

Chak Fu Lam

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Education

- University of Michigan, Ph.D. in Management & Organizations (2013)
- Middlebury College, B.A. in Psychology & Economics (2007)
- Li Po Chun United World College, Hong Kong (2003)

Academic Appointment

- Sawyer Business School, Suffolk University (2013 – Present)

Research Interest

- Organizational Citizenship Behaviors (Voice)
- Well-being (Vigor and Energy)

Articles

1. **Lam, C. F.**, Jiang, L., Ashford, S. J., & Lee, C. (in press). Job insecurity and organizational citizenship behaviors: Exploring curvilinear and moderated relationships. *Journal of Applied Psychology*.
2. **Lam, C. F.**, & Mayer, D. M. (2014). When Do Employees Speak Up for Their Customers? A Model of Customer Service Voice. *Personnel Psychology*, 67, 637-666.
3. **Lam, C. F.**, Spreitzer, G. M., & Fritz, C. (2014). Too Much of a Good Thing: Curvilinear Effect of Positive Affect on Proactive Behaviors. *Journal of Organizational Behavior*, 35, 530-546.
4. Quinn, R. W., Spreitzer, G. M., & **Lam, C. F.** (2012). Building a sustainable model of human energy in organizations: The counterbalancing forces of resource-seeking and demand-seeking. *Academy of Management Annals*, 6, 1-60.
5. **Lam, C. F.**, DeRue, D. S., Karam, E. P., & Hollenbeck, J. R. (2011). The impact of feedback frequency on learning and task performance: Challenging the “more is better” assumption. *Organizational Behavior and Human Decision Processes*, 116, 217-228.
6. Fritz, C., **Lam, C. F.**, & Spreitzer, G. M. (2011). It’s the little things that matter: An examination of knowledge workers’ energy management. *Academy of Management Perspective*, 25, 28-39.
7. **Lam, C. F.**, & Gurland, S. T. (2008). Self-determined work motivation predicts job outcomes, but what predicts self-determined work motivation? *Journal of Research in Personality*, 42, 1109-1115.

Manuscripts Under Review

1. **Lam, C. F.**, Wan, W. H., & Roussin, C. Doing Good and Feeling Energized: An Enriching Perspective of Organizational Citizenship Behaviors. 2nd Revise & Resubmit at *Journal of Applied Psychology*.
2. **Lam, C. F.** Say What You Need to Say: Antecedent and Consequence of Voice Directness.

3. Roussin, C., & **Lam, C. F.** When empowering behaviors backfire: Effects of disposition to trust, memories of empowerment, and psychological safety on benevolence perceptions of new leaders.
4. Long, Z., **Lam, C. F.**, & Deng, Y. Leader-member Exchange and Guanxi are not the Same: Differential Impact of Dyadic Relationships on Fit Perceptions, Helping Behavior, and Turnover Intention.

Selected Research Projects

Organizational Citizenship Behaviors (Voice)

1. With Barnes, C., Johnson, H., & Long, Z. Effects of Sleep on Voice.
2. With Rees, L., Vogus, T., Kopelman, S., & McClean, T. Effects of Emotional Ambivalence on Voice.
3. With Rees, L., & Ornstein, S. A Conservation of Resource Model of Voice.
4. With Roussin, C., & Levesque, L. Safety in unsafe teams: An empirical study.
5. Automaticity of voice.

Well-being (Energy & Vigor)

1. With Leicht-Deobald, U. Why Team Boundary Work Matters: A Moderated Mediation Model of Team Boundary-Activities, Team Vigor, and Team Innovation.
2. With Lysova, E., Kipfelsberger, P., & Leicht-Deobald, U. When is Effects of practices and interruptions on vigor at work.

