**Fangzhou Liu**

**Employment**

Huazhong University of Science and Technology, School of Management 2022 -present

Assistant Professor, Human Resource and Organization Science

**Education**

Shanghai Jiao Tong University, Antai College of Economics & Management 2015-2021

PhD in Management, Business Administration

Rice University, Jones Graduate School of Business 2018-2019

Visiting Student, Department of Leadership

Sun Yat-sen University, School of Management 2011-2015

B.A. in Management, Human Resource Management

**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. Feng, Z. Ma, Y., Dwivedi, P., & **Liu, F. \***(2025). The competence shield: Fostering competence perceptions weakens the dominance penalty for women in leadership. Accepted at *Journal of Applied Psychology*.
3. **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.
4. 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
5. 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.
6. **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”
7. **Liu, F.\***, & Zhou, K. (2021). Idiosyncratic deals and creative deviance: the mediating role of psychological entitlement. *R&D Management*, *51*, 433-446.
8. **Liu, F.\***, & Dong, M. (2020). Perspective taking and voice solicitation: a moderated mediation model. *Asia Pacific Journal of Human Resources*, *58*, 504-526.
9. 梁建, **刘芳舟**, 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. 刘芳舟，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*.

**Manuscript Under Revision/Review** (\*corresponding author)

1. Feng, Z., Lee, R.., **Liu, F.\***, & Savani, K. Using diverse defaults to counteract hiring discrimination. *Journal of Applied Psychology* (Under 1st R&R).
2. Feng, Z., Watkins, T., & **Liu, F.\*** Coworker emotion display and workplace capitalization. Journal of Organizational Behavior (Under 1st R&R)*.*
3. 张生军，周建军，万国光，**刘芳舟**，龙立荣，庞旭宏. 员工宣泄的上升螺旋及领导的情绪管理策略.*《心理学报》*(第二轮审稿中).
4. **Liu, F.**, Zhang, L., Kim, S., & Ong, M. Voice rejection and future voice quality. Under review at *Journal of Applied Psychology*.

**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**

1. 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.
2. 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.

1. 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