

Fangzhou Liu

Employment

Huazhong University of Science and Technology, School of Management Assistant Professor, Human Resource and Organization Science	2022 -present
---	---------------

Education

Shanghai Jiao Tong University, Antai College of Economics & Management PhD in Management, Business Administration	2015-2021
--	-----------

Rice University, Jones Graduate School of Business Visiting Student, Department of Leadership	2018-2019
--	-----------

Sun Yat-sen University, School of Management B.A. in Management, Human Resource Management	2011-2015
---	-----------

Research Interests

Communication in the Workplace, Creativity and Innovation, Diversity and Inclusion

Academic Publications (*corresponding author)

-
1. Ma, A.*, Paek, J. J. W., **Liu, F.***, & Kim, J. Y. (2024). Threats to personal control fuel similarity-attraction. *Proceedings of the National Academy of Sciences (PNAS)*, 121, e2321189121.
 2. **Liu, F.**, Li, P., Taris, T. W., & Peeters, M. C. (2022). Creative performance pressure as a double-edged sword for creativity: The role of appraisals and resources. *Human Resource Management*, 61, 663-679.
 3. Ma, A., Savani, K.*, **Liu, F.***, Tai, K., & Kay, A. C. (2023). On the mutual constitution of person and culture: Examining the link between perceived control and cultural tightness-looseness. *Journal of Personality and Social Psychology*, 124, 901-916.
 - Selected as “Editor’s Choice” article
 4. Zhang, L., Liang, J., & **Liu, F.** (2023). I spoke up, did you hear? The impact of voice (in) congruence on employee-initiated constructive changes. *Human Relations*, 76, 1567-1598.
 5. **Liu, F.***, Liang, J.*, & Chen, M. (2021). The danger of blindly following: Examining the relationship between authoritarian leadership and unethical pro-organizational behaviors. *Management and Organization Review*, 17, 524-550.
 - Selected as “Winner of the Inaugural MOR RRBM Best Paper”
 6. **Liu, F.***, & Zhou, K. (2021). Idiosyncratic deals and creative deviance: the mediating role of psychological entitlement. *R&D Management*, 51, 433-446.

7. **Liu, F.***, & Dong, M. (2020). Perspective taking and voice solicitation: a moderated mediation model. *Asia Pacific Journal of Human Resources*, 58, 504-526.
8. 梁建, 刘方舟, 樊景立 (2017).中国管理研究中的量表使用取向(2006~2015):关键问题与改进建议. *管理学季刊*, 2, 41-63.

Practical Publication

1. 刘方舟, 梁建, 陈默. (2022) 严密控制容易引发员工的不道德行为? *管理视野*.
2. Ma, A., Paek, J. J. W., **Liu, F.**, & Kim, J. Y. (2024). Why forming diverse teams is harder in uncertain times. *Harvard Business Review*.

Conference Presentations

1. **Liu, F.**, & Liang, J. (2025, June). From individual to integration: Expertise-based leader consultation, team electronic dependence, and team performance. Paper will be presented at 2025 International Association for Chinese Management Research Conference
2. Feng, W., **Liu, F.**, Dong, C., Liu, Y., Jiao., M, & Zhang, X. (2025, June). Online versus face-to-face voice solicitation and employee voice. Paper will be presented at 2025 International Association for Chinese Management Research Conference
3. Qi, Y., & **Liu, F.** (2025, Feb.). Control, homophily, and help-seeking. Paper to be presented at Annual Meeting for the Society for Personality and Social Psychology.
4. **Liu, F.**, Zhang, L. & Kim, S. (2024, Aug.). The power of specificity: A dual-path model linking voice rejection to withdrawal and voice quality. Paper presented at 2024 Annual Academy of Management Meeting, Chicago, Illinois.
5. Feng, Z., Ma, A., & **Liu, F.** (2024, Aug.). Competent agency moderates the dominance penalty in gender and leadership. Paper presented at 2024 Annual Meeting of the Academy of Management, Chicago, Illinois.
6. Feng, Z., Lee, R., **Liu, F.** & Savani, K. (2024, Aug.). Using defaults to counteract hiring discrimination: Boosting diversity without mentioning diversity. Paper presented at 2024 Annual Meeting of the Academy of Management, Chicago, Illinois.
7. Feng, W., **Liu, F.**, Dong, C., Liu, Y., Jiao., M, & Zhang, X. (2024, June). Navigating communication media: Online versus face-to-face voice solicitation and employee voice. Paper presented at 2023 IACM Annual Conference, Singapore.
8. **Liu, F.**, Zhang, L. & Kim, S. (2024, May). The power of specificity: Voice rejection and employee reactions. Paper presented at 2024 Annual Society for Industrial/Organizational Psychology Virtual Conference (virtual).

