

# ZHENYU LIAO

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## ACADEMIC EXPERIENCE

Northeastern University, D'Amore-McKim School of Business  
Associate Professor of Management & Organization, 2025 – present  
Thomas E. Moore Faculty Fellow, 2022 – present  
Assistant Professor of Management & Organization, 2019 – 2025  
Joseph G. Riesman Research Professor, 2021 – 2023  
Washington University in St. Louis, Olin Business School  
Post-Doctoral Research Scholar of Organizational Behavior, 2017 – 2019

## EDUCATION

National University of Singapore, Ph.D., Management & Organization, 2017  
Renmin University of China, M.Sc., Management & Organization, 2012  
Jiangxi University of Finance and Economics, B.A., Management, 2010

## RESEARCH INTERESTS

Leadership, Entrepreneurship, Morality, Inequality, Technology and Work

## KEY REFEREED JOURNAL PUBLICATIONS

(† Ph.D. student or post-doctoral collaborator, \* Equal contribution)

Wang, S. †, Zhang, L., & Liao, Z. (2026). Remote work and hiring requirements: Large-scale cross-country evidence. *Administrative Science Quarterly*.

Lee, H., Liao, Z., Young, H. †, Ferris, L., Wang, N., & Chen, Y. (2025). The hidden cost of decision-making autonomy at work: How task reflexivity and construal level induce mental fatigue. *Personality and Social Psychology Bulletin*.

Bird, Y. \*, Li, J. \*, Zhang, Y. †\*, & Liao, Z. (2025). Gender and social entrepreneurship fundraising: A mission drift perspective. *Organizational Behavior and Human Decision Processes*. 188, 104407.

Liao, Z., Zhang, J. †, Wang, N., Bottom, W., Deichmann, D., & Tang, P. † (2024). The gendered liability

of venture novelty. *Academy of Management Journal*, 67, 299-330. **(Lead Article)**

❖ **Copeland Best Paper Award, DMSB, Northeastern University, 2025**

Liao, Z.\*, Wang, N.\*, Zhu, J., Chen, T., & Johnson, R. (2024). Disentangling the relational approach to organizational justice: Meta-analytic and field tests of distinct roles of social exchange and social identity. *Journal of Applied Psychology*, 109, 1716–1741.

Liao, Z., Yam, K. C., Lee, H. W. †, Johnson, R., & Tang, P. † (2024). Cleansing or licensing? Corporate social responsibility reconciles the competing effects of unethical pro-organizational behavior on moral self-regulation. *Journal of Management*, 50, 1643-1683.

Liao, Z., Wu, L. †, Zhang, J. †, Song, Z., & Wang, Y. † (2023). Exchange through emoting: An emotional model of leader-member exchanges. *Personnel Psychology*, 76, 311-346.

Liao, Z., Lee, H. W. †, Johnson, R., Song, Z., & Liu, Y. (2021). Seeing from a short-term perspective: When and why daily abusive supervisor behavior yields functional and dysfunctional consequences. *Journal of Applied Psychology*, 106, 377-398.

Liao, Z., Liu, W., Li, X. †, & Song, Z. (2019). Give and take: An episodic perspective on leader-member exchange. *Journal of Applied Psychology*, 104, 34-51.

❖ **AOM OB Division Best Paper Award, 2015**

Liao, Z., Yam, K. C., Johnson, R., Liu, W., & Song, Z. (2018). Cleansing my abuse: A reparative response model of perpetrating abusive supervisor behavior. *Journal of Applied Psychology*, 103, 1039-1056.

Yam, K. C., Christian, M., Wei, W. \*, Liao, Z. \*, & Nai, J. \* (2018). The mixed blessing of leader sense of humor: Examining costs and benefits. *Academy of Management Journal*, 61, 348-369.

Zhu, J. †, Liao, Z. \*, Yam, K. C., & Johnson, R. (2018). Shared leadership: A state-of-the-art review and future research agenda. *Journal of Organizational Behavior*, 39, 834-852.

Liu, W., Song, Z., Li, X. †, & Liao, Z. (2017). Why and when leaders' affective states influence employee upward voice. *Academy of Management Journal*, 60, 238-263.

## **OTHER REFEREED JOURNAL PUBLICATIONS**

Xie, X., Wei, J. †, Hu, Q., & Liao, Z. (2023). Is the door really open? A contingent model of boundary-spanning behavior and abusive supervisory behavior. *Journal of Business Research*, 169, 114284.

Yang, N. †, Lin, C. †, Liao, Z., & Xue, M. † (2022). When moral tension begets cognitive dissonance: An investigation of responses to unethical pro-organizational behavior and the contingent effect of construal level. *Journal of Business Ethics*, 180, 339-353.

