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**EDUCATION**

- **Ph.D.** University of Washington (2006-2011)  
*Major: Human Resource Management and Organizational Behavior*

**PROFESSIONAL EXPERIENCE**

- 2022-present Thomas R. Williams Chair in Management
- 2020-present Professor of Organizational Behavior
- 2019-2022 Gregory J. Owens Professor, Georgia Institute of Technology
- 2016-2020 Associate Professor of Organizational Behavior with tenure, Georgia Institute of Technology
- 2011-2016 Assistant Professor of Organizational Behavior, Georgia Institute of Technology

**AWARDS, HONORS, AND GRANTS (Since 2007)**

- Academic Research with Real-World Impact: Highly Commended. *Financial Times* (2023).
- M. Scott Myers Award for Applied Research. *Society for Industrial and Organizational Psychology* (2023).
- Elected Fellow. *Society for Industrial & Organizational Psychology* (2023).
- Top 2 % Most Highly Cited Scientists in the world according to the citation data in 2021. *Stanford University and Elsevier* (2022).
- Student Recognition of Excellence in Teaching: 2022 CIOS Award. *Georgia Institute of Technology* (2022).
- Evening MBA Elective Professor of the Year. *Scheller College of Business, Georgia Institute of Technology* (2022).
- A Paper coauthored with Xina Li a PhD student from INSEAD was a finalist for Edgar Schein Best Student Paper Prize. *UC Berkeley Culture Conference* (2022).
- Student Recognition of Excellence in Teaching: Spring Semester 2022 CIOS Honor Roll. *Georgia Institute of Technology* (2022).
- “Thanks for Being A Great Teacher” Certificate. A student nominated recognition sponsored by the Georgia Tech Center for the Enhancement of Teaching and Learning (2022 Fall).

- Top Cited Article Published by *Personnel Psychology* between January 1 2021 to December 31 2022 according to citation data from Clarivate Analytics. *Wiley Publishing*.
- Top Cited Article Published by *Personnel Psychology* between January 1 2020 to December 31 2021 according to citation data from Clarivate Analytics. *Wiley Publishing*.
- William A. Owens Scholarly Achievement Award. *Society for Industrial and Organizational Psychology* (2021).
- Faculty Research Grant. *Georgia Tech Center for International Business Education and Research: \$4,000* (2021).
- “Thanks for Being A Great Teacher” Certificate. A student nominated recognition sponsored by *the Georgia Tech Center for the Enhancement of Teaching and Learning* (2021 Spring).
- Evening MBA Core Professor of the Year. *Scheller College of Business, Georgia Institute of Technology* (2020).
- Evening MBA Elective Professor of the Year. *Scheller College of Business, Georgia Institute of Technology* (2020).
- Faculty Research Grant. *Georgia Tech Center for International Business Education and Research: \$3,500* (2020).
- Faculty International Travel Grant. *Atlanta Global Studies Center: \$2,500* (2020).
- “Thanks for Being A Great Teacher” Certificate. A student nominated recognition sponsored by *the Georgia Tech Center for the Enhancement of Teaching and Learning* (2020 Spring).
- William A. Owens Scholarly Achievement Award. *Society for Industrial and Organizational Psychology* (2019).
- The Linda and Lloyd Byars Award for Faculty Research Excellence. *Scheller College of Business, Georgia Institute of Technology* (2019).
- Faculty Research Grant. *Georgia Tech Center for International Business Education and Research: \$3,000* (2019).
- Finalist for the Second Annual IACMR-RRBM Award for Responsible Research in Management. *International Association for Chinese Management Research and Responsible Research in Business and Management* (2019).
- “Thanks for Being A Great Teacher” Certificate. A student nominated recognition sponsored by *the Georgia Tech Center for the Enhancement of Teaching and Learning* (2019 Fall).
- Georgia Tech’s Georgia Power Professor of Excellence. *Georgia Institute of Technology* (2018).
- Early Career Achievement Award. *Society for Industrial and Organizational Psychology* (2018).

- Professor of the Year, Core Business Courses. *Scheller College of Business, Georgia Institute of Technology* (2018).
- GTPD's Patrolling Positivity Award. *Georgia Institute of Technology Police Department* (2018).
- Faculty Research Grant. *Georgia Institute of Technology Center for International Business and Education: \$ 4,700* (2018).
- Faces of Inclusive Excellence, which recognizes campus community members who have distinguished themselves in their research, teaching, and/or service by receiving special awards or recognitions during the past academic year (2017-18). *Georgia Institute of Technology* (2018).
- “Thanks for Being A Great Teacher” Certificate. A student nominated recognition sponsored by the *Georgia Tech Center for the Enhancement of Teaching and Learning* (2018 Spring).
- Early Career Achievement Award. *The Human Resources Division of the Academy of Management* (2017).
- Top 40 Under 40 Business School Professor in the World. *Poets and Quants* (2017).
- Class of 1940 Course Survey Teaching Effectiveness Award. *Georgia Institute of Technology* (2017).
- Class of 1940 Course Survey Teaching Effectiveness Award. *Georgia Institute of Technology* (2016).
- Finalist for the Academy of Management Review Best Paper Award. *Academy of Management Review* (2016).
- Evening MBA Elective Professor of the Year. *Scheller College of Business, Georgia Institute of Technology* (2016).
- Class of 1940 Course Survey Teaching Effectiveness Award. *Georgia Institute of Technology* (2015).
- Early Career Achievement Award. *Eastern Academy of Management* (2015).
- Brady Family Award for Faculty Research Excellence. *Scheller College of Business, Georgia Institute of Technology* (2015).
- Outstanding Reviewer Award. *Organizational Behavior and Human Decision Processes* (2015).
- Summer Research Award. *Georgia Tech Center for International Business Education and Research: \$1,500* (2015).
- The Only Nominee from Scheller College of Business for the CETL/BP Junior Faculty Teaching Award. *Georgia Institute of Technology* (2015).
- Professor of the Year, Core Business Courses. *Scheller College of Business, Georgia Institute of Technology* (2014).
- “Thanks for Being A Great Teacher” Certificate. A student nominated recognition sponsored by the *Georgia Tech Center for the Enhancement of Teaching and Learning* (2014 Fall).

