

He (Herb) Huang

Naveen Jindal School of Management
The University of Texas at Dallas
Richardson, TX 75080, USA

he.huang@utdallas.edu
<https://huanghe.phd>
ORCID: 0000-0001-5915-5988

EDUCATION

- | | | |
|-----|---|--------------|
| PhD | Organizational Behavior and Human Resources
The University of Texas at Dallas
<i>Dissertation: A Second Chance or A Second Guess? Recruiter
Evaluation of Boomerang Candidates.</i> | 2021–present |
| BSc | Human Resource Management
Wuhan University | 2016–2020 |

RESEARCH AREAS

Employee Mobility: boomerang employment, hiring decisions, atypical career path
Person-Environment Fit: leader-follower interaction, team member interaction, congruence effect

PUBLICATIONS

*Equal contribution.

Refereed Journal Articles

- Takeuchi, R., **Huang, H.**^{*}, Zhou, Y.^{*}, Kim, H., & Zhang, Z. (accepted). Commentary on Han et al.'s (2026) Meta-analytic Work on High-investment Human Resource Practices: Through the 3-P Lens for Workforce Management. *Journal of International Business Studies*. [accepted; ABS 4^{*}; FT50; UTD24]
- Hu, L., Jiang, N., **Huang, H.**, & Liu, Y. (2022). Perceived Competence Overrides Gender Bias: Gender Roles, Affective Trust and Leader Effectiveness. *Leadership & Organization Development Journal*, 43(5), 719–733.

Best Paper Proceedings

- Huang, H.**, Wu, J., Jiang, N., & Liu, Y. (2025). Mutual Efforts Into Leader-Follower Relationship, Relational Energy, and Resilience. In S. Taneja (Ed.), *Proceedings of the 85th Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Manuscripts under Review

- Kim, H.^{*}, Takeuchi, R.^{*}, **Huang, H.**, & Yun, S. Exchange (In)congruence: Integration of Social Exchange and Person-Supervisor Fit Theories. *Journal of Applied Psychology*. [2nd Round Review; ABS 4^{*}; FT50; TAMUGA]

Manuscripts in Progress

Huang, H., Wu, J., Jiang, N., & Liu, Y. Linking Mutual Efforts to Employee Performance Through Relational Energy. *Manuscript preparation stage, targeting: Human Relations*.

Huang, H., Takeuchi, R., & Guo, N. Boomerang Employment and Firm Performance. *Data analysis stage*.

Huang, H. Female Entrepreneurs, Token, and Gender Bias. *Data collection stage*.

Wu, J., **Huang, H.**, Gong, Y., & Chen, L. Experienced Tensions and Team Creativity. *Writing stage, targeting: Academy of Management Journal*.

Takeuchi, R., **Huang, H.**, Kim, H., Shao, R., & Zhang, R. High Investment Human Resource System and Cultural Values. *Manuscript preparation stage, targeting: Academy of Management Journal*.

Wu, J., Zhang, Z., Liden, R.C., Song, L.J., & **Huang, H.** A Multilevel Examination of LMX Differentiation Congruence Effect. *Data analysis stage, targeting: Academy of Management Journal*.

PRESENTATIONS

Conferences

Huang, H. Dissertation Chapter 3: Qualitative findings. *Academic Career Development Conference*. The University of Alabama. Tuscaloosa, AL. Sep 20. 2025

Huang, H. A Second Chance or A Second Guess? Recruiter Evaluation of Boomerang Candidates. *1st Lone Star Management Research Consortium*. Mays Business School, Texas A&M University. College Station, TX. Sep 12–13. 2025

Huang, H., Wu, J., Jiang, N., & Liu, Y. Mutual Efforts Into Leader-Follower Relationship, Relational Energy, and Resilience. *Academy of Management Annual Meeting*. Copenhagen, Denmark. Jul 28. 2025

Wu, J., Song, L.J., **Huang, H.**, & Zhang, A.M. The Trickle-Down Effect of Servant Leadership Revisited: A Longitudinal Investigation. *Academy of Management Annual Meeting*. Copenhagen, Denmark. Jul 28. 2025

