

## XUAN LIU

Ph.D. Candidate, Department of Work and Organizations  
Carlson School of Management | University of Minnesota, Twin-Cities  
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### EDUCATION

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**University of Minnesota, Carlson School of Management** Twin Cities, MN  
Ph.D., Business Administration (Major: OB/HR) 2019-present  
*Dissertation:* How social class origins and job dissatisfaction jointly influence employees' future job quality (*tentative title*)

**Duke University, Fuqua School of Business** Durham, NC  
Master, Management Studies 2017-2018

**Peking University, China** Beijing, China  
LLB., Sociology; B.A., Economics 2013-2017

### RESEARCH INTERESTS

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- Reproduction of socioeconomic inequality
- Job search and early career success
- Organizational socialization
- Social networks

### PAPERS UNDER REVIEW OR REVISION

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Liu, Y., **Liu, X.**, & Tang, G. (Under review). Employee green behavior. *Organizational Behavior and Human Decision Processes*.

**Liu, X.**, Zhou, L., Ali, A. A., Liu, S., & Mo, S. (Revising, 1<sup>st</sup> round). Social class and job search. *Journal of Applied Psychology*.

Zhou, L., Wanberg, C., Csillag, B., Ali, A. A., & **Liu, X.** (Under review). Social class and job search. *Journal of Applied Psychology*.

\*titles removed to protect blind review process

### WORKING PAPERS

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**Liu, X.**, Moergen, K., Kim, S., Zhou, L., & Ali, A. A. How social class influences time use in college. *Developing manuscript. Target journal: Journal of Applied Psychology*.

### SELECTED WORK IN PROGRESS

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**Liu, X.**, Zhou, L., Ali, A. A., Kim, S., & Liu, S. The impact of family experience on job search

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experience. *Analyzing data*.

**Liu, X.**, Zhou, L., & Liu, Y. Creation and retention of professional networks. *Analyzing data for Study 1 and collecting data for Study 2*.

**Liu, X.**, Zhou, L., & Zhou, Z. Childhood social class and leadership in early adulthood. *Collecting data*.

Wang, W., Duffy, M., Kammeyer-Mueller, J., **Liu, X.**, & Kim, S. Supervisor undermining and support during internship. *Analyzing data for study 1*.

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## ACADEMIC HONORS AND AWARDS

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### Society for Industrial and Organizational Psychology

- SIOP Small Research Grant Award (\$10,000; Ali, A. A., **Liu, X.**, Zhou, L., Liu, S., & Mo, S.) 2021

### University of Minnesota, Carlson School of Management

- Small Grant for Diversity, Equity and Inclusion Research (\$2,025) 2024
- “Dare to Care” Award 2023
- Small Grant for Diversity, Equity and Inclusion Research (\$1,500) 2023
- WORG Ph.D. Student Small Research Grant (\$4,000) 2023
- Ph.D. Student Teaching Award 2022
- Ph.D. Student Conference-Travel Fellowship (\$750) 2021, 2022, 2023
- WORG Ph.D. Student Small Research Grant (\$5,000) 2021
- Ph.D. Student Conference-Travel Fellowship (\$185) 2020
- Dworkin Scholarship (\$1,500) 2019

### Duke University, Fuqua School of Business

- Fuqua Scholar/Dean’s list 2018

### Peking University

- Student speaker in Commencement Ceremony for Sociology Department 2017
- Graduate with Honor 2017
- Merit Student (awarded for four consecutive years) 2013-2017
- Cyrus Tang Scholarship 2013-2017
- University Leadership Scholarship 2015
- Fung Scholarship 2015
- Top Prize in University Academic Competition 2014

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## PEER-REVIEWED CONFERENCE PROCEEDINGS

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**Liu, X.**, Zhou, L., Ali, A. A., Liu, S., & Mo, S. (2022). Social class differences in job search process and employment success: Examining the role of goal persistence and

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compromising strategy. Accepted for the *Academy of Management 2022 Annual Conference Proceedings*.

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## PEER-REVIEWED CONFERENCE PRESENTATIONS

