

Xin Lucy Liu

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Henry R. Kravis Hall, 665 W 130th St, New York, NY 10027

EDUCATION

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|---|----------------------------|
| Columbia Business School, Columbia University | New York, U.S. |
| Ph.D. candidate in <i>Management Division</i> | 2019 - present |
| MPhil in Management | 2021 |
| Guanghua School of Management, Peking University | Beijing, China |
| Graduate student, <i>Organization & Strategy</i> | 2015-2018 |
| Copenhagen Business School | Copenhagen, Denmark |
| Exchange Student | Fall 2013 |
| Renmin University of China | Beijing, China |
| B.A. in <i>Labor Economics</i> (with Distinction) | 2011-2015 |

RESEARCH INTERESTS

Culture/Globalization/Migration, Morality/Business Ethics, Diversity

AWARDS, GRANTS, & HONORS

- Winner, Best Macro Paper, International Association for Chinese Management Research (IACMR), 2023
- Winner, Kwok Leung Memorial Dissertation Award, 2023
- Chazen Institute for Global Research Grant, 2023
- Nominee, Carolyn B. Dexter All-Academy Award (AOM), 2023
- Doctoral Fellowship, Columbia Business School, 2019-2025
- President Scholarship from Peking University, 2018
- Fellowship of High-level Oversea Visiting Program, 2018
- Merit Student Honor in Peking University, 2018
- Distinguished Graduate in Beijing, 2015

PUBLICATIONS [†Denotes corresponding author, *Denotes equal first authorship]

1. Lu, J.G., **Liu, X.L.**, Liao, H., & Wang, L. (2020) Disentangling stereotypes from social reality: Astrological stereotypes and discrimination in China. *Journal of Personality and Social Psychology*.
<https://doi.org/10.1037/pspi0000237>
- *Media coverage: The Boston Globe, Forbes, Management Insights [Chinese]*
2. Liu, S., **Liu, X.L.**†, Wang, H., & Wang, Y. (2021) Humble leader behavior and its effect on performance at the team and individual level: A multi-perspective study. *Group & Organization Management*.
<https://doi.org/10.1177/10596011211024429>
- *Media coverage: Business & Management INK*
3. **Liu, X.L.**, Lu, J.G.*, Zhang, H., & Cai, Y. (2021) Helping the organization but hurting yourself: How employees' Unethical Pro-organizational Behavior predicts work-to-life conflict. *Organizational Behavior and Human Decision Processes*. <https://doi.org/10.1016/j.obhdp.2021.05.002>
- *Media coverage: Science & Technology, MIT Sloan Media Relations, Jijitang [Chinese], Neureality [Chinese]*
4. Zhang, H., **Liu, X.L.***, Cai, Y., & Sun, X. (2022) Paved with good intentions: Self-regulation breakdown in the aftermath of altruistic transgression. *Journal of Business Ethics*. <http://doi.org/10.1007/s10551-022-05185-z>
5. Daniel, K. & **Liu, X.L.*** (2nd Round Revise and Resubmit) Hanging in There for Employees: Managerial Prosocial Preferences, Firms' Exit Thresholds and Risky Investment. *Management Science*.
- Best Macro Paper Award Winner, IACMR (Biennial Conference of International Association for Chinese Management Research)
- Best Paper Proceedings of Academy of Management (AOM).

6. **Liu, X.L.**, Morris M.W., & Wang, Y. (2023). Should I Stay or Should I go: The Contextualized Intersectionality Among Global Professionals. *Best Paper Proceedings of Academy of Management (AOM)*.
 - Top 10% of presented papers
 - Nominee, Carolyn B. Dexter All-Academy Award

