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## **Huanxin Liu**

### **Ph.D. Candidate | Research Assistant**

Bass Center for Leadership Studies  
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### **Education**

May 2025 (expected) **Ph.D. in Management**

Concentration: Leadership & Organizational Science  
Binghamton University, State University of New York  
Dissertation: Exploring the Dynamics in Leader-follower Dyads: A  
Conceptual Framework and Empirical Analysis

2023

**Advanced Graduate Certificate in Complex System Science**

System Science and Engineering  
Binghamton University, State University of New York

2020

**Master of Business Administration**

Concentration: Organizational Behavior and Human  
Resource Management  
Shandong University, Jinan, China

2016

**Bachelor of Management**

Concentration: Accounting  
Shandong University, Jinan, China

### **Research Interests**

- **Leadership:** Dyadic supervisor-subordinate relationship; Temporal effects of leadership; Leadership measurement
- **Advanced Methodology:** Item response theory; Polynomial regression analysis with response surface; Computational modeling; Multilevel modeling; Longitudinal mean and covariance structures analysis (LMACS) and Multiple indicator latent growth modeling (MLGM)

- **Sustainability in Organizations:** Employee green behavior; Green innovation; Green human resource management

## Professional Experience

2023-present **Instructor**

School of Management, Binghamton University, State University of New York

### *Courses Taught*

#### Undergraduate Level

<u>Date</u>	<u>Course (Class size: 34)</u>	<u>Instructor Rating</u>
2023 Fall	LEAD 351 Leadership Skills & Development	4.79/5.00

#### Graduate Level

<u>Date</u>	<u>Course (Class size: 29)</u>	<u>Instructor Rating</u>
2024 Spring	LEAD 551 Leadership Skills & Development	4.47/5.00

#### Graduate Level

<u>Date</u>	<u>Course (Class size: 27)</u>	<u>Instructor Rating</u>
2024 Fall	MGMT 508 Organizational Behavior	4.86/5.00

2021-present **Research Assistant**

School of Management, Binghamton University, State University of New York

2020-2021 **Research Assistant**

China Europe International Business School (CEIBS), Shanghai, China

## Refereed Journal Articles (3)

Cheng, Y., **Liu, H.**, Yuan, Y., & Zhao, J. (2022). What makes employees advocates? The role of green human resource management in promoting employees' green advocacy within organizations through organizational-based self-esteem. *International Journal of Environmental Research and Public Health*, 19, 1-19. <https://doi.org/10.3390/ijerph19031807> (IF: 4.62)

Zhao, J., **Liu, H.**, & Sun, W. (2020). How proactive environmental strategy facilitates environmental reputation: Roles of green human resource management and discretionary slack. *Sustainability*, 12(3), 763-781. <https://doi.org/10.3390/su12030763> (IF: 3.30)

Jia, J., **Liu, H.**, Chin, T., & Hu, D. (2018). The continuous mediating effects of GHRM on employees' green passion via transformational leadership and green creativity. *Sustainability*, 10(9), 3237-3253. <https://doi.org/10.3390/su10093237> (IF: 3.30)

#### **Under Review (4)**

**Liu, H.,** Yang, B., Jin, F., & Tang, G. How green human resource management impacts employee green behavior: The role of age in the sensemaking process. *2nd round R&R at Business Strategy and the Environment*. (IF: 12.05)

**Liu, H.,** Kim, J., Hansbrough, T. K., & Tsai, C.-Y. Do leaders and followers interpret items differently? Testing the assumption of LMX measurement equivalence. *Under review at Journal of Leadership and Organizational Studies*. (IF: 5.00)

**Liu, H.,** Kim, J., Tsai, C.-Y., Yammarino, F. J. & Cheong, M. Enhancing dyadic comparison via item-level dyadic measurement equivalence: Applications of differential item functioning. *Under review at Applied Psychological Measurement*. (IF: 1.60)

Sun, W., **Liu, H.,** Dunne, D. D., & Zhang, Y. Enhancing green innovation: Understanding the role of an organization's corporate environmental policy and knowledge base. *Under review at Journal of Business Ethics*. (IF: 5.90)

#### **Work In Progress (5)**

**Liu, H.,** Hansbrough, T. K., & Epitropaki, O. A dynamic socio-cognitive framework of leader-member relationship development. (*Manuscript in preparation for submission to Journal of Organizational Behavior: Annual Review and Conceptual Development Issue 2024*, IF: 6.20)

**Liu, H.,** Hansbrough, T. K., Epitropaki, O., Tsai, C.-Y. & Tang, G. Trajectories of leader-member exchange development: The role of implicit theories. (*Target to Journal of Applied Psychology; Currently in the data collection process*)

**Liu, H.,** & Tang, G. Trajectories of employees' organizational citizenship behavior for the environment (OCBE) development: The role of green value congruence between leader and follower. (*In the data collection process*)

Ko, Y., & **Liu, H.** The impact of trainers on employee performance. (*In the data collection process*)

Jin, F., Kim, J., Jun, M., Yang, B., **Liu, H.,** & Tsai, C.-Y. Leadership in the virtual environment: A systematic review. (*In the writing process*)

#### **Conference Presentations, Proceedings, and Abstracts (11)**

**Liu, H.,** & Kim, J. (2024). Leader-member exchange: An investigation into dyadic measures. *Academy of Management Conference, 84, OB Division*.

