

## Jiaqing (Kathy) Sun

Department of Management,  
London School of Economics and Political Science (LSE)  
Houghton Street, London WC2A 2AE  
Office: Marshall Building (MAR) 5.10  
[J.Sun42@lse.ac.uk](mailto:J.Sun42@lse.ac.uk)

### ACADEMIC EMPLOYMENT

---

Assistant Professor, London School of Economics and Political Science	2022-now
Adjunct Senior Lecturer, Monash University	July-December 2021

### EDUCATION

---

Ph.D. University of Illinois Chicago, USA	2021
Organizational Behavior & Human Resource Management	
Ph.D. Beijing Normal University, China	2012
Social Psychology	
B.A. Beijing Normal University, China	2007
Psychology (Outstanding Graduate Honor)	

### RESEARCH INTERESTS

---

Workplace Relationships & Leadership  
Emotions & Attributions  
Gender & Diversity

### JOURNAL ARTICLES

---

Yuan, Z., Yin, J., & **Sun, J.** (In Press). The paradox of team conflict revisited: An updated meta-analysis of the team conflict–team performance relationships. *Journal of Applied Psychology*. doi: 10.1037/apl0001315

Wayne, S., **Sun, J.**, Kluemper, D. H., Cheung, G. W., & Ubaka, A. (2023). The cost of managing impressions for black employees: An expectancy violation theory perspective. *Journal of Applied Psychology*, 108, 208-224.  
-Featured by [Forbes](#), [HuffPost](#), [IO-at-Work](#), [POICT](#)  
-Mentioned in [Medium](#)

**Sun, J.**, Wayne, S. J., & Liu Y. (2022). The roller coaster of leader affect: an investigation of observed leader affect variability and engagement. *Journal of Management*, 48, 1188–1213.  
-Introduced by [LSE blog](#), [Keller Center Research Report](#)

- Masterson, C., **Sun, J.**, Wayne, S. J., & Kluemper, D. H. (2021). The roller coaster of happiness: An investigation of intern's happiness variability, LMX, and job-seeking goals. *Journal of Vocational Behavior*, 131, 103654. [LSE blog](#)
- Sun, J.**, Li, W., Li, Y., Liden, R. C., Li, S., & Zhang, X. (2021). Unintended consequences of being proactive? Linking proactive personality to coworker envy, helping, and undermining, and the moderating role of prosocial motivation. *Journal of Applied Psychology*, 106, 205–267.
- Sun, J.**, Liden, R. C., & Ouyang, L. (2019). Are servant leaders appreciated? An investigation of how relational attributions influence employee feelings of gratitude and prosocial behaviors. *Journal of Organizational Behavior*, 40, 528–540.
- Motyl, M., Demos, A. P., Carsel, T. S., Hanson, B. E., Melton, Z. J., Mueller, A. B., Prims, J. P., **Sun, J.**, Washburn, A. N., Wong, K. M., Yantis, C., & Skitka, L. J. (2017). The state of social and personality science: Rotten to the core, not so bad, getting better, or getting worse? *Journal of Personality and Social Psychology*, 113, 34–58.
- Guan, Y., Deng, H., **Sun, J.**, Wang, Y., Cai, Z., Ye, L., Fu, R., Wang, Y., & Li, Y. (2013). Career adaptability, job search self-efficacy and outcomes: A three-wave investigation among Chinese University graduates. *Journal of Vocational Behavior*, 83, 561–570

## CONFERENCE PRESENTATIONS

---

- Sun, J.**, & Ashwin, S. (2025). Redefining reciprocity through a gender lens: The VVV model of social exchange. Presented at the 85<sup>th</sup> Academy of Management Conference, Copenhagen, Denmark.
- Thomas, J., **Sun, J.**, Francioli, S., Strauss, T., & Sliger, H. (2024). Rivalry, Emotions, and Sensemaking. Presented at the 84<sup>th</sup> Academy of Management Conference, Chicago, IL, United States.
- Sun, J.** & Fehr, R. (2022). “My leader should have done more!” How upward counterfactual thoughts impact followers’ gratitude for leaders’ emotion helping. Symposium presented at the 82<sup>nd</sup> Annual Meeting of Academy of Management.
- Sun, J.** (2021). Leader Gratitude as a relationship catalyst: Exploring the impact of received leader gratitude on followers’ relationship perceptions and work behaviors. Symposium presented at the 81<sup>st</sup> Annual Meeting of Academy of Management, Online Conference.
- Sun, J.** & Liden, R.C. (2020). How does comparative thinking influence followers’ grateful feelings to servant leaders? Symposium presented at the 80<sup>th</sup> Annual Meeting of Academy of Management, Online Conference.
- Sun, J.**, Xu, H., & Wang, S. (2019). Dual leadership and employee emotional exhaustion. Presented in the “LMX Incubator: Social Causes and Consequences of LMX in Groups” at the 79<sup>th</sup> Annual Meeting of Academy of Management, Boston, MA.

