

June 25, 2015

LUKE (LEI) ZHU
Asper School of Business
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ACADEMIC EXPERIENCE

Assistant Professor of Business Administration
Asper School of Business, University of Manitoba (2014-Present)

EDUCATION

Ph.D., Organizational Behavior
Sauder School of Business, University of British Columbia

Bachelor of Commerce (with High Distinction)
Rotman School of Management, University of Toronto

JOURNAL PUBLICATIONS

Frimer, J. A., Aquino, K., Gebauer, J. E., **Zhu, L.** & Oakes, H. (in press). A decline in prosocial language helps explain public disapproval of the U.S. Congress. *PNAS: Proceedings of the National Academy of Sciences of the United States of America*. [Journal Impact Factor = 9.67]

Leavitt, K.*, **Zhu, L.***, & Aquino, K. (forthcoming). Good without knowing it: Subtle contextual cues can activate moral identity and reshape moral intuition. *Journal of Business Ethics*. [Journal Impact Factor = 1.33] ***Denotes authors with equal contribution**

Zhu, L., V.L. Brescoll, & Newman, G., & Uhlmann, E.L. (2015). Macho Nachos: The implicit effects of gendered food packaging on preferences for healthy and unhealthy foods. *Social Psychology*. [Journal Impact Factor = 1.19]

Uhlmann, E.L., **Zhu, L.**, V.L. Brescoll, & Newman, G. (2014). System justifying motives can lead to both the acceptance and rejection of the innate explanations for group differences. *Behavioral and Brain Sciences*, 37, 503-504. [Journal Impact Factor = 20.77]

Uhlmann, E.L., **Zhu, L.**, & Diermeier, D (2014). When actions speak volumes: The role of inferences about moral character in outrage over racial bigotry. *European Journal of Social Psychology*, 44, 23-29. [Journal Impact Factor = 1.78]

Uhlmann, E.L.*. & **Zhu, L.***. (2014). Acts, persons, and intuitions: Person-centered cues and gut reactions to harmless transgressions. *Social Psychological and Personality Science*. [Journal Impact Factor = N/A] ***Denotes authors with equal contribution**

Uhlmann, E.L., Heaphy, E., Ashford, S.J., **Zhu, L.**, & Sanchez-Burks, J. (2013). How culturally bounded norms regarding non-work role referencing shape perceived professionalism and hiring evaluations. *Journal of Organizational Behavior*, 34, 866-886. [Journal Impact Factor = 3.04]

Zhu, L., Kay, A. C., & Eibach, R. (2013). A test of the flexible ideology hypothesis: System justification motives interact with ideological cueing to predict political judgments. *Journal of Experimental Social Psychology*, 49, 755-758. [Journal Impact Factor = 2.29]

June 25, 2015

- Uhlmann, E.L., & **Zhu, L.** (2013). Money is essential: Ownership intuitions are linked to physical currency. *Cognition*, 127, 220-229. [Journal Impact Factor = 3.48]
- Uhlmann, E.L.*, **Zhu, L.***, & Tannenbaum, D. (2013). When it takes a bad person to do the right thing. *Cognition*, 126, 326-334. [Journal Impact Factor = 3.48] ***Denotes authors with equal contribution**
- Uhlmann, E.L., **Zhu, L.**, Pizarro, D.A., & Bloom, P. (2012). Blood is thicker: Moral spillover effects based on kinship. *Cognition*, 124, 239-243. [Journal Impact Factor = 3.48]
- Zhu, L.**, Martens, J. P., & Aquino, K., (2012). Third party responses to justice failure: An identity-based meaning maintenance model. *Organizational Psychology Review*, 2, 129-151. [Journal Impact Factor = N/A]

