

# He (Herb) Huang

Organizations, Strategy and International Management  
Naveen Jindal School of Management  
The University of Texas at Dallas

he.huang@utdallas.edu  
+1 (469) 996-8112  
ocrid:0000-0001-5915-5988

## EDUCATION

Ph.D. 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.

### Conference Proceedings

- 2025 **Huang, H.**, Wu, J., Jiang, N., & Liu, Y. "Mutual Efforts into Leader-Follower Relationship, Relational Energy, and Resilience." *Academy of Management Proceedings Best Papers*, 18405. Copenhagen, Denmark.
- 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 Proceedings*, 13805. Copenhagen, Denmark.
- 2021 Hu, L., Jiang, N., & **Huang, H.** "Competence-bonus Effects for Female Leaders: Gender Roles, Affective Trust and Leader Effectiveness." *Academy of Management Proceedings*, 11294. 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 Proceedings*, 13078. Virtual.

## RESEARCH ACTIVITIES

### Working Projects\*

- under r. **Huang, H.**, Wu, J., Jiang, N., & Liu, Y. [Relational Energy.] *Personnel Psychology*.
- under r. Zhu, J., Liu, Y., Hu, L., **Huang, H.**, & Fu, Z. [Family and Subjective Career Success.] *Journal of Managerial Psychology*.

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\*The titles in the brackets are altered to protect anonymity for peer review.

- ms. Wu, J., Song, L., **Huang, H.**, Zhang, Z., & Zhang, A. M., & Liu, Y. [Experienced Tensions and Creativity.] *In Preparation: Academy of Management Journal*.
- ms. Kim, H.<sup>†</sup>, Takeuchi, R.<sup>†</sup>, **Huang, H.**, & Yun, S. [Exchange Ideology (In)congruence.] *In Preparation: Journal of Applied Psychology*.
- ms. Takeuchi, R., Shao, R., **Huang, H.**, Kim, H., & Zhang, R. [High Investment Human Resource System and Culture Values.]
- w.i.p. **Huang, H.**, Takeuchi, R., & Guo, N. [Boomerang Employment and Firm Performance.]

### Campus Talks

- 2023 “How do Ambivalent Leaders Influence Employee Engagement?” *PhD Student Poster Competition and Art Showcase*. The University of Texas at Dallas. Richardson, TX. Oct 25.

## TEACHING

### The University of Texas at Dallas

- 2024 F Introduction to Organizational Behavior, Instructor
- 2024 S Introduction to Organizational Behavior, Instructor

## AWARDS AND HONORS

- 2025 Best Paper Proceedings, Academy of Management Annual Meeting
- 2022 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

- 2022 New Doctoral Student Consortium

### The University of Texas at Dallas

- 2025 Graduate Teaching Certificate

### Nueromatch Academy

- 2021 Computational Neuroscience Education

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<sup>†</sup>These authors contributed equally in this work.

## **SERVICE**

### **Peer Review**

Leadership & Organization Development Journal  
Academy of Management Proceedings

### **Service to the Community**

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, Host

## **SOCIETY MEMBERSHIP**

### **Academy of Management**

Organizational Behavior Division  
Human Resource Division  
Managerial and Organizational Cognition Division

## **REFERENCES**

### **Junfeng Wu, Ph.D.**

Associate Professor of Management  
Organizations, Strategy and International Management  
Naveen Jindal School of Management  
The University of Texas at Dallas

junfeng.fu@utdallas.edu  
+1 (972) 883-5053

### **Riki Takeuchi, Ph.D.**

Dr. Joseph Picken Distinguished Professor in Innovation and  
Entrepreneurship  
Organizations, Strategy and International Management  
Naveen Jindal School of Management  
The University of Texas at Dallas

riki.takeuchi@utdallas.edu  
+1 (972) 883-5112

### **Karren Knowlton, Ph.D.**

Assistant Professor of Organizational Behavior  
Organizations, Strategy and International Management  
Naveen Jindal School of Management  
The University of Texas at Dallas

knowlton@utdallas.edu  
+1 (972) 883-5002

### **Sabrina D. Volpone, Ph.D.**

Associate Professor  
Organizations, Strategy and International Management  
Naveen Jindal School of Management  
The University of Texas at Dallas

sabrina.volpone@utdallas.edu

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