Book Chapters

1. Spreitzer, G. M., **Lam, C. F.**, & Quinn, R. (2013). A review of human energy in organizations: Implications for positive organizational scholarship. In K. Cameron and G. Spreitzer (eds.) *Handbook of Positive Organizational Scholarship*. New York, NY: Oxford University Press.
2. Hofer, B. K., **Lam, C. F.**, & DeLisi, A. (2011). Understanding evolutionary theory: The role of epistemological development and beliefs. In R. Taylor and M. Ferrari (Eds.), *Epistemology and science education: Understanding the evolution vs. intelligent design controversy*. New York: Routledge.
3. Spreitzer, G. M., **Lam, C. F.**, & Fritz, C. (2010). Engagement and Human Thriving: Complementary Perspectives on Energy and Connections to Work. In A. Bakker and Leiter (eds.) *Work Engagement: A handbook of essential theory and research*. New York: Psychology Press.

Other Publications

1. Fayad, P., & **Lam, C. F.** (2013). How to Enhance Associate Retention through Associate Training and Development Program? *American Linen Management Journal*, 11(3), 12-13.
2. Fayad, P., & **Lam, C. F.** (2013). Developing “Super Manager.” *American Linen Management Journal*, 11(4), 9-13.

Conference Presentations

1. Leicht-Deobald, U., **Lam, C. F.**, McDaniel Sumpter, D., & Kipfelsberger, P. (2014, August). Thrive! Energizing ourselves and others as academics. Symposium presentation at the *73rd Annual Meeting of the Academy of Management*, Philadelphia, PA.

2. Leicht-Deobald, U., **Lam, C. F.**, & Bruch, H. (2014, July). Testing the effect of team boundary-buffering activities on innovative performance: A moderated mediation model. Symposium presentation at the 9th *INGroup Conference*, Raleigh, NC.
3. Leicht-Deobald, U., & **Lam, C. F.** (2013, August). Towards a multilevel perspective of human energy in organizations. Symposium presentation at the 73st *Annual Meeting of the Academy of Management*, Orlando, FL.
4. **Lam, C. F.** & Mayer, D. M. (2011, August). When does a service climate improve supervisors' service-oriented behaviors? The moderating role of customer orientation. Paper presented at the 71st *Annual Meeting of the Academy of Management*, San Antonio, TX.
5. **Lam, C. F.**, (2011, August). Costs of Proactivity in Organization? Symposium Chair at the 71st *Annual Meeting of the Academy of Management*, San Antonio, TX.
6. **Lam, C. F.** (2011, August). Why do people act proactively when proactivity is costly? Symposium presentation at the 71st *Annual Meeting of the Academy of Management*, San Antonio, TX.
7. Liang, J., **Lam, C. F.**, Ashford, S. J., & Lee, C. (2011, August). Job insecurity and organizational citizenship behaviors: A curvilinear relationship. Symposium presentation at the 71st *Annual Meeting of the Academy of Management*, San Antonio, TX.
8. **Lam, C. F.**, & Bindl, U. (2010, August). Passion and proactivity: When and how does affect at work fuel self-initiated behaviors? Symposium co-chairperson at the 70th *Annual Meeting of the Academy of Management Meeting*, Montreal, Canada.
9. **Lam, C. F.**, & DeRue, D. S. (2010, August). Affectivity and extra-role behaviors: The role of time and co-worker support. Symposium presentation at the 70th *Annual Meeting of the Academy of Management Meeting*, Montreal, CA.
10. **Lam C. F.**, & Spreitzer, G. (2010, August). Keeping energy through the week: The impact of job autonomy & role-based self-efficacy on vigor. Symposium presentation at the 70th *Annual Meeting of the Academy of Management Meeting*, Montreal, CA.
11. Mesmer-Magnus, J. R., & **Lam, C. F.** (2010, April). The role of humor in the workplace: A meta-analysis. Poster presentation at the 25th *Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
12. **Lam, C. F.**, Spreitzer, G. M., & Quinn, R. (2009, August). An integrative model of human energy at work. Symposium presentation at the 69th *Annual Meeting of the Academy of Management Meeting*, Chicago, IL.
13. **Lam, C. F.**, & Perttula, K. (2008, August). Work is my passion: Towards a conceptualization of passion for one's work. Symposium presentation at the 68th *Annual Meeting of the Academy of Management Meeting*, Anaheim, CA.
14. **Lam, C. F.**, & Gurland, S. (2008, April). Causality orientations and basic need satisfaction as predictors of self-determination. Poster presentation at 23rd *Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
15. DeChurch, L., & **Lam, C. F.** (2007, April). Leadership research methodology: The state of the science. Poster presentation at the 22nd *Annual Conference of the Society for Industrial and Organizational Psychology*, New York City, NY.

