

## Yonghong (Tracy) Liu, Ph.D.

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### ACADEMIC EMPLOYMENT

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#### University of North Carolina at Greensboro

Department of Management, Bryan School of Business and Economics  
Assistant Professor of Organizational Behavior

2015-present

### EDUCATION

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Ph.D.	University of Miami, School of Business Administration, Coral Gables, FL Major: Organizational Behavior	2015
M.Sc.	Renmin University of China, School of Business, Beijing, China Major: Management	2010
B.B.A.	Renmin University of China, School of Business, Beijing, China Major: Business Administration	2008

### RESEARCH INTERESTS

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- Leadership
- Team diversity
- Corporate social responsibility
- Cross-cultural management

### TEACHING

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#### University of North Carolina at Greensboro, Bryan School of Business and Economics

##### *Undergraduate Level*

- BUS 328 Organizational Leadership, Fall 2015, Spring 2016, Spring 2017, Spring 2018
- MGT 312 Organizational Behavior, Spring 2016, Spring 2019, Spring 2020, Fall 2020

##### *Graduate Level*

- MBA 716 Leadership and Sustainable Business, Fall 2017, Fall 2018, Fall 2019, Fall 2020
- BUS 614 Leadership in International Environment, Fall 2018, Fall 2019
- BUS 790 Doctoral Research Independent Study, Fall 2020
- MBA 743 Directed Study, Spring 2018

## **REFEREED JOURNAL PUBLICATIONS**

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1. Yang, J., Liu, Y., Stackhouse, M. R. D., & Wang, W. (forthcoming). Forgiveness and attribution: When abusive supervision enhances performance. *Journal of Managerial Psychology*.
2. Yang, Z., Jaramillo, F., Liu, Y., Ye, W., & Huang, R. (forthcoming). The effect of abusive supervision on job performance in the context of retail selling: The mechanism and boundary conditions. *European Journal of Marketing*.
3. Liu, Y., Lei, L., & Buttner, E. H. (2020). Establishing the boundary conditions for female board director's influence on firm performance through CSR. *Journal of Business Research*, 121, 112-120.
4. Men, L. R., Yue, C. A., & Liu, Y. (2020). "Vision, passion, and care:" The impact of charismatic executive leadership communication on employee trust and support for organizational change. *Public Relations Review*, 46(3).
5. Zhao, C., Gao, Z., & Liu, Y. (2018). Worse-off than others? Abusive supervision's effects in teams. *Journal of Managerial Psychology*, 33(6), 418-436.

### Highly Commended Paper in the 2019 Emerald Literati Awards

6. Taras, V., Liu, Y., Tullar, W. L., & Pierce, J. R. (2018). Straight from the horse's mouth: Justifications and prevention strategies provided by free riders on global virtual teams. *Journal of Management and Training for Industries*, 5(3), 51-67.
7. Schriesheim, C. A. & Liu, Y. (2018). Becoming a good sport and a better performer: A social information processing view of authentic leadership. *Journal of Leadership and Organizational Studies*, 25(2), 141-252.
8. Zhao, C., Liu, Y., & Gao, Z. (2016). An identification perspective of servant leadership's effects. *Journal of Managerial Psychology*, 31(5), 898-913.
9. Antonakis, J., Bastardo, N., Liu, Y., & Schriesheim, C. A. (2014). What makes articles highly cited? *The Leadership Quarterly*, 25(1), 152-179.

### Finalist of the best paper award of the year

## **REFEREED BOOK CHAPTER**

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1. Taras, V., Liu, Y., Mehta, A., Stackhouse, M. R. D., & Gonzalez-Perez, M. A. (2020). Cross-cultural training: History, developments, future directions. *SAGE Handbook of Contemporary Cross-Cultural Management*.

## REFEREED CONFERENCE PROCEEDINGS

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1. Liu, Y., Zhang, K., & Xiong, J. (2010). Why employees commit? A multilevel study of the effect of autonomy supportive climate and adaptability. *Academy of Management Best Paper Proceedings*.

## CONFERENCE PRESENTATIONS

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(\* denotes presenter; † denotes equal contribution)

