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|  | CRYSTAL I. C. FARH, PH.D.  Professor and Michael G. Foster Endowed Fellow  Department of Management and Organization  Foster School of Business, University of Washington  581 PACCAR Hall, Seattle, WA 98195  Email: [farh@uw.edu](mailto:farh@uw.edu) |  |

**Education**

**Ph.D.**

**Robert H. Smith School of Business, University of Maryland** *College Park, MD*

*Doctor of Philosophy in Organizational Behavior*  *2007-2012*

**B.A.**

**Harvard College** *Cambridge, MA*

*Bachelor of Arts in Psychology (Cum Laude, Honors)*  *2001-2005*

**Academic and Professional Experience**

**University of Washington** *Seattle, WA*

Department of Management and Organization, Foster School of Business

Professor *2022-present*

Associate Professor *2018-2022*

Assistant Professor *2015-2018*

**Michigan State University** *East Lansing, MI*

Department of Management, Eli Broad College of Business

Assistant Professor *2012-2015*

**Teach for America Corps Member** *Oakland, CA*

Elmhurst Community Prep

Seventh Grade Math and Science Teacher *2005-2007*

**Research Interests**

* Employee voice and creativity
* Teams and leadership
* Abusive supervision
* Cross-cultural interfaces

**Refereed Publications**

\* *denotes graduate student co-author at the time of initial submission*

* **Farh, C. I. C.,** Li, J. J., & Lee, T. W. (In press.) Towards a contextualized view of voice quality, its dimensions, and its dynamics across newcomer socialization. *Academy of Management Review*.
* **Farh, C. I. C.,** Liao, H., Shapiro, D. L., Shin, J., & \*Guan, Z. (2021). Out of sight and out of mind?: Networking strategies for enhancing inclusion in multinational organizations. *Journal of Applied Psychology, 106,* 582-598.
* **Farh, C. I. C.,** \*Oh, K., Hollenbeck, J. R. H., \*Yu, A., \*Lee, S. M., & \*King, D. A. (2020). Token female voice enactment in traditionally male-dominated teams: Facilitating conditions and consequences for performance. *Academy of Management Journal, 63,* 832-856.
* \*Lee, S. M., & **Farh, C. I. C.** (2019). Dynamic leadership emergence: Differential impact of members’ and peers’ contributions in the idea generation and idea enactment phases of innovation project teams. *Journal of Applied Psychology, 104,* 411-432.
* Liang, J., \*Shu, R., & **Farh, C. I. C.** (2019). Differential implications of team member promotive and prohibitive voice on innovation performance in R&D project teams: A dialectic perspective. *Journal of Organizational Behavior, 40,* 91-104.
* **Farh, C. I. C.,** & Chen, G. (2018). Leadership and member voice in action teams: Test of a dynamic phase model. *Journal of Applied Psychology, 103,* 97-110*.*
* **Farh, C. I. C.,** Lanaj, K., & Ilies, R. (2017). Resource-based contingencies of when team-member exchange helps member performance in teams. *Academy of Management Journal,* *60,* 1117-1137.

* \*Oh, K., & **Farh, C. I. C.** (2017). An emotional process theory of how subordinates appraise, experience, and respond to abusive supervision over time. *Academy of Management Review, 42,* 207-232.
* **Farh, C. I. C.,** & Chen, Z. J. (2014). Beyond the individual victim: Multilevel consequences of abusive supervision in teams. *Journal of Applied Psychology, 99,* 1074-1095.
* **Farh, C. I. C.**, Seo, M., & Tesluk, P. (2012). Emotional intelligence, teamwork effectiveness, and performance: The moderating role of job context. *Journal of Applied Psychology, 97,* 890-900.
* Liang, J., **Farh, C. I. C.,** & Farh, J. L. (2012). Psychological antecedents of promotive and prohibitive voice behavior: A two-wave longitudinal examination. *Academy of Management Journal, 55,* 71-92.