Teaching

Suffolk University, Sawyer Business School

MBA

- MBA610: Organizational Behavior (Fall 2015) 4.91/5.00

Undergraduate

- SB200: Energy Management (Spring, 2015) /5.00
- MGT H333: Building a Positive Organization (Fall 2014, Spring, 2016) 4.91/5.00
- MGT335: Managing Across Cultures (Fall 2013 – Spring 2014; 6 sections) 4.95/5.00

University of Michigan, Stephen Ross School of Business

MBA

- Bargaining and Influence Skills (Winter 2012, MO512) 4.80/5.00

Undergraduate

- Behavioral Management in Organization (Winter 2010, MO300) 4.72/5.00

Awards

1. Spivey Hall Fellowship (2011-2012)
2. Outstanding Reviewer Award from the OB Division of the Academy of Management (2009)
3. Doctoral Research Grant, Ross School of Business (2008, 2012)
4. Logan Family Scholarship (2007)
5. Psi Chi Undergraduate Research Grant (2006)
6. Middlebury College Davis Scholarship (2003-2007)
7. United World College Scholarship (2001-2003)
8. Singapore Ministry of Education Secondary Scholarship (1997-2000)

Invited Presentations

1. Chinese New Year Gala (2015)
2. Emerson College Guest Lecturer on Diversity in Global Workplace (2014)
3. Northeastern University Guest Lecturer on Leading Positively (2014)
4. Suffolk Student Leader LEAP conference (2014)
5. Suffolk Student Leader Exchange Program (2014)
6. National Association of Asian American Professional (2014)
7. Wayne State University (2013)
8. SchoolCraft Memorial Hospital (2013)
9. Hancock Hospital (2012)
10. Lenbrook Hospital (2012)
11. Adirondack Medical Center (2011)
12. HHA Services (2011, 2012)
13. Mount Carmel Medical Center (2011)
14. War Memorial Hospital (2011)

Professional Services

1. **Suffolk University, Management & Entrepreneurship**
 - a. Updated Journal Criteria for Management & Entrepreneurship Department (2014)
 - b. Presented *Being a Student Leader: Introducing Positive Leadership* with Leader Exchange Program (2014)

- c. Presented *Being a Student Leader: Introducing Positive Leadership, Conducting a Critical Conversation, and Conducting Performance Review* at Leadership Education And Programming (LEAP) Conference with Suffolk Student Leaders

2. Academy of Management

- a. Organizer of "When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy" (2011)
- b. Ad-hoc reviewer of *Academy of Management Journal*

3. University of Michigan

- a. Doctoral Research Grant Reviewer, University of Michigan (2009, 2012)
- b. Co-Organizer, POS Conference, Ross School of Business at the University of Michigan (2008)
- c. Social Chair, PhD Forum, Ross School of Business at the University of Michigan (2008 – 2009)
- d. Member, Management & Organizations Ph.D. Admissions Committee (2008)

Work Experiences

e-Learning Mind (New York, US) – www.elearningmind.com	2013-Present
Managing Partner	
Positive Leader, LLC (Detroit, US) – www.positiveleader.com	2013-Present
Founder & Managing Partner	
National Association of Asian American Professional – Boston (Boston, US)	2014-Present
Vice President of Operations	