Zhang, Y.†, & Liao, Z. (2015). Consequences of abusive supervision: A meta-analytic review. *Asia Pacific Journal of Management*, 32, 959-987.

## **WORKING PAPERS**

Liao, Z., Lee, R., & Zhang, L. (1<sup>st</sup> revision). AI work.

Liao, Z., Zhao, E., & Zhang, L. (under review). Morality and bias.

Zhao, E., & Liao, Z. (2<sup>nd</sup> revision). Leader psychological safety.

Ouyang, X.†, Zhang, L., Lu, X., & Liao, Z. (1<sup>st</sup> revision). Managers and gender.

Liao, Z. Multicultural leadership. Data analysis.

Liao, Z. Remote work and leadership. Data analysis.

Liao, Z., Liu, M., & Dencker, J. Race and venture funding. Data analysis.

Liao, Z. Human-AI collaboration, leadership, and work identity. Data collection.

Liao, Z. Human-AI collaboration, leadership, and prosocial behavior. Data collection.

Yin, Y., Liao, Z., & Zhang, L. Elite founders, venture financing dynamics. Data analysis.

Zhang, J., & Liao, Z. Bias dynamics and status change. Data analysis.

## **BUSINESS ARTICLES, BOOK CHAPTERS, AND BEST PAPER PROCEEDINGS**

Liao, Z. (2020). Intimidating bosses can change – They just need a nudge. *Harvard Business Review*, Digital article, Aug 31. (see HBR *Chinese version*)

Liao, Z., Liu, W., & Song, Z. (2019). When being close to your employees backfires. *Harvard Business Review*, Digital article, Jan 14. (see HBR *Chinese version*)

Liao, Z., Yam, K. C., Johnson, R., Liu, W., & Song, Z. (2018). When your boss has an angry outburst, what do they do next? *Harvard Business Review*, Digital article, Apr 4.

Liu, W., Wang, F., & Liao, Z. (2021). Leader's anger and employee upward voice. In: Peng, K. Z. & Wu, C. (Eds). *Emotion and Proactivity at Work: Prospects and Dialogues*. Bristol University Press.

Liao, Z., Zhang, L., & Zhao, E. Y. (2025). A theoretical formulation of third-party bias. *Academy of Management Best Paper Proceedings*.

Liao, Z., Wu, L., Wang, Y., & Zhang, J. (2019). Exchanging through emoting: An emotional model of leader-member episodic exchanges. *Academy of Management Best Paper Proceedings*.

Liao, Z., Peng, A. C., Li, W., & Schaubroeck, J. (2016). A latent change score approach to examining consequences of abusive supervision. *Academy of Management Best Paper Proceedings*.

Liao, Z., Wu, L., Song, Z., Li, X., & Liu, Y. (2015). LMX process: The mediating roles of state gratitude and momentary trust in the leader. *Academy of Management Best Paper Proceedings*.

Liao, Z., Li, W., De Pater, I. E., & Liu, J. (2015). A multilevel study on antecedents of abusive supervision: A trait activation approach. *Academy of Management Best Paper Proceedings*.

## **INVITED RESEARCH TALKS AND CONFERENCES**

- 2026 Power, Status, and Influence Network Conference (scheduled)  
New Direction in Leadership Research Conference (scheduled)
- 2025 New Direction in Leadership Research Conference, University of Michigan  
The University of Hong Kong, HKU Business School  
Hong Kong Polytechnic University, Faculty of Business
- 2024 Boston College, Carroll School of Management  
IACMR Research Seminar (virtual)  
Ethical Issues Conference, Utah  
Polynomial Methods Conference, Oklahoma State University
- 2023 INSEAD, Gender Initiative Seminar  
National University of Singapore, Business School  
Zhejiang University, School of Management  
University of Electronic Science and Technology of China (virtual)
- 2021 West Virginia University, John Chambers College of Business (virtual)
- 2019 Harvard Business School, Nerd Behavioral Lab  
Zhejiang University, School of Management
- 2018 Northeastern University, D'Amore-McKim School of Business  
Michigan State University, Eli Broad College of Business
- 2017 Washington University in St. Louis, Olin Business School  
Nanjing University, School of Business  
Shanghai University of Finance & Economics, School of Business
- 2016 Hong Kong University of Science and Technology, School of Business  
City University of Hong Kong, College of Business  
Hong Kong Baptist University, School of Business  
Peking University, Guanghua School of Management  
Hong Kong Polytechnic University, Faculty of Business  
Renmin University of China, School of Business  
Peking University, Research Method Workshop at Psychology Department

## **CHAired CONFERENCE SESSIONS AND ACTIVITIES**

Liao, Z. (Aug 2025). Unraveling Bias and Barriers: Examining Inequality, Inclusion, and Leadership in Organizations. *Chairperson* at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen.