- Scholarly Achievement Award. *The Human Resources Division of the Academy of Management* (2013).
- Nominee for the All-academy Carolyn Dexter Award for Best International Paper. *The Academy of Management* (2013).
- Best Paper with International Implications Award. *The Organizational Behavior Division of Academy of Management* (2012).
- Best Symposium of the Year award. *The Careers Division of Academy of Management* (2012).
- Runner-up for the Richard N. Farmer Best Dissertation Award. *The Academy of International Business* (2012).
- Finalist for the All-academy Carolyn Dexter Award for Best International Paper. *The Academy of Management* (2012).
- Finalist for the Barry M. Richman Best Dissertation Award. *The International Management Division of the Academy of Management* (2012).
- Finalist for the Alvah H. Chapman Jr. Outstanding Dissertation Award. *Florida International University's Center for Leadership* (2012).
- "Thanks for Being A Great Teacher" Certificates. A student nominated recognition sponsored by the *Georgia Tech Center for the Enhancement of Teaching and Learning* (multiple, 2012 Fall).
- Competitive Research Grant for Empirical Research on Cultural Intelligence. *Center for Innovation Research in Cultural Intelligence and Leadership in Nanyang Business School, Nanyang Technological University: \$10,000* (2012).
- "Thanks for Being A Great Teacher" Certificates. A student nominated recognition sponsored by the *Georgia Tech Center for the Enhancement of Teaching and Learning* (multiple, 2012 Spring).
- Ivey's Twenty Best Selling Cases (Hong Kong Disneyland). *Richard Ivey School of business, University of Western Ontario* (2011-2012).
- Outstanding Doctoral Research Award in the Leadership and Organization Development Category. *Emerald Publisher/ European Foundation for Management Development (EFMD)* (2011).
- Instructor of The Quarter Award (Winter). *Foster School of Business, University of Washington* (2011).
- AIB/Sheth Best Dissertation Proposal Award. *Academy of International Business* (2010).
- The Most Promising Dissertation Proposal Award. *The International Management Division of the Academy of Management* (2010).
- First-prize Li Ning Dissertation Proposal Award. *The International Association for Chinese Management Research: 10,000 Chinese Yuan/about \$1,465* (2010).

- Best Student Convention Paper Award. *The Human Resources Division of the Academy of Management* (2010).
- Kenneth E. Clark Student Research Award. *The International Leadership Association and Center for Creative Leadership* (2010).
- Ph.D. Teaching Award. *Foster School of Business, University of Washington* (2009-2010).
- Dissertation Research Grant. *Global Business Center, University of Washington: \$3,000* (2010).
- Summer Dissertation Fellowship. *Global Business Center, University of Washington: \$5,800* (2010).
- Chinese Government Award for Outstanding Overseas Chinese Students. *Chinese Government: \$5,000* (2009).
- Dissertation Research Grant. *Global Business Center, University of Washington: \$3,500* (2009).
- Overall Outstanding Doctoral Student Paper Award. *The Southern Management Association* (2009).
- Best Doctoral Student Paper Award. *The Entrepreneurship/Innovation/IT Division of the Southern Management Association* (2009).
- Best Doctoral Student Paper Award. *The HR Management/Careers Division of the Southern Management Association* (2009).
- Ivey's Ten Best Selling Cases (Hong Kong Disneyland). *Richard Ivey School of business, University of Western Ontario* (2008-2009).
- Instructor of The Quarter Award (Winter). *Foster School of Business, University of Washington* (2009).
- Top Poster Award. *The Society for Industrial and Organizational Psychology* (2009).
- Ph.D. Student Representative Outside of China (elected in 2009). *The International Association for Chinese Management Research*.
- Dean's Outstanding Academic Achievement Award. *Foster School of Business, University of Washington* (2007-2008).
- Finalist for Overall Best Paper Award. *The Careers Division of the Academy of Management* (2007).