9. **Liu, F.**, Liang, J., & Chen, M. (2023, June). The danger of blindly following: Examining the relationship between authoritarian leadership and unethical pro-organizational behaviors. Paper presented at 2023 International Association for Chinese Management Research Conference as Winners of the Inaugural MOR RRBM Best Paper Award, Hong Kong.
10. Feng, Z., Ma, A., & **Liu, F.** (2023, June). The competence buffer: Perceived competence reduces the dominance penalty in gender and leadership effectiveness. Paper presented at 2023 International Association for Chinese Management Research Conference, Hong Kong.
11. Ma, A., Paek, J., Kim, J. Y., & **Liu, F.** (2022, Aug.). Birds of a feather seek help from each other: A control-motivated account of similarity attraction. Paper presented at 2021 Annual Meeting of the Academy of Management, Seattle, USA.
12. Ma, A., Paek, J., **Liu, F.**, Kim, J. Y. (2022, Feb.). Control, homophily, and help-seeking. Paper presented at Annual Meeting for the Society for Personality and Social Psychology (virtual).
13. **Liu, F.**, Ma, A., & Savani, K. (2021, Aug.). Igniting creativity during crisis: Cultural collectivism buffers the negative effects of perceived threat of Covid-19 disease on employee anxiety and creativity. Paper presented at 2021 Annual Academy of Management Meeting (virtual).
14. **Liu, F.**, Li, P., Peeters, M. C., & Taris, T. W. (2021, April). Can you handle the pressure? The effect of creative performance pressure on stress appraisals and creativity. Paper presented at 2021 Annual Society for Industrial/Organizational Psychology Conference (virtual).
15. **Liu, F.**, Liang, J., Zhou, J., & Shu, R. (2021, June). Voice form, frame valence and voice endorsement. Paper presented at 2021 International Association for Chinese Management Research Conference (virtual).
16. Li, P., **Liu, F.**, Taris, T. W., & Peeters, M. C. (2021, Aug.). Challenge, hindrance, or threat? A systematic review of appraisal-based approaches in work stressor. Paper presented at 2021 Annual Meeting of the Academy of Management (virtual).
17. Ma, A., **Liu, F.**, Savani, K. (2020, Aug.). Sparking creativity during a crisis: Collectivism buffers the negative effects of perceived threat of Covid-19 on employees' anxiety and creativity. Paper presented at the OB Plenary session at 80th Academy of Management Annual Meeting (Video record are also featured in "Gallery of COVID-19 Studies in OB").
18. **Liu, F.**, & Zhou, K. (2020, June). I-deals and creative deviance: The mediating role of psychological entitlement. Paper presented at 2020 Annual Society for Industrial/Organizational Psychology Conference (virtual).

Book Chapters and Practical Publications

1. 于洪彦, 刘芳舟, 梁建. (译)(2018). 科学的规范结构 (Robert K. Merton). 见 徐淑英, 李绪红, 贾良定, 梁建, 仲为国, 井润田, 希瑟·道格拉斯(编) 负责任的管理研究: 哲学与实践 (pp. 38-45). 北京大学出版社.
2. 刘武, 刘芳舟, 梁建. (译)(2018). 科学研究中价值观的结构 (Heather Douglas). 见 徐淑英, 李绪红, 贾良定, 梁建, 仲为国, 井润田, 希瑟·道格拉斯(编) 负责任的管理研究: 哲学与实践 (pp. 68-95). 北京大学出版社.
3. 刘芳舟, 梁建 (2022). 严密控制容易引发员工的不道德行为? 管理视野, 3, 1-11.

Research Grants

4. 72202077(PI)- The influence of leader consultation on third-party reactions and team performance (2023/01-2025/12), National Natural Science Foundation for Young Scholar, China. Amount: 300,000 RMB.
5. 2022WKYXQN031 (PI)- The influence of leader consultation on third-party reactions and team performance (2022/06-2023/06), the Fundamental Research Funds for the Central Universities, HUST. Amount: 300,00 RMB.
6. 72432003(Investigator). AI-based trust mechanism design and innovation in complex product system (2025/01-2029/12), National Natural Science Foundation, China. Amount: 1,610,000 RMB.

Academic Awards and Honors

Winners of the Inaugural MOR RRBM Best Paper Award	2023
Grant Winners of Kwok Leung Memorial Dissertation Fund	2020
Outstanding Graduate Award, Shanghai Jiao Tong University	2021
National Scholarship	2020
Outstanding Graduate Award, Sun Yat-sen University	2015

Teaching

Instructor, Huazhong University of Science and Technology	
Organizational Behavior, Undergraduate	2024Spring
Organizational Behavior, Undergraduate	2023Spring
Human Resource Management, Undergraduate	2024Fall
Human Resource Management, Undergraduate	2023Fall
Human Resource Management, Undergraduate	2022Fall
Frontiers of Disciplinary Development, Undergraduate	2024Fall
Frontiers of Disciplinary Development, Undergraduate	2023Fall
Frontiers of Disciplinary Development, Undergraduate	2022Fall
Academic Writing, Master	2022Spring
Academic Ethics and Writing, Master	2024Fall
Academic Ethics and Writing, Master	2023Fall
Academic Ethics and Writing, Master	2022Fall

Teaching Assistant, Shanghai Jiao Tong University	
Leadership, SJTU-SMU DBA Program	2017Fall
Leadership, SJTU-U Manchester DBA program	2018Spring
Advanced Organization Research Methodology	2017Fall

Teaching Awards

Excellent Teaching Evaluation for Undergraduate Teaching, HUST	2024
Excellent Teaching Evaluation for Undergraduate Teaching, HUST	2023
Premium Course: Human Resource Management, Hubei Province	2022
Premium Course: Organizational Behavior, HUST	2023
Premium Course: Human Resource Management, HUST	2023

Service and Professional Affiliations

Seminar Organizer	
Guest speaker seminars, HUST	2022-present
Student seminars, HUST	2022-present

Mentor of Career Guidance Center, HUST	2024-present
--	--------------

Ad-hoc Reviewer

Journal of Applied Psychology
Management and Organizational Review
Current Psychology
管理科学
管理学季刊

Professional Affiliations

Society for Industrial/Organizational Psychology
Academy of Management
International Association for Chinese Management Research
