

Education

- Current**— PhD Candidate, Social/Organizational Psychology; Minor: Quantitative Psychology; UIUC (USA)
2020— Visiting PhD Student, Marketing and Behavioral Science; University of British Columbia (Canada)
2017 – 2019— M.S. Psychology; University of Illinois, Urbana-Champaign (UIUC; USA)
2015 – 2016— Psychology Exchange Student; Peking University (China)
2013 – 2017— B.A. Psychology; Nanyang Technological University (Singapore).

Recent Awards

- 2022**— Graduate College Travel Award (UIUC)
2021— Departmental Anti-Racism Funds (UIUC)
2018 – 2021— Psychology Alumni Board Travel Award (UIUC)
2017— European Human Behavior and Evolution Association (EHBEA) Research Grant

Research Interests

Status and Hierarchies	Risk and Aggression	Behavioral Economics
Morality	Social Control Behavior	Behavior Ethics

Publications

- Chen, F.X.**, Graso, M., Aquino, K., Lin, L., Cheng, J.T., DeCelles, K., & Vadera, A.K. (2022) The vigilante identity in organizations. *Organizational Behavior and Human Decision Processes*
- Liu, Y., **Chen, F.X.**, Chiang, J.T., Wang, Z., & Liu, H. (2021) Asking how to fish vs. asking for fish: Antecedents and Consequences of different types of help-seeking at work. *Personnel Psychology*
- Chen, F.X.**, Zhang, X., Laustsen, S., Cheng, J.T. (2021). Harsh but expedient: dominant leaders increase group cooperation via threat of punishment. *Psychological Science*
- Chen, F.X.**, & Lee, A. (2021). Culture, assumptions about the world, and interpretation of children's disabilities. *Research in Developmental Disabilities*.
- Graso, M., **Chen, F.X.**, & Reynolds, T. (2021). Moralization of Covid-19 Health Response: Asymmetry in Tolerance for Human Costs. *Journal of Experimental Social Psychology*.
- Dai, W., Palmer, R., Sunderrajan, A., Durantini, M., Sánchez, F., Glasman, L. R., **Chen, F. X.**, & Albarracín, D. (2020). More behavioral recommendations produce more change: A meta-analysis of efficacy of multibehavior recommendations to reduce nonmedical substance use. *Psychology of Addictive Behaviors*.

Selected Work in Progress

- Graso, M., **Chen, F.X.**, Camps, J., Aquino, K., & Strah, N., (2nd R&R). *Justice and Safety Trade-offs in Allegations of Wrongdoing (Psychological Science)*
- Chen, F.X.**, O'Reiley, J., Aquino, K. (Under Review). *Costs and benefits of workplace vigilantes (JOB)*
- Kiazad, K., **Chen, F.X.**, & Restubog, S.L. (Under Review). *A functionalist perspective of bullshitting (Organization Science)*
- Chen, F.X.**, Aquino, K., Ok, E., Lin, L. (Under Review). *Suffering saviors at work (JOB)*
- Chen, F.X.**, Woo, Y.T., Lee, A. (Under Review). *Cues of intention increases fate beliefs (SPPS)*
- Chen, F.X.**, Liu, Y., Aquino, K. (Completed writing). *COVID-19 and workplace vigilantism*
- Chen, F.X.**, O'Reiley, J., Aquino, K., DeCelles, K. (Completed Writing). *On the dual implications of workplace vigilantes*
- Chen, F.X.**, Ok, E., Aquino, K., & Restubog, S.L. (Completed writing). *Dominance, prestige, and vigilantism*

Chen, F.X., Liu, Y., Chiang, J.T., & Wang, Z. (*Complete writing*). *Leader dominance, prestige, and follower tolerance*

Chen, F.X., & Restubog, S.L. (*work in progress*). *Workplace vigilantism promotes supervisor prosociality*

Chen, F.X., & Cheng, J.T. (*work in progress*). *Dominant leader and follower parochialism*

Kiazad, K., **Chen, F.X.**, & Restubog, S.L., Deen., C (*work in progress*). *The bullshitting scale*

Yu, Y., **Chen, F.X.**, Liu, Y., (*work in progress*). *Humblebragging and employee performance*

Selected Conference and Professional Talks

Chia, R.J., Tan, S.H.P., **Chen, F.X.**, Lee, A. (2022, Feb). *Grateful or not: The role of Dialectical Thinking in Interpreting Suffering Experiences*. Poster presented at the 22nd Annual Meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA, USA.

Yu, Y., **Chen, F.X.**, Liu, Y., (2022, Feb). *Dominant Braggers and Prestigious Humblebraggers Evoke Distinct Influences on Receiver's Work-related Motivation*. Poster presented at the 22nd Annual Meeting of the Society for Personality and Social Psychology (SPSP), San Francisco, CA, USA.

Chen, F.X., Aquino, K., DeCelles, K. (2021, August). *Watchful protector or social menace? On the dual perception of workplace vigilantes*. Paper to be presented at the 81st Annual Meeting of the Academy of Management.

Kiazad, K., **Chen, F.X.**, Restubog, S.L. (2021, August). *A functionalist perspective of bullshitting at work*. Paper to be presented at the 81st Annual Meeting of the Academy of Management.

Liu, Y., **Chen, F.X.**, Chiang, J.T., Wang, Z., & Liu, H. (2021, August). *Asking how to fish vs. asking for fish: Antecedents and Consequences of different types of help-seeking at work*. Paper to be presented at the 81st Annual Meeting of the Academy of Management.

Chen, F.X., Ok, E., Aquino, K., Restubog, S.L. (2020, March). *Feared but Respected: Applying the Dominance-Prestige Model on Workplace Vigilantism*. Invited talk at Sauder School of Business, University of British Columbia.

Chen, F.X., Wan, C. (2018, March). *Hit vs. Violent: The interactive effect of speaker's power and language abstraction on audience's perception of communication accuracy*. Poster presented at the 18th Annual Meeting of the Society for Personality and Social Psychology (SPSP), Atlanta, GA, USA.

Chen, F.X., Wan, C., Liu, M. (2016 August). *Status or Solidarity: How accent and race affect prosocial and economic exchange behaviors*. Paper presented at the 23rd Congress of the International Association for Cross-Cultural Psychology. Nagoya, Japan.