### **RESEARCH INTERESTS**

- Event system theory
- Proactive behaviors (Employee Creativity and Citizenship Behavior)
- Counterproductive behaviors (Employee Turnover and Abusive Supervision)

### **COURSES TAUGHT (Mean: 4.9/5.0; Median: 4.9/5.0)**

- EMBA Leadership and Organizational Behavior
- EMBA Global Workforce Management
- EMBA Analysis of Global Environments
- MBA Cross-cultural Management

- MBA Leadership Development
- MBA Leadership Development Preparation
- PhD Advanced Research Methods
- Undergraduate Cross-cultural Management
- Undergraduate Organizational Behavior

### **JOURNAL PUBLICATIONS (\* = Equal Contributors)**

- **1. Liu, D.,** Morgeson, F., Zhu, J. L., Fan, X. Q. 2023. Event-oriented organizational behavior research: A multilevel review and agenda for future research. *Journal of Management*.
- **2. Lua, E., Liu, D.,** Shalley, C. E. 2023. Multilevel outcomes of creativity in organizations: An integrative review and agenda for future research.
- **3. Jiang, L., Yin, D., Liu, D., &** Johnson, R. 2022. The more enthusiastic, the better? Unveiling the unintended effect of entrepreneurs' displayed enthusiasm in crowdfunding. *Entrepreneurship Theory and Practice*.
- **4. Liu, D.,** Chen, Y., & Li, N. 2021. Tackling the negative impact of COVID-19 on work engagement and taking charge: A multi-study investigation of frontline health workers. *Journal of Applied Psychology*, 106(2): 185-198.
  - Web of Science Highly Cited Paper (top 1% in the field)
- **5. \*Chen, Y., \*Liu, D., \*Tang, G. Y., &** Hogan, T. 2021. Workplace events and employee creativity: A multi-study field investigation. *Personnel Psychology*, 74: 211-236.
  - Top Cited Article Published between January 1 2021 to December 31 2022 according to citation data from Clarivate Analytics. *Wiley Publishing*.
  - Top Cited Article Published between January 1 2020 to December 31 2021 according to citation data from Clarivate Analytics. *Wiley Publishing*.
  - Web of Science Highly Cited Paper (top 1% in the field)
- **6. Lin, L., Bai, Y. T., Mo, C. W., Liu, D., &** Li, X. 2021. Does pay raise decrease temporary agency workers' voluntary turnover over time in China? Understanding the moderating role of demographics. *The International Journal of Human Resource Management*, 32: 1537-1565.
- **7. Luo, W., Liu, D.,** Zhang, K. 2021. Followership research evolution and future directions in the Chinese context. *Nankai Management Review*, 23(6): 76-87 (*a top 3 Chinese management research journal*).

- **8.** Breidenthal, A., **Liu, D.**, & Bai, Y. T. 2020. The dark side of creativity: Coworker envy and ostracism as a response to employee creativity. *Organizational Behavior and Human Decision Processes*, 161: 242-254.
- **9.** Jiang, L., Yin, D. Z., & **Liu, D.** 2019. Can joy buy you money? The impact of the strength, duration, and phases of an entrepreneur's peak displayed joy on funding performance. *Academy of Management Journal*, 62: 1848-1871. (*corresponding author*)
  - William A. Owens Scholarly Achievement Award. Society for Industrial and Organizational Psychology (2021).
- **10.** Ju, D., Huang, M. P., **Liu, D.**, Qin, X., & Hu, Q. J., & Chen, C. 2019. Supervisory consequences of abusive supervision: A multi-study investigation of abusive supervision, sense of power, and managerial self-efficacy. *Organizational Behavior and Human Decision Processes*, 154: 80-95.
- **11.** **Liu, D.**, Fisher, G., & Chen, G. 2018. CEO attributes and firm performance: A sequential mediation process model. *Academy of Management Annals*, 12: 789-816.
- **12.** **Liu, D.**, Gong, Y. P., Zhou, J., & Huang, 2017. Human resource systems, employee creativity, and firm innovation: The moderating role of firm ownership. *Academy of Management Journal*, 60: 1164-1188.
  - 2<sup>nd</sup> most important contributor to the 2019 impact factor of *Academy of Management Journal*
  - Web of Science Highly Cited Paper (top 1% in the field)
  - This paper appeared on *Academy of Management Journal*'s "most read articles" list.
  - Finalist for the All-academy Carolyn Dexter Award for Best International Paper. *The Academy of Management Meeting* (2012).
- **13.** Wee, E., Liao, H., **Liu, D.**, & Liu, J. 2017. Moving from abuse to reconciliation: A power-dependency perspective on when and how a follower break the spiral of abuse. *Academy of Management Journal*, 60: 2352-2380.
  - William A. Owens Scholarly Achievement Award. *Society for Industrial and Organizational Psychology* (2019).
- **14.** **Liu, D.**, Chen, X. P., & Holley, E. 2017. Help yourself by helping others: The joint impact of group member organizational citizenship behaviors and group cohesiveness on group member objective task performance change. *Personnel Psychology*, 70: 809-842.

