

Hongcai Li
(Andrew Li)
CURRICULUM VITA

Department of Management, Marketing, and General Business
College of Business
West Texas A&M University
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CURRENT EMPLOYMENT

Williams Professor of Management, West Texas A&M University
Assistant Professor of Management, West Texas A&M University

EDUCATION

Ph.D. University of Arizona 2008
Major: Management (Organizational Behavior)
Minor: Research Methodology (Educational Psychology)

M.S. University of Arizona 2006
Major: Management

M.A. University of Northern Iowa 2003
Major: Industrial/Organizational Psychology

B.A. Shantou University, China 1998
Major: English

RESEARCH INTEREST

Organizational justice, Personnel selection, Impression Management, Work-Family Balance

PUBLICATION IN REFEREED JOURNALS

Bagger, J., & Li, A. (Equal contribution) Being Important Matters: The Impact of Work and Family Centralities on the Work-Family Conflict – Satisfaction Relationship. *Human Relations*.

Bagger, J., & Li, A. (Equal contribution) How does supervisory family support influence employees' attitudes and behavior? A social exchange perspective. *Journal of Management*.

- Li, A., & Bagger, J. (2011). Walking in your shoes: Interactive effects of childcare responsibilities difference and gender similarity on supervisory family support and work-related outcomes. *Group and Organization Management*, 36, 659-691.
- Cropanzano, R., Li, A., & Benson, L. (2011). Peer justice and teamwork process. *Group and Organization Management*, 36, 567-596.
- Li, A., Evans, J., Christian, M. S., Gilliland, S. W., Kausel, E. E., & Stein, J. H. (2011) The effects of managerial regulatory fit priming on reactions to explanations. *Organizational Behavior and Human Decision Processes*, 115, 268-282.
- Li, A., & Bagger, J. (in press) Linking procedural justice to turnover intentions: A longitudinal study of the mediating effects of perceived job characteristics. *Journal of Applied Social Psychology*.
- Li, A., & Cropanzano, R. (2009). Fairness at the group level: Justice climate and intraunit justice climate. *Journal of Management*, 35, 564-599.
- Li, A., & Cropanzano, R. (2009). Are reactions to justice cross-culturally invariant?: A meta-analysis. *Journal of Management Studies*, 46, 787-805.
- Li, A., & Reb, J. (2009). A cross-nations, cross-cultures, and cross-conditions analysis on the equivalence of the Balanced Inventory of Desirable Responding (BIDR). *Journal of Cross-Cultural Psychology*, 40, 241-233.
- Li, A., & Bagger, J. (2008). Role ambiguity and self-efficacy: The moderating effects of goal orientation and procedural justice. *Journal of Vocational Behavior*, 73, 368-375.
- Bagger, J., Li, A., & Gutek, B. (2008). How much do you value your family and does it matter: The joint effects of family identity salience, family interference with work, and gender. *Human Relations*, 61, 187-211.
- Li, A., & Bagger, J. (2007). The Balanced Inventory of Desirable Responding (BIDR): A reliability generalization study. *Educational & Psychological Measurement*. 67, 525-544.
- Li, A., & Bagger, J. (2006). Using the BIDR to distinguish the effects of impression management and self-deception on the criterion validity of personality measures: A meta-analysis. *International Journal of Selection & Assessment*, 14, 131-141.
- Slaughter, J., Bagger, J., & Li, A. (2006). Context effects on group-based employee selection decisions. *Organizational Behavior and Human Decision Processes*, 100, 47-59.
- Li, A., & Gasser, M. B. (2005). Predicting Asian international students' sociocultural adjustment: A test of two mediation models. *International Journal of Intercultural Relations*, 29, 561-576.

Li, A., & Butler, A. B. (2004). The effects of participation in goal setting and goal rationales on goal commitment: An exploration of justice mediators. *Journal of Business & Psychology, 19*, 37-51.

MacLin, O. H., Van Sickler, B. R., MacLin, M. K., Li, A. (2004). A re-examination of the cross-race effect: The role of race, inversion, and basketball trivia. *North American Journal of Psychology, 6*, 189-204.

BOOK CHAPTERS

Cropanzano, R., & Li, A. (2006). Organizational politics and workplace stress. In E. Vigoda-Gadot & A. Drory (Eds.), *Handbook of Organizational Politics* (pp. 139-160). Cheltenham, UK: Edward Elgar.

Cropanzano, R., Li, A., & James, K. (2007). Intraunit justice and interunit justice and the people who experience them. In F. Dansereau & F.J. Yammarino (Eds.), *Research in multi-level issues* (Vol. 6, pp. 415-437). Oxford, UK: Elsevier.

WORKING PAPER

Li, A., Bagger, J., & Friske, W. Social desirability: New insights from a novel context. Invited for revision at the Asia Pacific Journal of Human Resources.

