

# He (Herb) Huang

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## EDUCATION

Ph.D. Organizational Behavior, The University of Texas at Dallas, 2021-present  
B.S. Human Resource Management, Wuhan University, 2020

## 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. [Family and Subjective Career Success.] *Journal of Managerial Psychology*.

## TEACHING

### The University of Texas at Dallas

2024 Introduction to Organizational Behavior

## SERVICE

### Peer Review

Leadership & Organization Development Journal  
Academy of Management Annual Meeting

### Service to the Community

2023–24 JSOM PhD Social Club, The University of Texas at Dallas, Vice President of Communications

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