*-Winner of the Emerald Citations of Excellence (2015)*

* Farh, J. L., Lee, C., & **Farh, C. I. C.** (2010). Task conflict and team creativity: A question of how much and when. Journal of Applied Psychology, *95,* 1173-1180.
* **Farh, C. I. C.,** Bartol, K. M., Shapiro, D. L., & \*Shin, J. (2010). Networking abroad: A process model of how expatriates form support ties to facilitate adjustment. Academy of Management Review, *35,* 434-454.
* Chen, G., Kirkman, B. L., \*Kim, K., **Farh, C. I. C.,** & Tangirala, S. (2010). When does cross-cultural motivation enhance expatriate effectiveness? A multilevel investigation of the moderating roles of subsidiary support and cultural distance. Academy of Management Journal, *53,* 1110-1130.

**Manuscripts under Review**

\* *denotes graduate student co-author at time of initial submission*

* **Farh, C. I. C., \***Middlebrook, B., Fowler, R., \*Camacho, G. A., Oh, K., & Yu, A. Gender and voice enactment. (1st round R&R, *Academy of Management Journal.*)
* Matta, F., \*Frank, E., **Farh, C. I. C.,** & Lee, S. M. LMX differentiation. (2nd round R&R, *Journal of Applied Psychology.*)
* Wellman, N., \*Frank, E., Mitchell, M., Lee, S., & **Farh, C. I. C.** Ethical voice in organizations. (2nd round R&R, *Journal of Applied Psychology.*)
* Li, J. J., **Farh, C. I. C.,** Wang, L., & Huang, C. Silence and rumination. (Under review, *Organization Science*.)
* **\***Lee, S., **Farh, C. I. C.,** Lin, S., & Lee, S. M. Fair process and voice enactment. (Under review, *Personnel Psychology.*)

**Other Publications**

* Chiaburu, D. S., **Farh, C. I. C.,** & Van Dyne, L. (2013). Supervisory epistemic, ideological, and existential responses to voice: A motivated cognition approach. In R. Burke, & C. L. Cooper (Eds.), *Voice: Overcoming Fear, Fostering Courage, and Unleashing Candor in Organizations*. Edward Elgar, UK.
* Chen, G., Kirkman, B. L., Kim, K., & **Farh, C. I. C.** (2009). Expatriate motivation and effectiveness: The roles of cultural distance and subsidiary support. *Academy of Management Conference Best Paper Proceedings.*

*-OB Division’s Best International Paper Award (2009)*

**Honors & Awards**

* Lex N. Gamble Family Award for Case and Curriculum Innovation (2022)
* Poets & Quants Best 40-under-40 Professors (2021)
* Professor of the Quarter, Winter, *Foster MBA Class of 2022* (2021)
* Charles E. Summer Memorial Teaching Award, *All* *Foster Graduate Students* (2020)
* Professor of the Quarter, Winter, *Foster MBA Class of 2021* (2020)
* Editorial Board Outstanding Reviewer Award, *Academy of Management Journal* (2019)
* PACCAR Award for Teaching Excellence (2019)
* Professor of the Quarter, Winter, *Foster MBA Class of 2019* (2018)
* Ascendant Scholar Award, *Western Academy of Management* (2017)
* Editorial Board Outstanding Reviewer Award, *Academy of Management Journal* (2016)
* Wallace Dissertation Research Award, *Society for Industrial Organizational Psychology* (2014)
* Frank T. Paine Doctoral Award for Academic Achievement, *Robert H. Smith School of Business, University of Maryland* (2011)
* Top 15% Teaching Award, *Robert H. Smith School of Business, University of Maryland* (2010)
* Best International Paper Award, *Organizational Behavior Division of the Academy of Management* (2009)
* Outstanding Reviewer Award, *Organizational Behavior Division of the Academy of Management* (2009)
* Dean’s Research Fellowship, *University of Maryland* (2007-2012)

