

Yonghong (Tracy) Liu, Ph.D.

Department of Management
Bryan School of Business and Economics
University of North Carolina at Greensboro
363 Bryan Building, P.O. Box 26170
Greensboro, NC 27402-6170
Email: y_liu24@uncg.edu

ACADEMIC EMPLOYMENT

University of North Carolina at Greensboro

Department of Management, Bryan School of Business and Economics

Associate Professor (with tenure)

2024 - present

Assistant Professor

2015 - 2024

EDUCATION

Ph.D.	University of Miami, School of Business Administration, Coral Gables, FL Major: Organizational Behavior	2015
M.S.	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

- Leadership
- Team composition and process
- Corporate social responsibility

TEACHING

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

Undergraduate Level

- MGT 312 Organizational Behavior
- BUS 328 Organizational Leadership
- BUS/ENT 339 Entrepreneurial Leadership

Graduate Level

- MBA 716 Leadership
- BUS 614 Leadership in International Environment
- BUS 626 Managing Employees and Organizational Development
- BUS 790 Doctoral Research Independent Study
- Doctoral Research Methods Seminar

REFEREED JOURNAL PUBLICATIONS

(† denotes equal contribution)

1. Liu, Y., Zhao, C., Yang, Z., & Gao, Z. (in press). The effect of abusive supervision on employee job performance: The moderating role of employment contract type. *Journal of Business Ethics*.
2. Gao, Z.†, Liu, Y.†, Zhao, C.†, Fu, Y., & Schriesheim, C. A. (2024). Winter is coming: An investigation of vigilant leadership, antecedents, and outcomes. *Journal of Applied Psychology*, 109(6), 850-870.
3. Gao, Z.†, Liu, Y.†, Chuang, A., Zhou, J., Zhao, C., & Yang, J. (2024). Returning to work after lockdown: A multi-study investigation into the temporal effects of directive leadership. *Journal of Occupational and Organizational Psychology*, 97(3), 889-919.
4. Stackhouse, M., Rickley, M., Liu, Y., & Taras, V. (2024). Homogeneity, heterogeneity, or independence? A multilevel exploration of Big Five personality traits and cultural values in 40 nations. *Personality and Individual Differences*, 230, 112795.
5. Yang, J., Wang, X-H., Treadway, D. C., & Liu, Y. (2024). How and when does abusive supervision influence employees' promotive and prohibitive voice? *Current Psychology*, 43, 1457-1472.
6. Guo, F.†, Liu, Y.†, Wang, M.†, & Zhang, Y.† (2023). When the presidential candidate comes to town: The impact of Donald J. Trump's campaign rallies on local firms' environmental and social performance. *Journal of Business Ethics*, 186, 531-552.
7. Gao, Z., Zhao, C., & Liu, Y. (2023). Fostering a salesperson's team identification: An investigation into the effects of leader-follower emotional intelligence congruence from a person-environment fit perspective. *Journal of Business Research*, 158, 113654.
8. Zhao, C., Gao, Z., Liu, Y., & Yang, O. (2023). Political self-efficacy matters: An investigation of how and when leader political mentoring affects follower political behavior and promotability. *Journal of Managerial Psychology*, 38(3), 177-193.
9. Luo, W.†, Sun, Y.†, Gao, F.†, & Liu, Y.† (2023). Linking self-efficacy and organizational identification: A moderated mediation model based on a self-verification perspective. *Journal of Managerial Psychology*, 38(2), 89-103.
10. Yang, Z., Jaramillo, F., Liu, Y., Ye, W., & Huang, R. (2021). Abusive supervision in retailing: The mediating role of customer orientation and the moderating roles of contingent reward and contingent punishment. *European Journal of Marketing*, 55(2), 543-564.
11. 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.

12. Yang, J., Liu, Y., Stackhouse, M. R. D., & Wang, W. (2020). Forgiveness and attribution: When abusive supervision enhances performance. *Journal of Managerial Psychology*, 35(7/8), 575-587.
13. 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), 101927.
14. Lu, Q., Liu, Y., & Huang, X. (2020). Follower dependence, independence, or interdependence: A multi-foci framework to unpack the mystery of transformational leadership effects. *International Journal of Environmental Research and Public Health*, 17(12), 4534.
15. 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
16. Taras, V., Tullar, W. L., Liu, Y., & 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.
17. 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.
18. Zhao, C., Liu, Y., & Gao, Z. (2016). An identification perspective of servant leadership's effects. *Journal of Managerial Psychology*, 31(5), 898-913.
19. 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

1. Taras, V., Liu, Y., Mehta, A., Stackhouse, M. R. D., & Gonzalez-Perez, M. A. (2020). Cross-cultural training: History, developments, future directions. In Szkudlarek, B., Romani, L., Caprar, D. V., & Osland, J. S. (Eds.), *The SAGE Handbook of Contemporary Cross-Cultural Management* (pp. 519-535). SAGE Publications Limited.