1. Liu, Y.\* & Todorova, G. Do faultlines harm relationship harmony? The dyad level effects of subgroup affiliations. Presented at 2020 INGRoup (interdisciplinary network for group research) Virtual Conference.
2. Liu, Y.\*, Zhao, C., Gao, Z., & Yang, Z. (2019). The effect of abusive supervision on objective performance and customer-directed sabotage: Role of employment status. Presented at 2019 Southern Management Association Meeting, Norfolk, VA. *Best Overall Conference Paper Across All Tracks Award and Best Paper in OB Track Award at Southern Management Association Meeting, 2019*
3. Yang, J., Wang, W., Treadway, D., & Liu, Y. (2019). Speaking up in the face of an abusive boss: The impact of psychological resilience and moral disengagement on victim's voice behavior. Presented at 2019 Southern Management Association Meeting, Norfolk, VA.
4. Yang, J., & Liu, Y. (2019). An investigation of abusive supervision's performance enhancing effect: An attribution perspective. Presented at 2019 Academy of Management Annual Meeting, Boston, MA.
5. Liu, Y.\*, Lei, L., & Buttner, E. H. (2018). How do women on boards influence organizational performance? Exploring the mechanism of corporate social responsibility. Presented at 2018 Southern Management Association Meeting, Lexington, KS.
6. Liu, Y.\*, Gao, Z., & Zhao, C. (2018). The devil wears Prada: Can abusive supervision enhance employee performance? Presented at 2018 Academy of Management Annual Meeting, Chicago, IL.
7. Zhao, C.†, Gao, Z.†, Liu, Y.†\*, Fu, Y., & Schriesheim, C. A. (2018). Watch out for icebergs: An investigation of vigilant leadership, antecedents, and consequences. Presented at 2018 Academy of Management Annual Meeting, Chicago, IL.
8. Liu, Y.\*, Gao, Z., & Zhao, C. (2018). Dual-tuning effects of abusive supervision on employee objective performance in call center teams. Presented at the biennial International Association for Chinese Management Research (IACMR) conference, Wuhan, China.

9. Pierce, J. R., & Liu, Y. (2018). Loving, liking, or loathing leadership lessons. Management & Organizational Behavior Teaching Conference, Coastal Carolina University, Conway, SC.
10. Zhao, C., Gao, Z., & Liu, Y.\* (2017). Worse-off than others? A relative deprivation perspective of abusive supervision's effects in teams. Presented at 2017 Southern Management Association Meeting, St. Pete Beach, FL.
11. Liu, Y.\*, Todorova, G., Dasborough, M. T., & Schriesheim, C. A. (2017). Escalation of subgroup perception and participation in shared leadership in diverse self-managing teams. Presented at 2017 Academy of Management Annual Meeting, Atlanta, GA.
12. Zhao, C., Liu, Y., & Gao, Z. (2015). An identification perspective of servant leadership's effects. Presented at 2015 Academy of Management Annual Meeting, Vancouver, Canada.
13. Liu, Y.\* & Schriesheim, C. A. (2015). Adding relational harmony to teams: Examining the impact of resource-based subgroups and the moderating role of leader interaction facilitation behavior. Presented at 2015 INGRoup (interdisciplinary network for group research) Conference, Pittsburgh, PA.
14. Liu, Y.\* (2014). Using quantitative content validity assessment in establishing theoretical convergent and discriminant validity. Presented at 2014 Southern Management Association Meeting, Savannah, GA.
15. Schriesheim, C. A. & Liu, Y.\* (2013). Reconceptualizing and operationalizing LMX as an attitude: Evaluation of current LMX measures and new scale development. Presented at 2013 Southern Management Association Meeting, New Orleans, LA.
16. Liu, Y.\* & Huang, L. (2013). Speaking up in teams: Testing team environment and employee voice from a social identity perspective. Presented at 2013 Academy of Management Annual Meeting, Lake Buena Vista, FL.
17. Liu, Y.\* & Schriesheim, C. A. (2012). Becoming a good sport and a better performer: A structural model analysis of the effects of authentic leadership. Presented at 2012 Southern Management Association Meeting, Fort Lauderdale, FL.
18. Lu, Q., Liu, Y., Huang, X., & Schriesheim, C. A. (2012). Unpacking the "black box": Alternative mechanisms of transformational leadership effects. Presented at 2012 Academy of Management Annual Meeting, Boston, MA.
19. Schriesheim, C. A. & Liu, Y. (2012). What does 40 years of Leader-Member Exchange (LMX) research give us? A (very) critical perspective. Presented at 2012 Academy of Management Annual Meeting, Boston, MA.
20. Liu, Y.\* & Schriesheim, C. A. (2012). Positivity in, positivity out: Authentic leadership in

seven Chinese organizations. Presented at the biennial International Association for Chinese Management Research (IACMR) conference, Hong Kong.

21. Schriesheim, C. A., Yammarino, F. J., Sosik, J. J., Jung, D. I., & Liu, Y. (2012). The empirical level of analysis of MLQ Form 5X items. Presented at 2012 Society for Industrial and Organizational Psychology, San Diego, CA.
22. Schriesheim, C. A., Hinkin, T. R., & Liu, Y. \* (2011). Quantitative assessment of theoretical content validity: Two approaches and their extensions. Presented at 2011 Academy of Management Annual Meeting, San Antonio, TX.
23. Liu, Y. \*, Zhang, K., & Xiong, J. (2010). Why employees commit? A multilevel study of the effect of autonomy supportive climate and adaptability. Presented at 2010 Academy of Management Annual Meeting, Montreal, Canada.
24. Zhang, K., Liu, Y. \*, & Yuan, Y. (2009). Motivational predictors of job burnout: Learning goal orientation and the mediating role of intrinsic work motivation. Presented at the 3rd International Conference on Bioinformatics and Biomedical Engineering, Beijing, China.

