

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.

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. (1st revision). AI work.
Liao, Z., Zhao, E., & Zhang, L. (under review). Morality and bias.
Zhao, E., & Liao, Z. (2nd revision). Leader psychological safety.
Ouyang, X. †, Zhang, L., Lu, X., & Liao, Z. (1st 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*.

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

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 85th Annual Meeting of the Academy of Management, Copenhagen.

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

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

Liao, Z. (Aug 2015). New Doctoral Student Consortium Professional Development Workshop. *Committee chairperson* at the 75th 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)