

Shangyun (Bran) Chen

Ph.D. Candidate • OBHR Department @ Lee Kong Chian School of Business

Singapore Management University • Singapore 188065

E-mail: sychen.2021@pbs.smu.edu.sg • Cell: (+65) 86459372

Educational Background

2021.08-2026.06 (Expected)	Singapore Management University	Ph.D. in Business (OBHR)
2018.09-2021.06	Chongqing University	M.S. in Business Administration
2017.07-2017.08	University of California, Los Angeles	Exchange Student
2014.09-2018.06	Nantong University	B.A. in Management

Research Interest

I study how individuals with lower power, rank, or social standing influence others and shape organizational outcomes—often in subtle, unexpected, or ethically complex ways. At its core, my work is about illuminating how influence and change rarely come only from the top, but also from the margins, through the voices, actions, and presence of the seemingly powerless.

Publication (*Leading Projects)

Chen, S.^{*}, & Zhang, C. (2021). What Happens to a Black Sheep? Exploring How Multilevel LMX Differentiation Shapes the Organizational Altruism Behaviors of Low LMX Minority. *Group & Organization Management*, 46(6), 1073–1105. (*ABDC-A; ABS 3*)

Working Papers (*Leading Projects; ⁺Equal Contribution)

Chen, S.^{*}, Bashshur, M., Schaerer, M. Low-Power Employees Corrupt Leader with Power. *Job Market Paper*.

- Nominated as *Best Paper with Practical Implications* (MOC, AOM, 2025)

Chen, S.^{*}, Lim, J.H., Yan, L.X. Voice Amplification and Leadership Emergence. In submission to the *Academy of Management Journal*.

Yan, L.X.⁺, Lim, J.H.⁺, Chen, S.⁺ Territorial Behavior of Overqualified Employees. In submission to the *Journal of Applied Psychology*.

Jha, N., Chen S.⁺, Tian, Y.X.⁺, Reb, J. A Theory of Distant Relationships. *Reviewed and Rejected by the Academy of Management Review*.

Ongoing Projects (^{*}Leading Projects.⁺Equal Contribution)

With Mijeong Kwon. *Paradox of Motivation Display and Its Consequences. Two experiments were done.
 With Michael Bashshur, Michael Schaerer. *Follower's Flattery and Leader-centric Outcomes. One survey was done.
 With Michael Bashshur, Laurie Barclay. *Follower's Negative Experience Sharing. Idea Generation.

Conference Presentations (*Speaker)

Chen, S.*, Bashshur, M. 2025. The Hidden Evil of Flattery: How the Low Power Yes-people Corrupt Powerholders. Paper to be presented at the *85th Annual Meeting of the Academy of Management, Copenhagen, Denmark*.

Chen, S.*, Lim, J.H., Yan, L.X. 2025. When Amplification Undermines: Self-centric Voice Amplification and Leadership Emergence. Paper to be presented at the *85th Annual Meeting of the Academy of Management, Copenhagen, Denmark*.

Chen, S.*, Bashshur, M., Schaerer, M. 2024. Novel Approaches to the Effects of Hierarchy in Organizations. Symposium presented at the *84th Annual Meeting of the Academy of Management, Chicago, USA*.

Chen, S.*, Bashshur, M., Schaerer, M. 2024. The Low Power Corrupts. Paper presented at the *7th Interdisciplinary Perspectives on Leadership Symposium, Thessaloniki, Greece*.

Chen, S.* & Zhang, C. 2020. What Happens to A Black Sheep? The Effects of LMX Relational Separation on Organizational Altruism Behaviors and Relationship Conflicts. Paper presented at *the 9th Biennial Conference of the International Association for Chinese Management Research, Xi'An, China*. (Virtual)

Zhang, C., & **Chen, S.***. 2019. CEO Learning Goal Orientation and Firm Innovation: Examining the CEO-TMT Interface. Paper presented at *the 79th Annual Meeting of the Academy of Management, Boston, USA*.

Research Grants

2025.02-2026.02	Singapore Ministry of Education Tier 1 Research Fund: 29,000 SGD <i>Followers' Ingratiation and Its Deleterious Effect on Leaders</i>	Co-PI
2023.08-2024.08	ASEAN Business Research Initiative (ABRI) Grant: 8,200 SGD <i>How the Powerless Shape the Powerful</i>	Co-PI
2019.03-2021.03	The Fundamental Research Funds for the Central Universities: 50,000 RMB <i>LMX Relational Separation and Subordinates' Helping Behaviors</i>	Co-PI

Scholarships & Awards

Scholarships	<ul style="list-style-type: none"> Singapore Management University Presidential Doctoral Fellowship (2024; 2025) Singapore Management University Ph.D. Fellowship Singapore Management University Lim Kim San Fellowship (2024; 2025) Ryoichi Sasakawa Young Leaders Fellowship Full Scholarship from the Provincial Government for Overseas Studies at UCLA National Scholarship (Ministry of Education, China)
Awards	<ul style="list-style-type: none"> Finalists for Best Paper with Practical Implications, MOC Division, AOM (2025) Travel Award from MOC Division, AOM (2025) The 2nd Prize, SMU Three-minute Competition (2024) Best Reviewer of OB Division, AOM (2023)

Teaching Experiences

Graduate Instructor	<ul style="list-style-type: none"> • Certified Graduate Instructor by SMU GIFT Program (Four sections in total) • Ethics and Corporate Responsibility (2025-2026 T2; <i>Scheduled Teaching</i>)
Teaching Assistant	<ul style="list-style-type: none"> • Ethics and Corporate Responsibility (2023-2024) • Human Capital Management (2024-2025) • HC Analytics and Research for Management Insights (2021-2024) • Capstone Projects for Master-level Students • Management of People at Work (2021-2023; 2024-2025)

Membership & Academic Services

University Service	<ul style="list-style-type: none"> • Coordinator, OBHR PhD Student Research Seminar • PhD Buddy, 2025 Rising Scholar Program
Membership	<ul style="list-style-type: none"> • Member of AOM, OB & MOC Division • Member of IACMR, OB Division
Conference Reviewer	<ul style="list-style-type: none"> • Annual Meeting of AOM, OB & MOC Division
Journal Reviewer	<ul style="list-style-type: none"> • Academy of Management Review (Bridge Review: 2021-2022) • Organization Science (Co-Review: 2023-2024)