

# Xin (Lucy) Liu

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## EMPLOYMENT

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| <b>University College London (UCL) School of Management</b>               | <b>London, United Kingdom</b> |
| Assistant Professor/Lecturer in Organizations & Innovation (Tenure-Track) | From June 2025                |

## EDUCATION

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| <b>Columbia Business School, Columbia University</b>                   | <b>New York, United States</b> |
| Ph.D. in Management ( <i>with M.Phil.</i> )                            | Expected 2025                  |
| <b>Guanghua School of Management, Peking University</b>                | <b>Beijing, China</b>          |
| Ph.D. in Organization & Strategy                                       | 2020                           |
| <b>Copenhagen Business School</b>                                      | <b>Copenhagen, Denmark</b>     |
| Semester abroad  | Fall 2013                      |
| <b>School of Labor and Human Resources, Renmin University of China</b> | <b>Beijing, China</b>          |
| B.A. in Labor Economics ( <i>with Distinction</i> )                    | 2015                           |

## RESEARCH INTERESTS

Culture & Diversity, Moral Decision-Making at Work, Application of AI Agent

## PUBLICATIONS [<sup>†</sup>Denotes corresponding author, <sup>\*</sup>Denotes equal first authorship]

6. Keum D.D. <sup>\*</sup> & Liu, X.L. <sup>\*</sup> Managerial Prosocial Preferences and Guilt as an Emotional Barrier to Exit Decisions. Forthcoming at ***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).
5. Shea, R. <sup>\*</sup>, Kallala, A. <sup>\*</sup>, Liu, X.L. <sup>\*</sup>, Morris, M.W., & Yu. Z. (2024) ACE: A LLM-based Negotiation Coaching System. ***Empirical Methods in Natural Language Processing (EMNLP)***
  - The most prestigious venue in the field of Artificial Intelligence; Oral presented in Nov 2024, Miami, Florida; Human-Centered NLP Track
4. Zhang, H. <sup>\*</sup>, Liu, X.L. <sup>\*</sup>, Cai, Y., & Sun, X. (2023) Paved with good intentions: Self-regulation breakdown in the aftermath of altruistic transgression. ***Journal of Business Ethics***.
3. Liu, X.L. <sup>\*</sup>, Lu, J.G. <sup>\*</sup>, Zhang, H., & Cai, Y. (2022) Helping the organization but hurting yourself: How employees' Unethical Pro-organizational Behavior predicts work-to-life conflict. ***Organizational Behavior and Human Decision Processes***.
2. Liu, S., Liu, X.L. <sup>†</sup>, 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***.
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***.
  - Winner of the Gordon Allport Intergroup Relations Prize for “the best paper or article of the year on intergroup relations,” American Psychological Association (APA), 2022.

## PAPERS UNDER REVIEW

1. **Liu, X.L.** & Morris, M.W. (2023). Should I stay or should I go: The contextualized intersectionality among global professionals. *[Under review]*
  - Best Paper Proceedings of Academy of Management (AOM).
  - Nominee, Carolyn B. Dexter All-Academy Award

## WORKING PAPERS

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1. **Liu, X.L.**, Shea, R., Morris, M.W., & Yu, Z. How and when AI negotiation coach helps women and cultural minorities. *Target at Management Science*. [In preparation for submission]
2. **Liu, X.L.**, Li, H.J., Galinsky, A.D., & Morris, M.W. Increased self-interested unethical behaviors among lame ducks. *Target at Organizational Science*. [Three Studies Completed]
  - Won Bernstein Center Research Grant (\$10000)

## AWARDS, GRANTS, & HONORS

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- Bernstein Center Research Grant, Columbia Business School, 2024
- Behavioral Research Lab Doctoral Fellowship, Columbia Business School, 2024
- Chazen Institute for Global Research Grant, Columbia Business School, 2023, 2024
- Paul and Sandra Montrone Doctoral Fellowship, Columbia Business School, 2024
- Organizational Behavior Doctoral Consortium, Academy of Management, 2024
- Winner, Best Macro Paper, International Association for Chinese Management Research (IACMR), 2023
- Winner, Kwok Leung Memorial Dissertation Award, 2023
- Nominee, Carolyn B. Dexter All-Academy Award, 2023
- Doctoral Fellowship, Columbia Business School, 2019-2025
- President Scholarship from Peking University, 2018

## SELECTED CONFERENCE PRESENTATIONS

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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.
  - Nominee, Carolyn B. Dexter All-Academy Award
  - 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.
  - Presented at *IACM (INSEAD, Singapore, June 2024)*, *Migration & Organizations Conference (Wharton, Philadelphia, May 2024)*, *AOM (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.

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## TEACHING EXPERIENCES

- *Cross-cultural Seminar, Instructor* (MBA, Summer/Fall 2024, Summer 2025)
- *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/Summer 2021-2024 **Enhanced Teaching Assistant**)
- *Managerial Negotiation*, Prof. Michael Slepian & Prof. Rachel Donald (MBA, Spring 2022, **Teaching Assistant**)

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## SERVICES

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| <b>Conference Organizer</b> , East Coast Doctoral Conference   | 2022        |
| <b>Ad Hoc Reviewer</b>   |             |
| Personnel Psychology; Journal of Business Ethics; Personality and Individual Difference; Journal of Cross-Culture Psychology; Applied Psychology; PNAS-Nexus; Scientific Reports; 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) |             |
| <b>PhD Representative</b> , Management Department, Columbia Business School  | 2021 – 2022 |
| <b>Lab Manager</b> , Morris Cultural Lab, Columbia Business School   | 2020 – 2024 |
| Mentees:   |             |
| - Yihan (Becca) Wang, pre-doc RA at Columbia, doctoral student at UC Irvine  |             |
| - Xianglu Tang, undergraduate RA   |             |

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## LANGUAGES

### Computer Languages

Proficient in R and Mplus

### Human Languages

Native in Chinese, Fluent in English