

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*.
ms. Wu, J., Song, L., **Huang, H.**, Zhang, Z., & Zhang, A. M., & Liu, Y. [Experienced Tensions and Creativity.] *In Preparation: Academy of Management Journal*.

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

- 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.]
- 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

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

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

updated July 2025