- **15. Liu, D., & Liu, J.** 2017 Dissecting event system theory: Tenets and opportunities for research and practice. *Management Quarterly (Chinese)*, 2: 64-80
- **16. Liu, D.,** Jiang, K. F., Shalley, C. E., Keem, S., & Zhou, J. 2016. Motivational mechanisms of employee creativity: A meta-analytic examination and theoretical extension of the creativity literature. *Organizational Behavior and Human Decision Processes*, 137: 236-263.
  - Web of Science Highly Cited Paper (top 1% in the field)
- **17. \*Huang, L., \*Krasikova, D. V., & \*Liu, D.** 2016. I can do it, so can you: The role of leader creative self-efficacy in facilitating follower creativity. *Organizational Behavior and Human Decision Processes*, 132: 49-62.
  - One of the top 10 most downloaded articles of *Organizational Behavior and Human Decision Processes* from January to March 2016.
- **18. \*Adair, W., \*Buchan, N., \*Chen, X. P., & \*Liu, D.** 2016. A model of communication context and measure of context dependence. *Academy of Management Discoveries*, 2: 198-217.
- **19. Morgeson, F. P., Mitchell, T. R., & Liu, D.** 2015. Event system theory: An event-oriented approach to the organizational sciences. *Academy of Management Review*, 40: 515-537.
  - Web of Science highly cited paper (top 1% in the field)
  - Runner-up for the Academy of Management Review Best Paper Award. *Academy of Management Review* (2016)
  - Best Symposium of the Year award. *The Careers Division of Academy of Management* (2012).
- **20. Liu, D.,** Wang, S., & Wayne, S. 2015. Is being a good learner enough? An examination of the interplay between learning goal orientation and impression management tactics on creativity. *Personnel Psychology*, 68: 109-142.
  - Overall Outstanding Doctoral Student Paper Award. *The Southern Management Association* (2009).
  - Best Doctoral Student Paper Award. *The HR Management/Careers Division of the Southern Management Association* (2009).
- **21. Liu, D.,** Hernandez, M., & Wang, L. 2014. The role of leadership and trust in creating structural patterns of team procedural justice: A social network investigation. *Personnel Psychology*, 67: 801-845.



- **22.** Zhang, S., Chen, G. Q., Chen, X. P., **Liu, D.**, & Johnson, M. 2014. Relational versus collective identification within workgroups: Conceptualization, measurement development, and nomological network building. *Journal of Management*, 40: 1700-1731.
- **23.** Li, J. S., Wu, L. Z., **Liu, D.**, Kwan, H. K., & Liu, J. 2014. Insiders maintain voice: A psychological safety model of organizational politics. *Asian Pacific Journal of Management*, 31: 853-874.
- **24.** **Liu, D.**, Mitchell, T. R., Lee, T. W., Holtom, B. C., & Hinkin, T. R. 2012. When employees are out of step with coworkers: How job satisfaction trajectory and dispersion influence individual- and unit-level voluntary turnover. *Academy of Management Journal*, 55: 1360-1380.
  - Scholarly Achievement Award. *The Human Resources Division of the Academy of Management* (2013).
  - Best Student Convention Paper Award. *The Human Resources Division of the Academy of Management* (2010).
- **25.** **Liu, D.**, Liao, H., & Loi, R. 2012. The dark side of leadership: A three-level investigation of the cascading effect of abusive supervision on employee creativity. *Academy of Management Journal*, 55: 1187-1212.
  - Web of Science Highly Cited Paper (top 1% in the field)
  - *Academy of Management Conference Best Paper Proceedings* (2010) (includes only the top 10% of presented papers).
- **26.** Jiang, K. F., **Liu, D.**, McKay, P. F., Lee, T. W., & Mitchell, T. R. 2012. When and how is job embeddedness predictive of turnover? A meta-analytic investigation. *Journal of Applied Psychology*, 97: 1077-1096.
- **27.** Chen, X. P., **Liu, D.**, & Portnoy, R. 2012. A multilevel investigation of motivational cultural intelligence, organizational diversity climate, and cultural sales: Evidence from U.S. real estate firms. *Journal of Applied Psychology*, 97: 93-106.
  - Top Poster Award. *The Society for Industrial and Organizational Psychology* (2009).
- **28.** **Liu, D.**, & Fu, P. P. 2011. Motivating protégés' learning in teams: A multilevel investigation of autonomy orientation and autonomy support. *Journal of Applied Psychology*, 96: 1195-1208.
  - Finalist for Overall Best Paper Award. *The Careers Division of the Academy of Management* (2007).
  - *Academy of Management Conference Best Paper Proceedings* (2007) (includes only the top 10% of presented papers).

- **29. \*Liu, D., \*Zhang, S., Wang, L., & Lee, T.** 2011. The effects of autonomy and empowerment on employee turnover: Test of a multilevel model in teams. *Journal of Applied Psychology*, 96: 1305-1316.
- **30. Liu, D.,** Chen, X. P., & Yao, X. 2011. From autonomy to creativity: A multilevel investigation of the mediating role of harmonious passion. *Journal of Applied Psychology*, 96: 294-309.
- **31. \*Liao, H., \*Liu, D., & \*Loi, R.** 2010. Looking at both sides of the social exchange coin: A social cognitive perspective on the joint effects of relationship quality and differentiation on creativity. *Academy of Management Journal*, 53: 1090-1109.
- **32. Liu, D.,** Liu, J., Kwan, H. K., & Mao, Y. N. 2009. What can I gain as a mentor? The effect of mentoring on the job performance and social status of mentors in China. *Journal of Occupational and Organizational Psychology*, 82: 871-895.

