2016-Present

PROFESSIONAL EXPERIENCE

Education and Career Research Intern, New Generation Education, London, U.K.	2015
Human Resource Intern, AIA Group Ltd., Beijing, China	2014
Quality Inspector, Peking University Catering Centre, Beijing, China	2011 – 2012