

He (Herb) Huang

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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*.

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*.

Kim, H.^{*}, Takeuchi, R.^{*}, **Huang, H.**, & Yun, S. “The Congruence Between Leader and Member Exchange Ideology.” *Preparing for submission stage, targeting: Journal of Applied Psychology*.

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*.

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

^{*}These authors contributed equally to this work.

- 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

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
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