**Funded Research**

* Office of Naval Research grant ($292,063) for understanding the effects of gender integration in tactical decision-making teams – Co-investigator (2015)
* Fairbank and Asia Center Research Award ($3,000), Harvard University (2004)

**Conference Presentations**

* Antoine, G. A., & **Farh, C. I. C.** (2021). More than words: A theory of context dependent communication style and employee voice. Paper presented at the 81st Annual Meeting of the Academy of Management, Virtual.
* Wellman, E. M., Frank, E. L., Mitchell, M. S., Lee, S., & **Farh, C. I. C.** (2021). Doing good and doing well: The nature and implications of ethical voice in organizations. Paper presented at the 81st Annual Meeting of the Academy of Management, Virtual.
* Lee, S., **Farh, C. I. C.,** Lin, S., & Lee, S. M. (2019). Voice justice: The importance of fair process when endorsing voice (or not). Paper presented at the 79th Annual Meeting of the Academy of Management, Boston.
* **Farh, C. I. C.,** Li, J. J., & Lee, T. W. (2019). Voice quality: A theory of its dimensions, dynamics, and downstream implications for performance. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston.
* Ong, W., Wee, E., **Farh, C. I. C.,** & Barnes, C. (2019). Influence sharing schemas in leader-member dyads. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston.
* **Farh, C. I. C.,** Oh, K. J., Hollenbeck, J. R., Yu, A., **Lee, S. M.**, King, D. D. (2018). Lone female voice enactment in male-dominated teams: Facilitating conditions and consequences for team performance. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago.
* Matta, F. K., Frank, E. L., **Farh, C. I. C.,** Lee, S. M., & Ilies, R. (2018). Do intelligent leaders differentiate exchange relationships intelligently? An investigation of “G” and bases of LMX differentiation. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago.
* **Farh, C. I. C.,** Oh, K. J., Hollenbeck, J. R., Yu, A., **Lee, S. M.**, King, D. D. (2017). How and when does gender integration enhance team performance? The role of female voice enactment, leader’s gender beliefs, and task complexity. Paper presented at the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.
* Chi, N. W., Wang, A. C., & **Farh, C. I. C.** (2016). Eye for an eye or turn the other cheek? The role of moral characteristics in facilitating forgiveness and prosocial behavior in the face of abusive supervision. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim.
* **Farh, C. I. C.,** Liao, H., Shapiro, D. L., & Shin, J. (2016). Out of sight and out of mind?: Overcoming barriers to staying connected and feeling included in multinational organizations. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim.
* **Farh, C. I. C.,** Zhang, Y., & Long, L. R. (2015). Designing creative teams from creative members: The role of task interdependence and member creativity. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.
* Lee, S. M., **Farh, C. I. C.,** & Matta, F. (2015). Building heart: Leader contributions to the dynamics of team affective identification. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.
* **Farh, C. I. C.,** & Lee, S. M. (2015). Voicing your way to the top: Temporal and compositional contingencies of voice and leadership emergence in self-managing teams. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.
* **Farh, C. I. C.,** & Chen, G. (2015). Leading well over time: Temporal contingencies of leadership impact in dynamic team contexts. Awards Session at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

*\*SIOP Top Poster Presentation Award*

* Oh, K., & **Farh, C. I. C.** (2014). An emotional appraisal theory of how subordinates experience abusive supervision over time. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
* **Farh, C. I. C.,** Lanaj, K., & Ilies, R. (2014). Social capital contingencies of when exchange relationships help or harm member performance in teams. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
* **Farh, C. I. C.,** & Lee, S. (2014). Look who’s talking?: Temporal and compositional contingencies of voice and innovation in teams. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

