

# He (Herb) Huang

Organizations, Strategy and International Management  
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ocrid

## 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: job mobility, team dynamics, turnover  
Organizational Cognition: motivation, attribution, social judgment

## PUBLICATIONS

### Journal Articles

2022 Hu, L., Jiang, N., **Huang, H.**, & Liu, Y. "Perceived competence overrides gender bias: Gender roles, affective trust and leader effectiveness." *Leadership & Organization Development Journal*, 43(5): 719–733.

### Conference Proceedings

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 Zhu, J., Liu, Y., Hu, L., **Huang, H.**, & Fu, Z. [Faminiily and Subjective Career Success.] *Journal of Managerial Psychology*.  
**Huang, H.**, Wu, J., Jiang, N., & Liu, Y. [Mutual Efforts in Leader-follower Relationship, Relational Energy, and Resilience.] *Target*.  
Wu, J., Song, L., **Huang, H.**, Zhang, Z., & Zhang, A. M., & Liu, Y. [The Trickle-Down Effect of Servant Leadership Revisited: A Longitudinal Investigation.] *Target*.  
**Huang, H.**, Takeuchi, R., & Guo, N. [Boomerang Employment and Firm Performance.] *Target*.  
Takeuchi, R., Shao, R., **Huang, H.**, Kim, H., & Zhang, R. [High Investment Human Resource System and Culture Values: A Meta-analysis Extension.] *Target*.  
Takeuchi, R., Kim, H., **Huang, H.** & Yun, S. [Exchange Ideology (In)congruence] *Target*.

### 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 Introduction to Organizational Behavior, Independent Lecturer

## **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

## **MEMBERSHIPS**

Academy of Management

updated April 2025