### **BEST PAPER PROCEEDINGS**

- **1. Liu, D., & Eberly, M.** 2014. When do turnover intentions fuel workplace deviance? A cross-cultural investigation. *Best Paper Proceedings of the Academy of Management Meeting*.
- **2. Liu, D.** 2012. Leading up: A cross-cultural, longitudinal, and multilevel investigation of TMT support and shocks. *Best Paper Proceedings of the Academy of Management Meeting*.
- **3. Liu, D.,** Liao, H., & Loi, R. 2010. Why, when, and how? An investigation of the cascading impact of abusive supervision on creativity. *Best Paper Proceedings of the Academy of Management Meeting*.
- **4. Liu, D., & Fu, P. P** 2007. Motivating learning in the organization: effects of autonomy support and autonomy orientation. *Best Paper Proceedings of the Academy of Management Meeting*.

### **PRACTITIONER PUBLICATIONS**

- **1. Liao, H., Wee, E., & Liu, D.** 2017. Shifting the power balance with an abusive boss. *Harvard Business Review*, October.
- **2. Hinkin, T., Holtom, B., & Liu, D.** 2012. The contagion effect: Understanding the impact of changes in individual and work-unit satisfaction on hospitality industry turnover. *Cornell Hospitality Report*, 12 (9): 6-12.
- **3. Liu, D.,** Chen, X. P., & Yao, X. 2012. From autonomy to creativity: the critical role of harmonious passion. *Chinese Management Insights*, 1 (2): 21-23.

### **BOOK CHAPTERS (\* = Equal Contributors)**

- 1. Yu, X. Y., **Liu, D.**, & Li, Jie. 2019. Event system theory. In Li, C. P., and Xu, S. Y. (Eds.) *Sixty Frequently Applied Organization and Management Theories (in Chinese)*. Beijing: Peking University Press.
- 2. **Liu, D.**, Zhang, Z. & Wang, M. 2018. Mono-level and multilevel mediated moderation and moderated mediation: Theorization and test. In Chen, X. P., and Shen, W. (Eds.) *Organizational and Management Research Methods (in Chinese, 3<sup>rd</sup> edition)*. Beijing: Peking University Press.
- 3. Liao, H., Chuang, A., & **Liu, D.** 2018. Multilevel theories and research methods. In Chen, X. P., and Shen, W. (Eds.) *Organizational and Management Research Methods (in Chinese, 3<sup>rd</sup> edition)*. Beijing: Peking University Press.
- 4. Zhong, W. G., Yang, H. B., & **Liu, D.** Event research methods. 2018. In Chen, X. P., and Shen, W. (Eds.) *Organizational and Management Research Methods (in Chinese, 3<sup>rd</sup> edition)*. Beijing: Peking University Press.
- 5. \*Chen, X. P., \***Liu, D.**, & \*He, W. 2015. Does passion fuel entrepreneurship and job creativity? A review and preview of passion research. In Shalley, C. E., Zhou, J., and Hitt, M. A. (Eds.), *Oxford Handbook of Creativity, Innovation, and Entrepreneurship*. Oxford: Oxford University Press.
- 6. Eberly, M. B., **Liu, D.**, Mitchell, T. R., & Lee, T. W. 2013. Attributions and emotions as mediators and/or moderators in the goal-striving process. In Locke, E., and Latham, G. (Eds.), *New Developments in Goal Setting and Task Performance*. London: Taylor & Francis Group.
- 7. **Liu, D.**, Zhang, Z. & Wang, M. 2012. Mono-level and multilevel mediated moderation and moderated mediation: Theorization and test. In Chen, X. P., Tsui, A., and Farh, L. (Eds.) *Organizational and Management Research Methods (in Chinese)*. Beijing: Peking University Press.
- 8. **Liu, D.**, Wong, C. S., & Fu, P. P. 2012. Team leaders' emotional intelligence, personality, and empowering behavior: An investigation of their relations to team climate. In Mobley, W. H., Wang, Y., and Li, M. (Eds.) *Advances in Global Leadership (Vol. 7)*. Bingley, UK: Emerald Group Publishing.

### TEACHING CASES

- 1. **Liu, D.**, & Young, M. 2009. Ocean Park confronts Hong Kong Disneyland. In Peng, M. W. (Ed.), *Global Business*, 393-399. Cincinnati: Thomson South-Western.
- 2. Young, M., & **Liu, D.** 2007. Hong Kong Disneyland. *Ivey Case Publishing*. Also published in Zeithaml, Bitner and Gremler (2008) *Services Marketing*, 5<sup>th</sup> edition by McGraw-Hill; Phatak, Bhagat and Kashlak (2008) *International Management: Managing in a Diverse and Dynamic*

*Global Environment*, 2<sup>nd</sup> edition by McGraw-Hill; Muchnick (2011) *Service and Professionalism*, 2<sup>nd</sup> edition by Pearson Learning; Brennan and Sisk (2012) *Strategic Management for Results: Practical Strategies for Sustainable Outcomes* by Cognella, an imprint of University Readers, Inc.

- 3. Young, M., **Liu, D.**, Au, D., Hung, K., Wong, C., Yam, M., & Yau, O. 2007. Hong Kong's Ocean Park: Taking on Disney. *Ivey Case Publishing*. Also published in Peng (2008) *Global Strategy*, 1<sup>st</sup> edition by McGraw Hill; Schoenecker (2016) *Strategic Management and Competitive Advantage*, 1<sup>st</sup> edition by Pearson Learning Solutions.