*\*Winner of the OB Division’s Best Symposium Award*

* **Farh, C. I. C.**, & Chen, G. (2013). Leading well over time: Temporal contingencies of leadership impact in dynamic team contexts. Paper presented at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
* **Farh, C. I. C.**, & Chen, Z. J. (2013). A multilevel model of how and when team-level abusive supervision diminishes team member voice. Paper presented at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
* Campbell-Bush, E. M., **Farh, C. I. C.,** Chen, G., & Tesluk, P. E. (2011). Holding peers accountable: Antecedents of peer regulation behaviors. Symposium paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago: IL.
* **Farh, C. I. C.**, Tangirala, S., & Liang, J. (2010). Thinking before speaking: Employee cognitive engagement in change as a precursor to voice. Symposium paper presented at the 70th Annual Meeting of the Academy of Management, Montreal, Canada.
* **Farh, C. I. C.**, Seo, M., & Tesluk, P. (2009). Working well under challenge: Job context as a moderator of the EI-performance relationship. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
* Tangirala, S., Paik, Y., Bartol, K., & **Farh, C. I. C.** (2009). Valuation of new information under uncertainty and time pressure: The role of comparison orientation. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
* Chen, G., Kirkman, B. L., Kim, K., & **Farh, C. I. C. (**2009). Expatriate motivation and effectiveness: The roles of cultural distance and foreign subsidiary support. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
* **Farh, C. I. C.**, Bartol, K. M., Shapiro, D., & Shin, J. (2008). Networking abroad, with whom, and to what ends?: Implications for expatriate adjustment and success. Paper presented at the 68th Annual Meeting of the Academy of Management, Chicago, IL.

**Chaired Conference Presentations**

* **Farh, C. I. C.**, & Wellman, E. (2015, August). Climbing the social hierarchies of groups:When, how, and to what ends? Symposium co-chair at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.
* **Farh, C. I. C.** (2013, August). The dynamics of leadership: The nature and impact of leadership over time. Showcase symposium chair-person at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
* **Farh, C. I. C.** (2013, August). Shared leadership:Collective considerations. Paper session chair-person at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.

**Professional Development Workshops & Seminars**

* Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. (2018, August). Panelist, PDW at the 78th Annual Meeting of the Academy of Management.
* Designing experimental classroom exercises. (2018, August). Panelist, PDW at the 78th Annual Meeting of the Academy of Management.
* The productivity process: Research tips and strategies from prolific junior faculty. (2018, August). Presenter, PDW at the 78th Annual Meeting of the Academy of Management.
* Mentoring graduate students: Tips, best practices, and life-changing stories from the experts. (2014-2017, August). Co-organizer, PDW presented at the 74-77th Annual Meeting of the Academy of Management.
* Managing field research: Strategies for partnering with organizations to gain access to data. (2014-2015, August). Facilitator, PDW at the 74th-75th Annual Meeting of the Academy of Management.
* Managing the job search. HR Doctoral Student Consortium. (2013-2015, August). Roundtable discussant, PDW at the 73rd-75th Annual Meeting of the Academy of Management.
* Essentials of the OB Division. (2013, August). Co-organizer, PDW at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.

**Invited Research Presentations**

University of Pennsylvania, The Wharton School (planned for Fall, 2023)

Duke University, Fuqua School of Business (planned for Fall, 2023)

University of Texas at Austin, McCombs School of Business (planned for Fall, 2023)

University of Connecticut, School of Business (April, 2022)

University of Florida, Warrington College of Business (November, 2021)

SUNY Buffalo, School of Management (April, 2021)

Renmin University, School of Business (December, 2017)

China Europe International Business School (November, 2017)

University of Pennsylvania, The Wharton School (November, 2017)

Office of Naval Research (February, 2016)

Wayne State University, Department of Psychology (January, 2015)

University of Washington, Foster School of Business (November, 2014)

Arizona State University, Carey School of Business (October, 2014)

University of Illinois Urbana-Champaign, School of Labor and Employment Relations (October, 2014)

Washington University of St. Louis, Olin School of Business (April, 2014)

University of Michigan Ann Arbor, Ross School of Business (November, 2013)

Renmin University, School of Business (May, 2013)

National University of Singapore, School of Business (May, 2013)

Michigan State University, Department of Psychology (April, 2013)

