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**Education****Current**— PhD Candidate, Psychology; University of Illinois, Urbana-Champaign (USA)**2020**— Visiting PhD Student, Marketing and Behavioral Science; University of British Columbia (Canada)**2017 – 2019**— M.S. Psychology; University of Illinois, Urbana-Champaign (USA)**2015 – 2016**— Psychology Exchange Student; Peking University (China)**2013 – 2017**— B.A. Psychology; Nanyang Technological University (Singapore).**Recent Awards****2018 – 2021**— Psychology Alumni Board Travel Award (UIUC)**2017**— European Human Behavior and Evolution Association (EHBEA) Research Grant**Research Interests**Status and Hierarchies  
MoralityCitizenship Behavior  
Social Control BehaviorBehavioral Economics Approach  
Behavior Ethics**Selected Work in Progress**Liu, Y., **Chen, F.X.**, Chiang, J.T., Wang, Z., & Liu, H. (1<sup>st</sup> R&R). *Asking how to fish vs. asking for fish: Antecedents and Consequences of different types of help-seeking at work***Chen, F.X.**, Graso, M., \* Lin, L., Cheng, J.T., Vadera, A. DeCelles, K., Aquino, K. (*Under Review*). *The vigilante identity***Chen, F.X.**, Aquino, K., DeCelles, K. (*Under Review*). *On the dual implications of workplace vigilantes***Chen, F.X.**, O'Reiley, J., Aquino, K. (*Under Review*). *Costs and benefits of workplace vigilantes*Kiazad, K., **Chen, F.X.**, & Restubog, S.L. (*Under Review*). *A functionalist perspective of bullshitting***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. (*Writing stage*). *Dominance, prestige, and follower tolerance***Chen, F.X.**, & Cheng, J.T. (work in progress). *Dominant leader and follower parochialism***Selected Conference and Professional Talks****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 81<sup>st</sup> 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 81<sup>st</sup> 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 81<sup>st</sup> 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 18<sup>th</sup> 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 23<sup>rd</sup> Congress of the International Association for Cross-Cultural Psychology. Nagoya, Japan.**Publications****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*.

As at May 2021

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*.