

# He (Herb) Huang

Organizations, Strategy and International Management  
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## EDUCATION

- Ph.D. International Management Studies (Major: Organizational Behavior)  
The University of Texas at Dallas, 2021-present
- B.S. Human Resource Management  
Wuhan University, 2020

## RESEARCH AREAS

Employee Mobility: turnover, membership dynamics, career path  
Organizational Cognition: motivation, attribution, social judgment

## PUBLICATIONS

### Journal Articles

- 2022 Hu, L., Jiang, N., **Huang, H.**, & Liu, Y. "Competence-Bonus Effects for Female Leaders: Gender Roles, Affective Trust and Leader Effectiveness." *Leadership & Organization Development Journal*, 43(5): 719–733.

### Best Paper Proceedings

- 2025 **Huang, H.**, Wu, J., Jiang, N., & Liu, Y. "Mutual Efforts Into Leader-Follower Relationship, Relational Energy, and Resilience." In Sonia Taneja (Ed.), *Proceedings of the Eighty-fifth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

### Manuscripts Under Review

- Huang, H.**, Wu, J., Jiang, N., & Liu, Y. "It Takes Two: Mutual Efforts into the Leader-Follower Relationship, Relational Energy, and Resilience" *Personnel Psychology*.
- Zhu, J., Liu, Y., Hu, L., **Huang, H.**, & Fu, Z. "The Effects of Family Intrusiveness on Subjective Career Success and Conflict at Home: The Self-Verification Perspective." *Personnel Review*.

### Manuscripts In Progress

- Wu, J., **Huang, H.**, Gong, Y., & Chen, L. "Do Experienced Tensions Lead to Creativity? Diverging Effects on Individual and Team Creativity." *Writing stage, targeting: Academy of Management Journal*.
- Kim, H.<sup>\*</sup>, Takeuchi, R.<sup>\*</sup>, **Huang, H.**, & Yun, S. "The Congruence Between Leader and Member Exchange Ideology." *Preparing for submission stage, targeting: Journal of Applied Psychology*.

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<sup>\*</sup>These authors contributed equally to this work.

Wu, J., Zhang, Z., Liden, R.C., Song, L.J., & **Huang, H.** “A Multi-level Examination of LMX Differentiation Congruence Effect.” *Data analysis stage, targeting: Academy of Management Journal*.

Takeuchi, R., Shao, R., **Huang, H.**, Kim, H., & Zhang, R. “High Investment Human Resource System and Culture Values.” *Writing stage*.

**Huang, H.**, Takeuchi, R., & Guo, N. “Boomerang Employment and Firm Performance.” *Data analysis stage*.

**Huang, H.** “How Do Female Entrepreneurs Use Token to Overcome Gender Bias?” *Data collection stage*.

## CONFERENCE PARTICIPATION

### Presentations

- 2025 **Huang, H.**, Wu, J., Jiang, N., & Liu, Y. “Mutual Efforts Into Leader-Follower Relationship, Relational Energy, and Resilience.” *Academy of Management Annual Meeting*. Copenhagen, Denmark. Jul 28.
- 2025 Wu, J., Song L.J., **Huang, H.**, & Zhang, A.M. “The Trickle-Down Effect of Servant Leadership Revisited: A Longitudinal Investigation.” *Academy of Management Annual Meeting*. Copenhagen, Denmark. Jul 28.
- 2023 **Huang, H.** “How Do Ambivalent Leaders Influence Employee Engagement?” *PhD Student Poster Competition and Art Showcase*. The University of Texas at Dallas. Richardson, TX. Oct 25.
- 2021 Hu, L., Jiang, N., & **Huang, H.** “Competence-Bonus Effects for Female Leaders: Gender Roles, Affective Trust and Leader Effectiveness.” *Academy of Management Annual Meeting*. Virtual.
- 2021 Liu, Y., **Huang, H.**, Jiang, N., & Li, Y. “A Theory of Attribution Profiles and Employee (Dis)trust Reactions to Supervisor Justice Enactment.” *Academy of Management Annual Meeting*. Virtual.

## TEACHING

### The University of Texas at Dallas

Organizational Behavior, Fall 2024 (Undergraduate), Instructor

Organizational Behavior, Spring 2024 (Undergraduate), Instructor

## AWARDS AND HONORS

2022–23 Jindal Research Fellowship, The University of Texas at Dallas

## PROFESSIONAL DEVELOPMENT

### Consortium for the Advancement of Research Methods and Analysis

2025 Publishing Papers with Interview Data

- 2023 Alternatives to Difference Scores
- 2022 Introduction to SEM, Advanced SEM I & II
- 2021 Systematic Reviews and Meta-Analysis in R

### **Academy of Management**

- 2025 Behind The Scenes of Highly Cited Organizational Ethnographies, PDW
- 2022 New Doctoral Student Consortium

### **The University of Texas at Dallas**

- 2025 Graduate Teaching Certificate

### **Nueromatch Academy**

- 2021 Computational Neuroscience Education

## **SERVICE**

### **Peer Review**

- Leadership & Organization Development Journal
- Academy of Management Annual Conference

### **Service to the Community**

- 2025 Academy of Management Annual Meeting, Session Moderator
- 2023–24 JSOM PhD Social Club, The University of Texas at Dallas, Vice President of Communications
- 2023–24 OSIM PhD Student Brownbag Series, The University of Texas at Dallas, Moderator

## **SOCIETY MEMBERSHIP**

### **Academy of Management**

- Organizational Behavior Division
- Human Resource Division
- Managerial and Organizational Cognition Division

## REFERENCES

### **Riki Takeuchi, Ph.D. (Dissertation Co-chair)**

Dr. Joseph Picken Distinguished Professor in Innovation and  
Entrepreneurship  
Organizations, Strategy and International Management  
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### **Junfeng Wu, Ph.D. (Dissertation Co-chair)**

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