#### **CONFERENCE PAPERS (\* = Equal Contributors)**

- 1. Gong, Q., **Liu, D.**, Chen, Y., & Lee, C. 2022. From unsung hero in crises to creator at work: A multimethod, multi-study investigation of employee volunteering and job creativity. *SIOP Annual Conference, Seattle*.
- 2. Li, X., **Liu, D.**, & Chen, G. 2022. Love amid terror: Terrorist attacks and firm-employee relationship. *Strategic Management Society Annual Conference, London*.
- 3. Zhu, J., **Liu, D.**, Jia, J., & Zhao, R. 2021. The impact of air pollution event disruption on workplace loneliness and sleep. *SIOP Annual Conference, Virtual*.
- 4. Gong, Q., **Liu, D.**, Chen, X. P., & Chen, G. 2020. The fire to inspire: A cross-level investigation of how CEO passion impacts employee creativity. *Academy of Management Conference, Vancouver (virtual)*.
- 5. Gong, Q., **Liu, D.**, Gong, Y., & Zhou, J. 2020. The cross-level influence of performance-oriented HRM system on individual creativity. *Academy of Management Conference, Vancouver (virtual)*.
- 6. Keem, S., Breidenthal, A., **Liu, D.**, & Jiang, C. Y. 2019. Creating alone: When and why employee creative performance leads to coworker bullying. *Academy of Management Conference, Boston*.
- 7. Feng, Z., Highberger, F., **Liu, D.**, & Li, H. 2019. Ashamed for performing well: A multilevel investigation of abusive supervision from the third party perspective. *Academy of Management Conference, Boston*.
- 8. Breidenthal, A., **Liu, D.**, & Jiang, C. Y. 2018. Trickle-down trust: How TMT behavior, CEO leadership, and firm ownership influence employee trust. *Academy of Management Conference, Chicago*.
- 9. Chen, Y., Tang, G. Y., **Liu, D.**, & Hogan, T. 2018. When and how disruptive events fuel creativity. *Academy of Management Conference, Chicago*.
- 10. Gong, Q., **Liu, D.**, Chen, X. P., Chen, G. Q. 2018. The fire to inspire: How CEO passion affects employee job creativity. *Southern Management Association Conference, Lexington*.

- **11. Liu, D.** 2018. The latest theoretical and empirical advances of event system theory. *International Association for Chinese Management Research, Wuhan.*
- **12. Breidenthal, A., Liu, D., & Jiang, C. Y.** 2017. Social and economic EORs: Critical links between organizational reciprocity and turnover intentions. *Academy of Management Conference, Atlanta.*
- **13. Lin, L., Bai, Y., Liu, J., & Liu, D.** 2017. Ethical leadership effectiveness in China: Effects of ethical climate and employee traditionality. *Academy of Management Conference, Atlanta.*
- **14. Breidenthal, A., Liu, D., Mao, Y. N., & Bai, Y. T.** 2016. Don't envy me because I'm creative: A field study of coworker reactions to creative employees. *Academy of Management Conference, Anaheim.*
- **15. Luo, W. H., Liu, D., & Zhang, K.** 2016. A motivational framework of followership behavior: Scale development and nomological network. *Academy of Management Conference, Anaheim.*
- **16. Morgeson, F., Mitchell, T., & Liu, D.** 2016. The event interpretation process: Understanding event screening, assessment, and deliberation. *Academy of Management Conference, Anaheim.*
- **17. Liu, D.** 2016. This is an eventful era: An event-oriented approach to indigenous management research in China. *International Association for Chinese Management Research, Hangzhou.*
- **18. Liu, D., & Chen, X. P.** 2014. Learning from cultural shocks: A cross-cultural longitudinal study of expatriate creativity. *Academy of Management Conference, Philadelphia.*
- **19. Liu, D., Kwan, H. K., & Fisher, G.** 2014. Founders' core self-evaluations and new venture performance: A longitudinal multilevel examination. *Academy of Management Conference, Philadelphia.*
- **20. Liu, D., & Eberly, M.** 2014. When do turnover intentions fuel workplace deviance? A cross-cultural investigation. *Academy of Management Conference, Philadelphia.*
- **21. Liu, D., Gong, Y. P., Zhou, J., & Huang, J. C.** 2013. Human resources management and creativity: A cross-level examination of underlying mechanism. *Academy of Management Conference, Orlando.*
- **22. Liu, D., Jiang, K. F., Shalley, C. E., & Keem, S.** 2013. The underlying motivational mechanisms for employee creativity: A meta-analytic examination. *Academy of Management Conference, Orlando.*
- **23. Liu, D., Kwan, H. K., Lin, Q., & Holley, E.** 2013. Why do I love you? A longitudinal multilevel investigation of creativity and love. *Academy of Management Conference, Orlando.*
- **24. Adair, W., Buchan, N., Chen, X. P., & Liu, D.** 2013. The challenge of nonverbal context in international business: A model of communication and social interaction style. *Academy of International Business Conference, Istanbul.*