London Business School (December, 2011)

University of Pennsylvania, The Wharton School (December, 2011)

Georgia Institute of Technology, College of Management (November, 2011)

Michigan State University, Broad College of Business (November, 2011)

Rice University, Jones Graduate School of Management (October, 2011)

University of Virginia, McIntire School of Commerce (October, 2011)

Hong Kong Polytechnic University, Faculty of Business (October, 2011)

Singapore Management University, Lee Kong Chian School of Business (October, 2011)

Texas A&M University, Mays Business School (October, 2011)

**Other Invited Presentations**

* Panelist, Seattle Universal Math Museum, UW Othello Outreach (March, 2022). *Academia and math.*
* Lunch and Learn with Foster, Webinar Series (November, 2020). *Fostering an idea culture.*
* Finance Leadership Development Program, Amazon.com (July, 2020). *Fostering an idea culture.*
* University of Washington ROTC Lecture Series (December, 2019). *Abusive supervision.*
* Foster School Business Leadership Celebration (November, 2019). *Team leadership.*
* Best Practices Forum, Foster School of Business (September, 2018). *Inclusive participation for all Foster students: A dialogue with students*.
* Ascendant Scholar Award presentation, Western Academy of Management Meetings (March, 2017).
* Building Winning Teams, Broad College of Business (June, 2015). *Organizational culture*. *(*[*https://broad.msu.edu/2015/05/27/msu-broad-college-of-business-building-winning-teams-combines-business-with-athletics/*](https://broad.msu.edu/2015/05/27/msu-broad-college-of-business-building-winning-teams-combines-business-with-athletics/)*)*
* Project Management Institute, Michigan Capital Area Chapter (October, 2014). *Team and leadership effectiveness in dynamic environments.*

*(*[*http://www.pmi-mcac.org/index.php?option=com\_content&view=article&id=174&Itemid=275*](http://www.pmi-mcac.org/index.php?option=com_content&view=article&id=174&Itemid=275)*)*

* Business and Bagels, Broad College of Business (April, 2014). *Enabling your employees to voice: How to reduce fear and encourage input from your team.*

*(*[*http://broad.msu.edu/events/business-bagels-enabling-voice-reduce-fear-encourage-input-team/*](http://broad.msu.edu/events/business-bagels-enabling-voice-reduce-fear-encourage-input-team/)*)*

* Michigan State Grandparents University (June, 2013-14). *No yolk construction: An exercise in creativity.*

*(*[*http://broad.msu.edu/2014/07/07/grandparents-university-introduces-spartan-grandkids-msu/*](http://broad.msu.edu/2014/07/07/grandparents-university-introduces-spartan-grandkids-msu/)*)*

* MBA Human Resource Association, Broad College of Business, Michigan State University (April, 2013). *Leading well from the get-go: Maximizing impact as a newcomer.*
* Practice Transformation Institute, Leadership Retreat for Primary Care Physician Leaders and Professionals (January, 2013). *Maximizing engagement while leading and managing others.*

**Select Media Mentions**

* “How to cultivate a culture of effective teamwork” *Seattle Times*
* “Abusive managers harm their teams and their companies” *Huffington Post*
* “How abusive bosses can damage effective teams” *Financial Post*
* “Study shows how toxic bosses wreck teamwork” *Forbes*
* “Abusive leadership infects entire team” *MSU Today*
* “Bosses who bully one employee make the whole team suffer” *New York Magazine*
* “Emotional intelligence helps manage team issues – but not in every context” *BPS Occupational Digest.*
* “Emotional intelligence: Is it always good?” *I/O at Work.*
* “When are employees more likely to speak up? It depends on what they’re saying” *HKUST Business Insights.*
* “Task conflict and team creativity: A question of how much and when” *HKUST Business Insights.*
* “Task conflict, team creativity and…Goldilocks?” *I/O at Work.*