CONFERENCE PRESENTATIONS

- Silberzahn, R., Uhlmann, E.L., & Zhu, L. (2014). *Pay as she goes: For stereotypically male jobs, women tend to be hired by the hour*. Paper presented at the 74th Academy of Management Annual Conference, Philadelphia, PA. (Winner of the 2014 Emerald Best Student Paper).
- Zhu, L., & Martens, J. (2013). *Third Parties' Reactions to Justice Failure in an Organizational Context: An Empirical Test*. Paper presented at the 73rd Academy of Management Annual Conference, Orlando, FL.
- Zhu, L., Thau, S., Aquino, K., Leavitt, K., Wang, M., & Zhou, L. (2013). *The Relationship Between Moral Identity Symbolization and Moral Action in Organizations*. Paper presented at the 3rd International Workshop on Organizational Justice and Behavioral Ethics, Toulouse, France.
- Zhu, L., Thau, S., Aquino, K., Leavitt, K., Duffy, M., Wang, M., & Zhou, L. (2011). Social consequences of moral identity symbolizations. Paper presented at the 2011 Southern Management Association Meeting, Savannah, GA.
- Zhu, L. (2011). *Motivated disbelief: The effects of status characteristics and ideological beliefs on judgments of academic credibility*. Paper presented at the 71st Academy of Management Annual Conference, San Antonio, TX.
- Zhu, L., & Gu, J. (2011). *The invisible cost of helping behavior: A resource perspective*. Paper presented at the 71st Academy of Management Annual Conference, San Antonio, TX.
- Zhu, L. (2011). *Priming moral identity attenuates implicit beliefs about business*. Paper presented at the 71st Academy of Management Annual Conference, San Antonio, TX.
- Zhu, L., & Aquino, K. (2011). *Combating justice failure: A meaning perspective*. Paper presented at the 2nd International Workshop on Organizational Justice and Behavioral Ethics, Birmingham, UK.
- Zhu, L., & Aquino, K. (2011). *The invisible cost of helping behavior*. Paper presented at the 26th Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Zhu, L., & Aquino, K. (2010). *Third Parties' Reactions to Justice Failure in an Organizational Context*. Paper presented at the Biennial Conference of the International Society for Justice Research, Banff, AB.
- Zhu, L., & Aquino, K. (2010). *Third Parties' Reactions to Justice Failure in an Organizational Context*. Paper presented at the 25th Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.

June 25, 2015

AWARDS AND HONORS

Dean Earle D MacPhee Memorial Fellowship in Commerce and Business Administration, 2009-2013
Vinod K Sood Memorial Fellowship, 2009
Sauder School of Business Graduate Award, 2009
Graduate Entrance Scholarship, 2009

AD HOC REVIEWER

Academy of Management Annual Conferences
Canadian Journal of Administrative Sciences
Human Relations
Journal of Business Ethics
Organizational Behavior and Human Decision Processes

PROFESSIONAL MEMBERSHIPS

Academy of Management
International Society for Justice Research
Society for Industrial and Organizational Psychology
Southern Management Association

TEACHING EXPERIENCE

Asper School of Business, University of Manitoba
Instructor, Introduction to Organizational Behavior, Fall, 2014

Asper School of Business, University of Manitoba
Instructor, Leadership and Politics in Organizations, Fall, 2014

Sauder School of Business, University of British Columbia
Instructor, Business Ethics and Corporate Social Responsibility, Fall, 2012-2013

MEDIA COVERAGE

3News (New Zealand)	Psychology Today (USA)
Australian Broadcasting Corporation (Australia)	Science 2.0 (USA)
China Post (ROC)	Science Codex (USA)
Daily Mail UK (UK)	Science Now (USA)
Economic Times (India)	Sky News Australia (Australia)
EL PAIS (Spain)	The Australian (Australia)
Eurekalert (USA)	The Boston Globe (USA)
Expatica Germany (Germany)	The Guardian (UK)
Global Post (USA)	The Japan Times (Japan)
JP Updates (USA)	The Olympian (USA)
Los Angeles Times (USA)	The Peninsula Qatar (Qatar)
Malay Mail online (Malaysia)	The Times of India (India)
Medical Xpress (USA)	Vancouver Sun (Canada)
MSN News (USA)	Wall Street Journal (USA)
Newsroom America (USA)	Wisconsin Gazette (USA)
APS Observer (USA)	Yahoo! (USA)
Pacific Standard (USA)	Zee News (India)