- **25. Liu, D.** 2012. Leading up: A cross-cultural, longitudinal, and multilevel investigation of TMT support and shocks. *Academy of Management Conference, Boston.*
- **26. Morgeson, F., Mitchell, T., & Liu, D.** 2012. Event systems theory: An event-oriented approach to the organizational sciences. *Academy of Management Conference, Boston.*
- **27. Jiang, K. F., Liu, D., McKay, P., Lee, T., & Mitchell, T.** 2012. When and how is job embeddedness predictive of turnover. *Society for Industrial and Organizational Psychology Conference, San Diego.*
- **28. Liu, D., Zhang, Z., & Wang, M.** 2012. Mono-level and multilevel mediated moderation and moderated mediation: Theorization and test. *Southern Management Association Conference, Ft Lauderdale.*
- **29. Duan, J., Kwan, H. K., Ling, B., & Liu, D.** 2012. The role of voice efficacy in the formation of voice behavior: A cross-level examination. *Southern Management Association Conference, Ft Lauderdale.*
- **30. Kwan, H. K., Au, K., & Liu, D.** 2012. Work-family conflict in new venture creation. *International Association for Chinese Management Research Conference, Hong Kong.*
- **31. Jian, Z., Kwan, H. K., Qiu, Q., Liu, D., Lee S., Mao, Y. N., & Yim, F.** 2011. Abusive supervision and frontline employees' service performance. *Academy of Management Conference, San Antonio.*
- **32. Kwan, H. K., Mao, Y. N., & Liu, D.** 2011. The impact of mentorship quality on mentors' personal learning and work-to-family interface. *Southern Management Association Conference, Savannah.*
- **33. Liu, D., Hernandez, M., & Wang, L.** 2011. Catching justice contagion within a social network: A longitudinal investigation. *Society for Industrial and Organizational Psychology Conference, Chicago.*
- **34. Liu, D., Liao, H., & Loi, R.** 2010. Why, when, and how? An investigation of the cascading impact of abusive supervision on creativity. *Academy of Management Conference, Montreal.*
- **35. Liu, D., Mitchell, T., & Lee, T.** 2010. Job satisfaction growth and voluntary turnover: A dynamic multilevel investigation. *Academy of Management Conference, Montreal.*
- **36. Liu, D., Zhang, S., Wang, L., & Lee, T.** 2010. A self-determination perspective on turnover: Examining personality and context predictors. *Society for Industrial and Organizational Psychology Conference, Atlanta.*

- **37.** Zhang, S., Chen, G. Q., Chen, X. P., **Liu, D.**, & Johnson, M. 2010. Interpersonal identification-based versus collective identification-based group identity: A field investigation. *Society for Industrial and Organizational Psychology Conference, Atlanta.*
- **38.** Kwan, H. K., Wu, L. Z., Liu, J., & **Liu, D.** 2010. Understanding employee voice behavior: A multi-phase, multi-sample investigation of the roles of organizational politics, psychological safety, and insider status. *International Association for Chinese Management Research Conference, Shanghai China.*
- **39.** **Liu, D.**, Wang, S., & Wayne, S. 2009. Good learners and good performers: The interactive effect of learning goal orientation and impression management tactics on creativity through mentoring provision. *Southern Management Association Conference, Asheville.*
- **40.** **Liu, D.**, Kwan, H. K., & Fisher, G. 2009. Does an entrepreneur's personality matter? A multilevel, multiphase investigation of core-self evaluations in the growth of top management team potency and new venture performance. *Southern Management Association Conference, Asheville.*
- **41.** **Liu, D.**, Chen, X. P., & Yao, X. 2009. Workplace autonomy support, employee autonomy orientation, and job creativity: The mediating role of harmonious passion. *Southern Management Association Conference, Asheville.*
- **42.** **Liu, D.**, Hernandez, M., & Wang, L. 2009. The ruinous effect of leader differential treatment: examining procedural justice contagion. *Academy of Management Conference, Chicago.*
- **43.** **Liu, D.**, & Kwan, H. K. 2009. Entrepreneurs' core self-evaluations and firm performance: A longitudinal critical event analysis. *Academy of Management Conference, Chicago.*
- **44.** Adair, W. L., Chen, X. P., & **Liu, D.** 2009. The meaning of context in communication: reconceptualization and scale development. *Academy of International Business Conference, San Diego.*
- **45.** Chen, X. P., Portnoy, R., & **Liu, D.** 2009. Organizational inclusiveness, cultural intelligence, and housing transactions: A multilevel investigation. *Society for Industrial and Organizational Psychology Conference, New Orleans.*
- **46.** Kwan, H. K., & **Liu, D.** 2009. The potential paradox of organizational citizenship behavior on work-to-family interface. *Society for Industrial and Organizational Psychology Conference, New Orleans.*
- **47.** Mu, J. F., & **Liu, D.**, & Di Benedetto, C. A. 2008. Strategic orientation and new product commercialization: A longitudinal study in China. *Southern Management Association Conference, St Pete Beach.*