- Liu, H.** (2024). A dynamic framework for understanding leader-follower dyadic relationships. *Academy of Management Conference, 84*, OB Division.
- Liu, H.** (2023). Align theory, measurement, and analysis. *Jingyi Annual Meeting and Symposium*. School of Management. Shandong University, Jinan, China.
- Liu, H.,** Kim, J., Tsai, C.-Y., Yammarino, F. J. & Cheong, M. (2023). Measurement equivalence in dyadic research: implications of differential item functioning. *Academy of Management Conference, 83*, RM Division.
- Liu, H.,** Yang, B., Jin, F., & Tang, G. (2023). How green human resource management inspires green behavior: An investigation of employee sensemaking processes at different ages. *Academy of Management Conference, 83*, ONE Division.
- Wei, S., **Liu, H.,** Dunne, D., & Zhang, Y. (2023). Enhancing green image by green innovation: Roles of corporate environmental policies and knowledge structure. *Southern Management Association Conference*.
- Ko, Y., & **Liu, H.** (2023). The impact of initial trainers on employee performance. *Strategic Management Society, 43*.
- Liu, H.,** Cheng, Y., Wen, X., & Liu, W. (2022). Ethical leadership and voluntary green behavior: Roles of green advocacy and performance pressure. *Southern Management Association Conference*.
- Cheng, Y., Yuan, Y., & **Liu, H.** (2021). What makes employees advocates? The role of green human resource management in promoting employees' green advocacy within organizations through organizational-based self-esteem. *Academy of Management Conference, 81*, HR Division.
- Wu, F., Tang, G., Ren, S., & **Liu, H.** (2019). Making sense of the HRM tension in Asian business groups: Insights from the paradoxes of governance. *Academy of Management Conference, 79*, HR Division.
- Liu, H.,** & Tang, G. (2019). How financial performance facilitates environmental reputation: Roles of green human resource management and discretionary slacks, *China Practice Management Conference, 9*.

### **Professional Workshop Development (PDW-3)**

**Liu, H., & Hansbrough, T. K. (2024).** A dynamic socio-cognitive framework of leader-member relationship development. *PDW: Improving Leadership Research around the Globe: A Mentoring Session. Academy of Management Conference, 84*, PDW.

**Liu, H., & Tsai, C.-Y. (2023).** Advancing understanding of leader-member exchange: an investigation into dyadic measures and analyses. *PDW: Improving Leadership Research around the Globe: A Mentoring Session. Academy of Management Conference, 83*, PDW.

**Liu, H., & Wang, X. (2022).** Joint effects of leader-member exchange and coworker exchange network centrality on employee outcomes. *PDW: Improving Leadership Research around the Globe: A Mentoring Session. Academy of Management Conference, 82*, PDW.

### **Professional and University Service**

- Reviewer, Journal of Leadership & Organizational Studies
- Reviewer, Advances in Developing Human Resources
- Reviewer, Humanities and Social Sciences Communications
- Reviewer, Academy of Management Conference, 2023-present
- Reviewer, Southern Management Association Conference, 2022
- Ph.D. representative, Consortium for the Advancement of Research Methods and Analysis (CARMA), 2022-present
- Judge, The Launch Pad 2022, MMC & Greater Binghamton Education Outreach Program, 2022.
- Organizer, The New Doctoral Student Consortium, Academy of Management Conference, 2023.

### **Professional Affiliations/Memberships**

- 2021-present Academy of Management (AOM)
- 2021-present Southern Management Association (SMA)
- 2021-present Bernard M. and Ruth R. Bass Center for Leadership Studies

### **Professional Skills**

- Programming Skills: R, Mplus, Python.
- Statistical Expertise: multilevel modeling, factor analysis, structural equation modeling, mediating, moderating, and moderated mediation estimation, fixed and random effect model, polynomial regression analysis, differential item/test functioning, latent growth modeling, etc.
- Language: Mandarin (Native language), English.

### **Honors & Certifications**

- Research Excellence Nomination, Binghamton University, 2024
- 2024 Career Champion, Fleishman Center for Career and Professional Development, Binghamton University, 2024
- Doctoral Consortium, Southern Management Association Conference, 2024
- Doctoral Consortium, Academy of Management Conference-HR Division, 2024
- Provost Fellowship of Ph.D. Students (\$ 5,000), Binghamton University, 2024
- Fall-2023 SOM Faculty Teaching Honor Roll, Binghamton University, 2023
- Provost Fellowship of Ph.D. Students (\$ 4,000), Binghamton University, 2023
- Provost Fellowship of Ph.D. Students (\$ 4,000), Binghamton University, 2022
- Academic Scholarship of Graduate Students (\$ 1,000), Shandong University, 2018-2019
- Lucion Scholarship (\$ 775), Lucion Investment Holdings Group, 2019
- National Scholarship of Graduate Students (\$ 3,100), Ministry of Education of China, 2018
- Outstanding Master Students of Shandong University Award, Shandong University, 2018
- Academic Star Award, School of Management, Shandong University, 2018
- First Prize of the Thesis Contest, Shandong University, 2018

## References

### **Tiffany Keller Hansbrough** (Dissertation Chair)

Associate Professor of Leadership and Organizational Science

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### **Chou-Yu (Joey) Tsai** (Dissertation Committee Member)

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### **Shelley D. Dionne** (Dissertation Committee Member)

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