REFEREED CONFERENCE PROCEEDINGS

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*

CONFERENCE PRESENTATIONS

(* denotes presenter; † denotes equal contribution)

1. Zhao, C., Lin, C., Liu, Y., & Gao, Z. (2023) The effect of TMT vigilant managerial cognition on enterprise resilience. Presented at 2023 International Association for Chinese Management Research (IACMR) conference, Hong Kong.
2. Topaloglu, E., Jin, F., Tsai, C. Y., Liu, Y., & Taras, V. (2022). Temporal changes in team efficacy perceptions in virtual teams: The moderating role of emotion regulation. Presented at 2022 Southern Management Association Meeting, Little Rock, AR.
3. Yang, B., Chao, N., Jin, F., Tsai, C. Y., Liu, Y., & Taras, V. (2022). Effects of personality on leader emergence in virtual teams: An integrative and longitudinal investigation. Presented at 2022 Southern Management Association Meeting, Little Rock, AR.
4. Stackhouse, M. R., Rickley, M., Liu, Y., & Taras, V. (2022). The relationship between personality and cultural values among workers in global virtual teams. Presented at 2022 Academy of Management Annual Meeting, Seattle, WA.
IM Division Best Paper Award Finalist
5. Gao, Z., Liu, Y.* , Chuang, A., Yang, J., Zhao, C., & Zhou, J. (2021). Return to work during the COVID-19 crisis: A temporal investigation of followers' regulatory and behavioral responses to directive leadership. Presented at 2021 Southern Management Association Meeting, New Orleans, LA.
6. Yang, J., Chuang, A., & Liu, Y. (2021). How do negative emotional contagion and leader charismatic communication reduce COVID-19 cases? An analysis based on a US state governor's social-media data. Presented at 2021 Southern Management Association Meeting, New Orleans, LA.
7. Grubb, L. K., & Liu, Y. (2021). Team dynamics and performance in virtual teams during Covid-19: Does leadership structure matter? Presented at 2021 Academy of Management Annual Meeting (Virtual).
8. Jin, F., Topaloglu, E., Tsai, C. Y., & Liu, Y. (2021). Team conflict perception over time in virtual teams: A cross-level moderating role of cultural value. Presented at 2021 Academy of Management Annual Meeting (Virtual).
9. Liu, Y.* & Todorova, G. (2020). Do faultlines harm relationship harmony? The dyad level effects of subgroup affiliations. Presented at 2020 INGRoup (interdisciplinary network for group research) Virtual Conference.

10. 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
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.
17. Pierce, J. R., & Liu, Y. (2018). Loving, liking, or loathing leadership lessons. Management & Organizational Behavior Teaching Conference, Coastal Carolina University, Conway, SC.
18. 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.
19. 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.
20. 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.

21. 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.
22. Liu, Y. * (2014). Using quantitative content validity assessment in establishing theoretical convergent and discriminant validity. Presented at 2014 Southern Management Association Meeting, Savannah, GA.
23. 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.
24. 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.
25. 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.
26. 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.
27. 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.
28. 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.
29. 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 Annual Conference, San Diego, CA.
30. 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.
31. 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.

HONORS AND AWARDS

- Junior Research Excellence Award, Bryan School of Business and Economics, University of North Carolina at Greensboro, 2023-2024
- AOM IM Division Best Paper Award Finalist, Academy of Management Annual Meeting, 2022
- 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
- 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

- Dean's Research Scholars Program Award, Bryan School of Business and Economics, UNCG, 2016 (\$3,000), 2022 (\$5,000)
- 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

PROFESSIONAL ACTIVITIES

Editorial review board member

- *Journal of Business Research* (2023 – present)
- *Journal of Managerial Psychology* (2022 – present)

Ad-hoc reviewer

- *Journal of Organizational Behavior*
- *Human Relations*
- *Journal of Business Ethics*
- *Journal of International Business Studies*
- *The Leadership Quarterly*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Leadership and Organization Studies*
- *Journal of International Management*
- *Group & Organization Management*
- *Management and Organization Review*
- *Cross Cultural & Strategic Management*