- Sun, J.,** Li, W., Yang, J., & Liden, R. C. (2018). Reciprocal Relationship Between Servant Leadership and Employee Proactive Behaviors. Symposium presented at the 78<sup>th</sup> Annual Meeting of Academy of Management, Chicago, IL.
- Sun, J.,** Liden, R. C., & Ouyang, L. (2018). Are servant leaders always appreciated? An investigation of how relational attributions influence employee feelings of gratitude and prosocial behaviors. Paper presented at The Third International Symposium on Attribution Theory, Tallahassee, FL.
- Sun, J.,** Wayne, S. J., & Liu Y. (2017). Perceived leader affect and employee work engagement: the moderating role of affect spin. Paper presented at the 77<sup>th</sup> Annual Meeting of Academy of Management, Atlanta, GA.
- Sun, J. & Lu, X.** (2015). For whom leader member exchange positively predicts job burnout? Poster resented at the 50<sup>th</sup> Annual Conference of Society for Industrial and Organizational Psychology, Philadelphia, PA.

### **BOOK CHAPTER**

---

- Smallfield, J., **Sun, J.,** Van Dierendonck, D., & Liden, R.C. (2022). Human Resources Practices and Servant Leadership: Impact on Decision-making and Outcomes. *Palgrave Handbook of Servant Leadership*.
- Wang, S., **Sun, J.,** & Liden, R. C. (2016). Leader-member exchange. *Oxford Bibliographies*.

### **PROFESSIONAL SERVICE**

---

#### **Member of Editorial Board:**

*Journal of Applied Psychology* (2026-)  
*Journal of Management* (2025-)  
*Management and Organization Review* (2022-2025)

#### **Ad-hoc Reviewer:**

*Academy of Management Journal. Personnel Psychology. Organizational Behavior and Human Decision Processes. Journal of Organizational Behavior. Journal of Business Ethics. Human Relations. Journal of Business Research. Journal of Occupational and Organizational Psychology. Applied Psychology: An International Review. Journal of Vocational Behavior. Asia Pacific Journal of Management.*

### **TEACHING EXPERIENCE**

---

#### **Advanced Quantitative Methods for Research in Management (Doctoral), LSE**

Seminar coordinator (Autumn Term, 2024-2025)

#### **Employment Relations and Human Resource Management Seminar (Doctoral), LSE**

Seminar coordinator (Winter Term, 2022-2025)

#### **Foundations of Human Resource Management: Theory and Practice (Master's), LSE**

Course leader (Autumn Term, 2022-2025)

**The Management of Human Resources in Global Companies (Master's), LSE**

Lecturer (Winter Term, 2022, 2023, 2024) &amp; seminar coordinator (Winter Term, 2022)

**Leadership (Undergraduate), Monash University**

Principle instructor (S2, 2022)

**Organizational Behavior (Undergraduate), University of Illinois at Chicago.**

Principle instructor (Fall 2016; Spring 2017; Fall 2017)

**CURRENT PHD STUDENT SUPERVISION**

---

Aaron Aujla    Dissertation

Yiting Dong    Dissertation

Kairui Zhang    (Visiting student 2025-2026)

**AWARD AND FUNDING**

---

**Best Ad-hoc Reviewer***Journal of Applied Psychology*, 2025**Top Ten Teacher Award**

LSE Department of Management, 2024-2025

**Best Reviewer Award***Management and Organization Review* (MOR), 2024*Management and Organization Review* (MOR), 2022**Alvah H. Chapman Jr. Outstanding Dissertation Award Finalist**

FIU Center for Leadership, 2021

**Greenleaf Scholarship** (\$2,500 awarded), Greenleaf Center for Servant Leadership, 2020**SIOP Graduate Student Scholarship** (\$3,000 awarded)

Society for Industrial and Organizational Psychology, 2019

**Greenleaf Scholarship** (\$2,500 awarded), Greenleaf Center for Servant Leadership, 2018**Greenleaf Scholarship** (\$2,500 awarded), Greenleaf Center for Servant Leadership, 2017**APPLIED EXPERIENCE**

---

Founder, *Jing Shi Ren Assessment*, in China

2012-2015

-Selection tools

-Employer branding report

-Job satisfaction survey and report

-Employee psychological health assessment, report, and intervention

Consultant, *The Institute for Leadership Excellence and Development (iLEAD)*, University of Illinois Chicago.

2015-2018

-Diversity &amp; Inclusion (D&amp;I) assessment and report