

Xin (Lucy) Liu

www.xinlucyliu.com | xl2855@gsb.columbia.edu

EMPLOYMENT

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

EDUCATION

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

RESEARCH INTERESTS

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

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

6. Keum D.D.* & **Liu, X.L.*** 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.*, Kallala, A.*, **Liu, X.L.***, 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.*, **Liu, X.L.***, 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.***, Lu, J.G.*, 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.[†]**, 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

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

- 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

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.

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**)

SERVICES

Conference Organizer, East Coast Doctoral Conference 2022

Ad Hoc Reviewer

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)

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

Lab Manager, 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

LANGUAGES

Computer Languages

Proficient in R and Mplus

Human Languages

Native in Chinese, Fluent in English