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Huanxin Liu

Ph.D. Candidate | Research Assistant

Bass Center for Leadership Studies
School of Management
Binghamton University, State University of New York
Binghamton, New York 13902-6000

E-mail: hliu126@binghamton.edu
Phone: (607) 766-8037
Office: AA313

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: 39)</u>	<u>Instructor Rating</u>
2024 Fall	MGMT 508 Organizational Behavior	N/A now

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 (4)

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)

Liu, H., Tang, G., & Yuan, S. (2018). A literature review of green employees' behavior and future prospects. *Human Resources Development of China*, 15(7), 6-19. (In Chinese)

UNDER REVIEW (3)

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. *1st round R&R at Business Strategy and the Environment*. (IF: 12.05)

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 Journal of Organizational Behavior*. (IF: 6.80)

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., Kim, J., Hansbrough, T. K., & Tsai, C.-Y. Do leaders and followers interpret items differently? Testing the assumption of LMX measurement equivalence. (*Manuscript in preparation for submitting to The Leadership Quarterly*, IF: 9.10)

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

Liu, H., Tang, G., Hansbrough, T. K., Tsai, C.-Y. & Dionne, S. D. Trajectories of leader-member exchange development: The role of implicit theories. (*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, 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

- 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
 School of Management
 Co-Director, Bernard M. & Ruth R. Bass Center for Leadership Studies
 Binghamton University, State University of New York
 Binghamton, New York 13902-6000
 Phone: (607) 777-6357
tkeller@binghamton.edu

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

Associate Professor of Leadership and Organizational Science
 School of Management
 PhD Coordinator, Leadership and Organizational Science
 Associate Director, Bernard M. & Ruth R. Bass Center for Leadership Studies
 Binghamton University, State University of New York
 Binghamton, New York 13902-6000
 Phone: (607) 777-3385
ctsai@binghamton.edu

Shelley D. Dionne (Dissertation Committee Member)

Professor of Leadership and Organizational Science
 Dean, School of Management
 Co-Director, Bernard M. & Ruth R. Bass Center for Leadership Studies
 Binghamton University, State University of New York
 Binghamton, New York 13902-6000
 Phone: (607) 777-6557
sdionne@binghamton.edu