CONFERENCE PRESENTATION

Li, A., & Bagger, J. (2011). Being Important Matters: The Impact of Work/Family Centrality on the Work-Family Conflict – Satisfaction Relationship. *Paper presented at the Annual Conference of the Academy of Management, San Antonio, TX.*

Li, A., & Bagger, J. (2011). Walking in your shoes: Interactive effects of childcare responsibilities difference and gender similarity on supervisory family support and turnover intentions. *Paper presented at the Annual Conference of the Academy of Management, San Antonio, TX.*

Li, A., Cropanzano, R., & Benson, L. (2011) Peer justice and teamwork process. *Paper presented at the 2nd international workshop on organizational justice and behavioral ethics, Aston, United Kingdoms.*

Li, A., Bagger, J., & Friske, W. (2010). Social desirability: New insights from a novel context. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology (featured at the top-rated poster session), Atlanta, GA.*

Bagger, J. & Li, A. (2009). A longitudinal investigation of LMX, family supportive supervision, and work outcomes. *Paper presented at the Annual Conference of the Academy of Management, Chicago, IL.*

- Christian, M., Li, A., Evans, J. M., Gilliland, S. G., Stein, J. H., & Kausel, E. E. (2009). Enhancing explanations for change through regulatory focus priming. *Paper presented at the Annual Conference of the Academy of Management, Chicago, IL.*
- Li, A., & Cropanzano, R. (2008). A model of intraunit justice climate and team effectiveness. *Paper presented at the Annual Conference of the Academy of Management, Anaheim, CA.*
- Li, A., & Bagger, J. (2008). Procedural justice and work-related outcomes: The mediating role of job characteristics. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, San Francisco, CA.*
- Li, A., & Bagger, J. (2007) The effects of role ambiguity on self-efficacy: Exploring the moderating effects of goal orientation and procedural justice. *Paper presented at the Annual Conference of the Academy of Management, Philadelphia, PA.*
- Li, A., Cropanzano, R., & Benson, L. Intraunit justice climate: Explication and validation of a new construct. (2007). *Paper presented at the Annual Conference of the Academy of Management, Philadelphia, PA.*
- Bagger, J., Li, A., & Gutek, B. (2006). Relationship between family interference with work and work-related outcomes: The buffering role of family identity salience. *Paper presented at the Annual Conference of the Academy of Management, Atlanta, GA.*
- Slaughter, J., & Li, A. (2006). The origin of trait inference about organizations. In C. Harold (Chair), *Toward an understanding of the antecedents of initial organizational attraction. Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Dallas, TX.*
- Slaughter, J., Bagger, J., & Li, A. (2006). Accountability influences decoy effects on group-based selection decisions. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Dallas, TX.*
- Ellis, A. P. J., Li, A., Hollenbeck, J. R., Ilgen, D. R., & Humphrey, S. E. (2006). The asymmetrical nature of structural changes in teams. In C. J. Resick (Chair), *Team adaptation to environmental forces: Current research and theory. Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Dallas, TX.*
- Li, A., & Bagger, J. (2005). The Balanced Inventory of Desirable Responding (BIDR): A reliability generalization study. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Los Angeles, CA.*
- Li, A., & Bagger, J. (2005). Using the BIDR to distinguish the effects of impression management and self-deception on the criterion validity of personality measures: A meta-analysis. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Los Angeles, CA.*

- Li, A., Bagger, J., & Cropanzano, R. (2005). Effects of receiving repeated negative feedback on performance and affect. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Los Angeles, CA.*
- Ellis, A. P. J., Hollenbeck, J. R., Ilgen, D. R., Humphrey, S. E., & Li, A., (2005). Internal and external fit in decentralized team structure: Beyond empowerment. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Los Angeles, CA.*
- Slaughter, J. E., Bagger, J., & Li, A. (2004). Contextual effects on group-based personnel selection decisions. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Chicago, IL.*
- Li, A. (2004). Are reactions to justice cross-culturally invariant?: A meta-analysis. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Chicago, IL.*
- Li, A., & Butler, A. B. (2003). The effects of participation in goal setting and goal rationales on goal commitment: An exploration of justice mediators. *Paper presented at the Annual Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.*

SERVICES

- Editorial board member, Journal of Management (2009 – 2014)
- Managing Editor, Journal of Management (2005 – 2008)
- Ad-hoc reviewer, Journal of Management (2005 – 2008)
- Speaker, Accounting Career Awareness Program (ACAP, 2007)
- Organizer, Summit del sol (2004)

AWARDS

- Excellent Teaching Assistant Award (2004)
- Best Poster Award – Annual Conference of the Society for Industrial/Organizational Psychology, Dallas, Texas (2006)
- Graduate Assistantship Award (2003-present)
- Research grant (\$500 from California State University – Sacramento, with Jessica Bagger)
- Dean's Service Award (2008)

- West Texas A&M University College of Business Teaching Excellence Award (2010)
- Texas A&M University System Chancellor's Teaching Excellent Award (2010, 2011)

PROFESSIONAL AFFILIATION

- Academy of Management (member): Organizational Behavior and Human Resources Divisions
- Society of Industrial/Organizational Psychology (member)