Liao, Z., & Zhang, J. (Aug 2019). Leadership Voice Dynamics. *Chairperson* at 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.

Liao, Z., & Calderon, C. (Aug 2016). New Doctoral Student Consortium Professional Development Workshop. *Chairperson* at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim.

Liao, Z. (Aug 2015). New Doctoral Student Consortium Professional Development Workshop. *Committee chairperson* at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver.

## **TEACHING EXPERIENCES**

### **Northeastern University, D'Amore-McKim School of Business**

Executive education: Leading People 2025 –

MBA: Entrepreneurial leader 2026 –

Undergraduate: Leadership 2022 –

Organizational Behavior 2020 –

### **Washington University in St. Louis, Olin Business School**

Undergraduate: Organizational Behavior within the Firm, 2017 F, 2019 S

PhD: Foundations of Organizational Behavior, 2017 F

Guest Instructor, Taught by Professor William Bottom

## **AWARDS, HONORS, AND FELLOWSHIPS**

Best Paper Award, Academy of Management, OB Division, 2015

Best Paper Award Finalist, Academy of Management, MOC Division, 2019

Outstanding Practical Implications Paper Award Finalist, AOM, OB Division, 2023

Copeland Best Paper Award, DMSB, Northeastern University, 2025

Phillips and Nadkarni Award for Best Paper on Diversity and Cognition, AOM, MOC Division, 2025

Best Paper Proceedings, Academy of Management, 2015, 2016, 2019, 2025

Teaching Innovation & Excellence Award, DMSB, Northeastern University, 2022

Best Reviewer Award, *Management and Organization Review*, 2022

Best Reviewer Award, *Academy of Management Journal*, 2023

Best Editorial Board Reviewer Award, *Journal of Applied Psychology*, 2023

Sam and Bonnie Rechter Fellowship, Project on Positive Leadership, University of Louisville, 2023

National Natural Science Foundation of China (Co-PI, #72272134), 2022

Thomas E. Moore Faculty Fellowship, Northeastern University, 2022

Joseph G. Riesman Research Professorship, Northeastern University, 2021

Tier 1 Research Grant (Mentored Award), Northeastern University, 2021

Kwok Leung Dissertation Grant Award, IACMR, 2016

Academic Research Visit Fund, NUS Business School, 2015

## **PROFESSIONAL SERVICE ACTIVITIES AND AFFILIATIONS**

### **Editorial Board Membership**

*Academy of Management Journal* (2022–)  
*Journal of Applied Psychology* (2022 –)  
*Organizational Behavior and Human Decision Processes* (2026 –)  
*Personnel Psychology* (2024 –)  
*Management and Organization Review* (2021–)

### **Ad-Hoc Reviewer**

*National Science Foundation (US), Academy of Management Journal, Academy of Management Review, Organization Science, Journal of Applied Psychology, Journal of Personality and Social Psychology, Nature Human Behavior, Organizational Behavior and Human Decision Processes, Personnel Psychology, Journal of Management, Journal of Organizational Behavior, Journal of Management Studies, Journal of Business Research, Journal of Business Ethics, etc.*

### **Student Advising**

Jack H. Zhang (WashU), Assistant Professor, Nanyang Technological University  
Meizi Liu (UCLA, research assistant), Phd student, University of Mannheim  
Xi Yu (Rutgers, research assistant), Phd student, Georgia Institute of Technology

### **Conference Services**

AOM OB Division Outstanding Publication Award Committee Member, 2023, 2024  
Academy of Management Conference (OB & MOC divisions) Review  
International Association for Conflict Management Conference Review  
International Association for Chinese Management Research Conference Review

### **Institutional Services**

Northeastern University, New Faculty Orientation, Invited Panel Speaker (2025)  
Northeastern University, Faculty Senate Academic Policy Committee (2021–2022)  
DMSB Teaching Faculty Promotion Committee (2025)  
DMSB Faculty Sabbatical Committee (2023)  
DMSB Management Brownbag Seminar Series Co-Organizer (2022–)  
DMSB MOD Faculty Tenure Progress Committee, Faculty Mentor (2025)  
DMSB MOD Faculty Recruitment Committee (2021, 2023, 2024)  
DMSB MOD Seminar Series Organizer (2020–2024)  
DMSB MOD Student Engagement Event Organizer (2019–2020)

### **Professional Membership**

Academy of Management (2012–)  
American Psychological Association (2021–2023)  
Association for Psychological Science (2021–2023)  
International Association for Chinese Management Research (2011–2019)  
Society for Industrial and Organizational Psychology (2012–2017)