SELECTED CONFERENCE PRESENTATIONS

1. **Liu, X.L.** & Keum, D.D. (June 2023). Hanging in there for employees: Managerial prosocial preferences lower companies' exit thresholds and risky investment. *Biennial Conference of International Association for Chinese Management Research (IACMR)*, Hong Kong, China.
 - Winner, Best Conference Macro Paper Award
 - Also presented at *Strategic Leadership Conference (Salt Lake City, December 2022)*
2. **Liu, X.L.**, Morris M.W., & Wang Y. (2023). Should I Stay or Should I go: The Contextualized Intersectionality Among Global Professionals. *Academy of Management Annual Meeting*, Boston, MA.
 - Winner, Best Paper with International Implications Award in OB Division
 - Nominee, Carolyn B. Dexter All-Academy Award
 - Best Paper Proceedings
 - Also presented at *SPSP Culture Preconference (San Diego, February 2024)*, *Berkeley Culture Conference (Berkeley, January 2023)*, *IACMR (Hong Kong, June 2023)*, *East Coast Doctoral Conference (New York University, May 2023)*, *IACM (Thessaloniki, Greece, July 2023)*
3. **Liu, X.L.**, Wang Y., & Morris M.W. (2024). Intersectionality of the High-Skilled Professionals' Retention Decisions: Evidence from H1B Records.
 - Scheduled to be presented at *IACM (INSEAD, Singapore, June 2024)*, *Migration & Organizations Conference (Wharton, Philadelphia, May 2024)*, *Academy of Management Annual Meeting (Chicago, August 2024)*
4. **Liu, X.L.**, Lu, J.G., Zhang, H., & Cai, Y. (May 2021). Helping the organization but harming yourself: How and when unethical pro-organizational behavior increases work-to-nonwork conflict. *Biennial Conference of International Association for Chinese Management Research (IACMR)*, Xi'an, China.
5. **Liu, X.L.**, Zhang, H., & Lu, J.G. (August 2020). Paved with good intentions: Self-regulation breakdown after altruistic ethical transgressions. *Academy of Management Annual Meeting*, Vancouver, Canada [Online].
6. **Liu, X.**, Lu, J.G., Zhang, H., & Cai, Y. (August 2019). Helping the organization but harming yourself: How and when unethical pro-organizational behavior increases work-to-nonwork conflict. *Academy of Management Annual Meeting*, Boston, MA.
7. Lu, J.G., **Liu, X.**, Liao, H., Galinsky, A.D., & Wang, L. (August 2019). Astrological stereotypes and discrimination in China. *Academy of Management Annual Meeting*, Boston, MA.
8. **Liu, X.**, Lu, J.G., Zhang, H., & Cai, Y. (July 2019). Helping the organization but harming yourself: How and when unethical pro-organizational behavior increases work-to-nonwork conflict. *International Association for Conflict Management*, Dublin, Ireland.
9. **Liu, X.**, Zhang, H., Liu, S. (August 2018). The effects of leader unethical pro-organizational behavior on subordinates' trust in leader and working outcomes: A moderated mediation model. *Academy of Management Annual Meeting*, Chicago, IL.

TEACHING EXPERIENCES

- *Cross-cultural Seminar*, **Instructor** (MBA, Summer 2024)
- *Organizational Behavior Seminar*, Prof. Joel Brockner (PhD Core, Fall 2021, **Guest Speaker**)
- *Leader's Voice*, Prof. Michael W. Morris (MBA, Spring 2024, **Enhanced Teaching Assistant**)
- *Strategy Seminar*, Prof. Daniel Keum (EMBA, Fall 2022, **Enhanced Teaching Assistant**)
- *LEAD: People, Teams, Organizations*, Prof. Michael W. Morris, Prof. Rebecca Ponce de Leon (MBA core, Summer 2021, 2022, **Teaching Assistant**)
- *Leadership & Organizational Change*, Prof. Paul Ingram (EMBA, Fall 2021/2022, Summer 2022, Fall/summer 2023 **Enhanced Teaching Assistant**)
- *Managerial Negotiation*, Prof. Michael Slepian & Prof. Rachel Donald (MBA, Spring 2022, **Teaching Assistant**)

SERVICES

Conference Organizer, East Coast Doctoral Conference ([ECDC website](#)) 2022

Ad Hoc Reviewer

Journal of Business Ethics; Personality and Individual Difference; Journal of Cross-Culture Psychology;
Applied Psychology; PNAS-Nexus; Journal of International Business Studies;
Management and Organization Review;
Academy of Management Annual Meeting (AOM);
International Association for Conflict Management (IACM);
International Association for Chinese Management Research (IACMR)

PhD Representative, Management Department, Columbia Business School 2021 – 2022

Lab Manager, Morris Cultural Lab, Columbia Business School 2020 – 2024

Languages

Computer Languages

Proficient in R and Mplus

Human Languages

Native in Chinese, Fluent in English