

He (Herb) Huang

Organizations, Strategy, and International Management
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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

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*.

*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.[†], Takeuchi, R.[†], **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: A Meta-analysis.]
- 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, Lecturer
2024 S Introduction to Organizational Behavior, Lecturer

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

Nueromatch Academy

- 2021 Computational Neuroscience Education

SERVICE

Peer Review

Leadership & Organization Development Journal
Academy of Management Proceedings

[†]These authors contributed equally in this work.

Service to the Community

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

SOCIETY MEMBERSHIP**Academy of Management**

Organizational Behavior Division

Human Resource Division

Managerial and Organizational Cognition Division

updated July 2025