- **48. Liao\*, H., Liu\*, D., & Loi\*, R.** 2008. LMX and TMX: Is relationship differentiation an angel or a devil in work teams? *Academy of Management Meeting, Anaheim.*
- **49. Liu, D., & Wang, S.** 2008. Managing mentoring and creativity: the moderating role of impression management tactics. *Academy of Management Meeting, Anaheim.*
- **50. Liu, D., Zhang, S., & Wang, L.** 2008. To stay or to leave: autonomy matters. *Academy of Management Meeting, Anaheim.*
- **51. Liu, D., & Chen, X. P.** 2008. Multilevel autonomy and employee job creativity: the mediating role of harmonious passion for work. *International Association for Chinese Management Research Conference, Guangzhou.*
- **52. Liu, D.** 2008. What matters to the CSR perception of CEOs in China. *Society for Industrial and Organizational Psychology Conference, San Francisco.*
- **53. Liu, D.** 2008. The impacts of OCBs on in-role performances in teams. *Society for Industrial and Organizational Psychology Conference, San Francisco.*
- **54. Liu, D., & Toy, H. L.** 2007. Personal learning in teams: the effects of personality and team cohesiveness. *Academy of Management Meeting, Philadelphia.*
- **55. Liu, D., Kwan, H. K., & Mao, Y. N.** 2007. The effects of mentoring on mentor's job performance and social status. *Academy of Management Meeting, Philadelphia.*
- **56. Liu, D., & Fu, P. P.** 2007. Motivating learning in the organization: effects of autonomy support and autonomy orientation. *Academy of Management Meeting, Philadelphia.*
- **57. Liu, D., Wong, C. S., & Fu, P. P.** 2006. Team leaders' emotional intelligence, personality, and empowering behavior: An investigation of their relations to team climate. *Asian Academy of Management Meeting, Tokyo.*
- **58. Liu, D., & Young, M.** 2006. A corporate governance perspective on corporate social responsibility in China. *Academy of Management Conference, Atlanta.*
- **59. Liu, D., Liu, J., & Kwan, M.** 2006. The mediating roles of personal learning and social interaction in mentor outcomes. *International Association for Chinese Management Research Conference, Nanjing.*
- **60. Liu, D.** 2005. Ownership type, board structure, and corporate social responsibility perception of top management teams in China. *Asia-Pacific Corporate Governance Conference, Hong Kong.*

## REVIEWING

- Founding editorial board member for Academy of Management Discoveries
- Editorial board member for Organizational Behavior and Human Decision Processes



- Ad Hoc Reviewer for Academy of Management Journal
- Ad Hoc Reviewer for Academy of Management Review
- Ad Hoc Reviewer for Administrative Science Quarterly
- Ad Hoc Reviewer for Journal of Applied Psychology
- Ad Hoc Reviewer for Organization Science
- Ad Hoc Reviewer for Personnel Psychology
- Ad Hoc Reviewer for Journal of Management
- Ad Hoc Reviewer for Journal of Management Studies
- Ad Hoc Reviewer for Acta Psychologica Sinica
- External Reviewer for Research Grants Council of Hong Kong
- External Reviewer for Swiss National Science Foundation

#### **INTERNAL ACADEMIC SERVICE**

- Scheller Administrator Review Committee (2023.2-present)
- Scheller EMBA Committee (2018.8-2019.8; 2021.8-present)
- Scheller Summer Support Committee (2022.1-present)
- Georgia Tech Responsible Conduct of Research (RCR) Advisory Committee (2020.1-present)
- Scheller Strategic Planning Committee (2020.1 to 2021.8)
- Scheller MBA Committee (2019.8-2021.8)
- Scheller Diversity and Inclusion Council (2017.1-2019.6)
- Scheller Undergrad Committee (2017.8-2018.8)
- Georgia Tech Student Computer Ownership Committee (2015.8-2019.5)
- Scheller Honors Committee (2014.8-2017.8)

#### **EXTERNAL ACADEMIC SERVICE**

- Member of the Distinguished Early Career Contributions-Science Award Committee, Society for Industrial and Organizational Psychology (SIOP) (2023)
- Member of the Cummings Scholarly Achievement Award Committee, Organizational Behavior Division of the Academy of Management (2021)

- Member of the Early Career Achievement Award Committee, Human Resources Division of the Academy of Management (2020)
- Chair of the Early Career Achievement Award Committee, Human Resources Division of the Academy of Management (2019)
- Chair of the Early Career Achievement Award Committee, Human Resources Division of the Academy of Management (2018)
- Member of Dissertation Grant Committee, the Society for Human Resource Management (SHRM) (2017)
- Chair of the Organizational Behavior Best Paper with International Implications Award Committee, Organizational Behavior Division of the Academy of Management (2016)
- Member of the Organizational Behavior Best Paper with International Implications Award Committee, Organizational Behavior Division of the Academy of Management (2015)
- Chair of the Scholarly Achievement Award Committee, Human Resources Division of the Academy of Management (2014)
- English Program Committee Member of the International Association of Chinese Management Research Conference (2014)
- Panelist of “Halfway There, But Now What? Career Advice for Pre-dissertation Doctoral Students” - Professional Development Workshop (2011, 2012, 2013), Organizational Behavior Division of the Academy of Management
- Panelist of “When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy” All-academy Professional Development Workshop (2011), the Academy of Management
- Panelist of New Doctoral Student Consortium (NDSC) of the Academy of Management (2011)

### **PROFESSIONAL AFFILIATIONS/MEMBERSHIPS**

- American Psychological Association (APA)
- Society for Industrial and Organizational Psychology (SIOP)
- Academy of Management (AOM)
- Strategic Management Society (SMS)
- Academy of International Business (AIB)
- Eastern Academy of Management (EAM)

- International Association for Chinese Management Research (IACMR)
- Southern Management Association (SMA)