Liu, Y., **Huang, H.**, Jiang, N., & Li, Y. Competence-Bonus Effects for Female Leaders: Gender Roles, Affective Trust and Leader Effectiveness. *Academy of Management Annual Meeting*. Virtual. 2021

Posters

Huang, H. How Do Ambivalent Leaders Influence Employee Engagement? *PhD Student Poster Competition and Art Showcase*. The University of Texas at Dallas. Richardson, TX. Oct 25. 2023

TEACHING

Instructor, The University of Texas at Dallas

Undergraduate

Organizational Behavior (65 students)	Fall 2026
Organizational Behavior (54 students)	Summer 2026
Human Resource Management in Business (39 students)	Spring 2026
Organizational Behavior (62 students)	Fall 2024
Organizational Behavior (30 students)	Spring 2024

Teaching Assistant, The University of Texas at Dallas

Executive MBA

Negotiation and Dispute Resolution	Fall 2023; Fall 2025
Strategic Leadership	Fall 2025
Strategic Management	Spring 2025

Graduate

Negotiation and Dispute Resolution	Fall 2023; Fall 2025
Special Topics in Entrepreneurship	Fall 2025
Healthcare Operations Management	Summer 2024

Undergraduate

Introduction to Human Resource Management	Fall 2022; Spring 2025
Organizational Behavior	Spring 2022; Fall 2023

AWARDS, FUNDS, AND HONORS

Jindal Research Fellowship, The University of Texas at Dallas	2022–2023
Graduate Teaching Assistantship, The University of Texas at Dallas	2021–2026

PROFESSIONAL DEVELOPMENT

Consortium for the Advancement of Research Methods and Analysis

Machine Learning/Natural Language Processing	2026
Publishing Papers with Interview Data	2025
Alternatives to Difference Scores	2023
Advanced SEM II	2022
Advanced SEM I	2022
Introduction to SEM	2022
Systematic Reviews and Meta-Analysis in R	2021

Academy of Management

Behind the Scenes of Highly Cited Organizational Ethnographies, PDW	2025
New Doctoral Student Consortium	2022

The University of Texas at Dallas

Advanced Graduate Teaching Certificate	2026
Graduate Teaching Certificate	2025

Neuromatch Academy

Computational Neuroscience Education	2021
--------------------------------------	------

SERVICE

Ad Hoc Reviewer

Human Resource Management
Applied Psychology
Career Development International
Leadership & Organization Development Journal
Academy of Management Annual Conference

The University of Texas at Dallas

Vice President of Communications, JSOM PhD Social Club	2023–2024
Moderator, OSIM PhD Student Brownbag Series	2023–2024

Academy of Management

Session Moderator, Academy of Management Annual Meeting	2025
---	------

SOCIETY MEMBERSHIP

Academy of Management

Organizational Behavior Division
Human Resources Division
Managerial and Organizational Cognition Division

Society for Industrial and Organizational Psychology

Member

updated September 2026

REFERENCES

Riki Takeuchi, Ph.D. (Dissertation Co-chair)

Dr. Joseph Picken Distinguished Professor
in Innovation and Entrepreneurship
Organizations, Strategy and International Management
Naveen Jindal School of Management
The University of Texas at Dallas

riki.takeuchi@utdallas.edu
+1 (972) 883-5112
800 West Campbell Road
Richardson, TX 75080, USA

Junfeng Wu, Ph.D. (Dissertation Co-chair)

Associate Professor of Management
Organizations, Strategy and International Management
Naveen Jindal School of Management
The University of Texas at Dallas

junfeng.wu@utdallas.edu
+1 (972) 883-5053
800 West Campbell Road
Richardson, TX 75080, USA

Karren Knowlton, Ph.D.

Assistant Professor of Organizational Behavior
Organizations, Strategy and International Management
Naveen Jindal School of Management
The University of Texas at Dallas

knowlton@utdallas.edu
+1 (972) 883-5002
800 West Campbell Road
Richardson, TX 75080, USA