#### **CHAired CONFERENCE SESSIONS**

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- **Chair.** (2017). Shared leadership and teams. Paper session at 2017 Academy of Management Annual Meeting, Atlanta, GA.
- **Chair.** (2014). Leader-member exchange: Agreement, spillover, and substitutes. Paper session at 2014 Academy of Management Annual Meeting, Philadelphia, PA.
- **Chair.** (2012). New member orientation. International Association for Chinese Management Research (IACMR) conference, Hong Kong.

#### **HONORS AND AWARDS**

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- SMA 2019 Best Overall Conference Paper Across All Tracks Award, Southern Management Association Meeting, 2019
- SMA 2019 Best Paper in OB Track Award, Southern Management Association Meeting, 2019
- Emerald Literati Awards: The highly commended paper in 2018 (*Journal of Managerial Psychology*), 2019
- Emerald Literati Awards: Outstanding reviewer in 2018 (*Cross Cultural & Strategic Management*), 2019
- Margaret Hill Dean's Notable Scholar, Bryan School of Business and Economics, University of North Carolina at Greensboro, 2019-2021
- Dean's Research Scholars Program Award, Bryan School of Business and Economics, University of North Carolina at Greensboro, 2016
- First Prize Winner of IACMR Li Ning Dissertation Proposal Award (\$1,600), International Association for Chinese Management Research (IACMR), 2014

- Outstanding Reviewer Award, OB Division, Academy of Management, 2014
- Best Master's Thesis Award in Management, Renmin University of China, 2010

## GRANTS AND FELLOWSHIPS

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- Temporal change of individual resilience and business practices during the COVID-19 pandemic, Co-PI, UNCG-VF Virtual Collaboratory for Sustainable Business Practices Grant (\$2,500), 2020-2021
- Subgroups in strategic leadership teams and corporate social responsibility, Co-PI, UNCG-VF Virtual Collaboratory for Sustainable Business Practices Grant (\$5,000), 2019-2020
- The forming mechanism of leader empowering behavior based on goal theory, Collaborator, National Natural Science Foundation of China (\$26,700), 2018-2020
- Hypothetical divide or real conflict? Faultlines, subcommittees, and board monitoring effectiveness, Co-PI, Department of Management, UNCG (\$1,400), 2018-2019
- The dark side of workplace forgiveness: How forgiveness can enable unethical behavior via moral licensing, Co-PI, Department of Management, UNCG (\$3,600), 2018-2019
- Theory development, structure and measurement of vigilant leadership and its impact on employees' responses to change, Collaborator, National Natural Science Foundation of China (\$71,000), 2017-2020
- CIBER Mini Research Grant, University of Miami (\$1,500), September 2012
- CIBER Mini Research Grant, University of Miami (\$4,000), May 2011
- School of Business Administration Fellowship, University of Miami, 2010- 2015
- University Graduate Fellowship, Renmin University of China, 2009, 2008
- University Undergraduate Scholarship, Renmin University of China, 2007, 2006, 2005
- Toyota Scholarship, Renmin University of China, 2006

## PROFESSIONAL ACTIVITIES

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### Membership

- Academy of Management (AOM)
- Southern Management Association (SMA)
- Interdisciplinary Network for Group Research (INGRoup)
- International Association for Chinese Management Research (IACMR)  
Ph.D. student representative (2012-2014)

### Ad-hoc reviewer

- 2012 – present *The Leadership Quarterly*
- 2015 – present *Group & Organization Management*
- 2016 – present *Management and Organization Review*
- 2018 – present *Cross Cultural & Strategic Management*
- 2018 – present *Journal of Occupational and Organizational Psychology*
- 2018 – present *Journal of International Business Studies*
- 2019 – present *Human Relations*
- 2019 – present *Journal of Managerial Psychology*
- 2020 – present *Journal of Business Research*
- 2011 – present Academy of Management Annual Meeting, OB Division

- 2012 – present IACMR Conference
- 2014 – present Southern Management Association Meeting
- 2015 – present Interdisciplinary Network for Group Research Conference

#### **OTHER WORK EXPERIENCE**

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- Expert consultant and trainer in several companies in China (Names removed to protect confidentiality), 2010 – present
- Business analyst at Accenture Consulting, Beijing, China, Summer 2008
- Credit analyst at DaimlerChrysler Auto Finance (China), Beijing, China, 2007 – 2008