**Courses Taught**

**Foster School of Business, University of Washington**

MGMT 583 Positive Organizational Psychology (PhD Seminar)  *Winter 2021-*

BA 501 Leading Teams and Organizations (Full time MBA Core) *Winter 2018-*

EMBA 502Teamwork and Managerial Effectiveness (Executive MBA)  *Autumn 2018-20*

MGMT 545 Leading High-Performance Organizations (Evening MBA Elective)  *Spring 2017-19*

MGMT 545 Leading High-Performance Organizations (Full time MBA Elective) *Spring 2016-19*

MGMT 500Management and Leadership (Evening MBA Core) *Autumn 2015*

**Broad College of Business, Michigan State University**

MGT 840 Leadership and Team Management (Full time MBA Elective) *Spring 2013-15*

MGT 460 Management Capstone (Undergraduate) *Spring 2013-15*

**Robert H. School of Business, University of Maryland**

BMGT 364 Management and Organization Theory (Undergraduate) *Summer 2010*

**Editorial Board and Professional Service Activities**

**Associate Editor**

* *Academy of Management Journal* (July 2022- )

**Editorial Board Member**

* *Academy of Management Journal* (2014-2022)
* *Academy of Management Review* (2020-2022)
* *Journal of Applied Psychology* (2014-2020)
* *Management and Organization Review* (2021-2022)

**Ad-hoc Reviewer**

* *Administrative Science Quarterly*
* *Organizational Behavior and Human Decision Processes*
* *Organization Science*

**Other Professional Service**

* Member, OB Division’s Best Paper Award Committee (2020, 2021)
* Member, OB Division’s Best Paper with International Implications Award Committee (2015)
* Member, Making Connections Committee, Academy of Management OB Division (2012-2017)
* Coordinator, OB Division’s Junior Faculty Dinner (2013-2018)
* Reviewer, IACMR Biannual Meeting - OB division (2011-2013)
* Reviewer, AOM Annual Meeting - OB division (2008-2009, 2013, 2018)

**University Service**

**Foster School of Business, University of Washington**

* Faculty Director, Foster School PhD Program (2021- )
* M&O representative, Foster School Diversity Committee (2020- )
* Foster School Partner, Early Scholars Program (2022- )
* Foster School Partner, McNair Scholars Program (2022- )

**Department of Management & Organization, University of Washington**

* Co-chair, PhD Program Coordinator (2018-2021)
* Faculty Recruiting Committee (2015-2016, 2018-2019)
* Co-organizer, Academic Life Sessions (2017-2018)
* Coordinator, Subject Pool (2017-2018)
* Strategic Positioning Committee (2016-2018)
* Undergraduate HRM Option Committee (2015-2016)
* Case competition judge, University of Washington Evening MBA program (2015, 2018)

**PhD Student Mentoring, University of Washington**

* Dissertation co-chair, G. Antoine (completed 2022, placed at Washington University at St. Louis)
* Dissertation committee member, Y. T. Heng (completed 2022, placed at University of Virginia)
* Dissertation committee member, E. Kaur (expected 2023)

**PhD Student Mentoring, Michigan State University**

* Dissertation committee member, S. M. Lee (completed 2019, placed at Baylor University)
* Dissertation committee member, K. J. Oh (completed 2018, placed at University of Connecticut)
* Co-organizer, Student Presentation Series (2014-2015)

**Department of Management and Organizations, University of Maryland**

* OB student leader, Career and Professionalization Seminar Series (CAPSS) (2009-2010)
* Co-organizer, Department Research Day (2008)

**Consulting and Executive Education Experience**

* Amazon.com; Facebook; Glaxo-Smith-Kline; IBM; Microsoft; Morning Star Company; Pacific Coast Banking School; PACCAR; Northern Virginia Hospital Association; Swedish Health Services; United States Marine Corps; University of Michigan Engineering School; University of Washington Institute of Translational Health Sciences; University of Washington Medical School; University of Washington ROTC; Washington State Department of Natural Resources; Washington State Ferries.