

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. [Faminality 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 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

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

SOCIETY MEMBERSHIP

Academy of Management

Organizational Behavior Division

Human Resource Division

Managerial and Organizational Cognition Division

updated May 2025