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- Liu, X.**, Liu, Y., Zhang, C., & Tang, G. (2023). *A network perspective of why employees engage in voluntary green behavior in teams*. Poster presented at the Industrial and Organizational Psychology Annual Conference, Boston, MA.
- Liu, X.**, Csillag, B., Zhou, L., & Ali, A. A. (2022). When jobs no longer fit well: How job dissatisfaction and social class jointly influence employee job search. In Wanberg, C. R. (Co-Chair), & Ren, S. (Co-Chair), *Person-Environment Fit: New Conceptualizations and the Role in Recruiting and Job Search*. Symposium presented at the Academy of Management Annual Conference, Seattle, WA.
- Liu, X.**, & Liu, Y. (2022). Creation and retention of professional networks: Coevolution with professional knowledge and impact from social class origin and core-self evaluations. In Methot, J. R. (Co-Chair), & Liu, S. (Co-Chair), *Time for Change: A Dynamic Perspective of Employee Social Networks*. Symposium presented at the Academy of Management Annual Conference, Seattle, WA.
- Liu, X.**, & Zhou, L. (2022). Childhood social class and leader emergence in adulthood: Mediating role of volunteering. In Zhou, Z. E. (Co-Chair), & Busse, K. A. (Co-Chair), *Leadership Across Domains: Nonwork Predictors and Outcomes of Leader Role Occupancy*. Symposium presented at the Society for Industrial-Organizational Psychology Annual Conference, Seattle, WA.
- Liu, X.**, Zhou, L., Ali, A. A., Liu, S., & Mo, S. (2022). Social class differences in job search process and employment success: Examining the role of goal persistence and compromising strategy. Paper presented at the Academy of Management Annual Conference, Seattle, WA.
- Zhou, L., Liu, Y., Song, Y., **Liu, X.**, Wang, Z., Chiang, J. T-J., & Restubog, S. (2022). *Where is the influence from? Team newcomer and oldtimer attributes, team oldtimer influence, and team viability*. Paper presented at the 2022 INGRoup Conference, Hamburg, Germany.
- Liu, X.**, Zhou, L., Qu, Y., & Mo, S. (2021). *Family socioeconomic status and adjustment to college: A social capital perspective*. Poster presented at the Society for Industrial-Organizational Psychology Annual Conference, Virtual Conference.
- Zhou, L., Zhang, Z., Liu, Y., & **Liu, X.** (2020). Recent developments in the analysis of intensive longitudinal data. In Foley, K. (chaired), *Assessing within-person variability: Tools for your toolbox*. Symposium presented at the Society for Industrial-Organizational Psychology Annual Conference, Austin, TX.

## **TEACHING EXPERIENCE**

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### **Instructor at University of Minnesota**

- HRIR 3021 Human Resource Management and Strategy 2022 Spring
  - Class size: 88 students; Teaching evaluation: 5.37/6.00
  - Received Ph.D. Student Teaching Award

### **Teaching Assistant for CARMA**

- Introduction to SEM with LAVAAN (instructor: Dr. Betty Zhou) 2022 Summer

### **Teaching Assistant at University of Minnesota**

- CMBA 5839/MGMT 6084/HRIR 6084 Management of Team 2022 Fall, 2023  
Spring  
(instructor: Dr. Mary Zellmer-Bruhn)
- MBA 6110 Leading Others (instructor: Dr. Abdifatah Ali) 2021 Spring, 2022  
Fall, 2023 Spring
- MGMT 1001 Contemporary Management (instructors: Dr. Betty Zhou, Dr. Elizabeth Campbell) 2019 Fall, 2020  
Spring, 2020 Fall

## **PROFESSIONAL SERVICE**

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### **Ad Hoc Reviewer**

- Journal of Applied Psychology Student Co-Reviewer (2022-present)
- Annual Meeting of the Academy of Management (HR, CAR; 2023-present)
- Annual Meeting of the Society for Industrial and Organizational Psychology (2021-present)

### **Service to Professional Associations**

- Academy of Management (AOM)
  - Volunteer for Career Division Membership Committee (2023-present)
  - OB Division Mentor for the Annual Meeting of the Academy of Management (2023)
- Society for Industrial and Organizational Psychology (SIOP)
  - Committee member of Women's Inclusion Network (WIN) Committee (2023-present)
  - Ambassador for the Annual Meeting of the Society for Industrial and Organizational Psychology (2023, 2024)
  - Conference Volunteer for the Annual Meeting of the Society for Industrial and Organizational Psychology (2023)

### **Service at University of Minnesota**

- Representative for Department of Work and Organizations, Carlson Student Advisory Committee (2023-2024)
- Co-organizer, Work and Organizations Student Workshop Series (2023-2024)
- Ph.D. student coordinator assistant, Department of Work and Organizations, assisting

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Ph.D. student recruitment (2022-2023)

- Organizer, Department of Work and Organizations Ph.D. Students Research Practicum, inviting guest speakers for students' weekly practicum sessions (2022-2023)
- Presenter, Department of Work and Organizations Ph.D. Students Research Practicum: Teaching in the Third Year (2022)
- Co-host, Carlson School of Management Speaker Series (2022)
- Representative for Department of Work and Organizations, Carlson Student Advisory Committee Meeting (2022)
- Research Lead, MGMT 1001 Research & Team Development Process (2019-2020)

### **Professional Affiliations**

- Society for Industrial and Organizational Psychology Student Member (2019-present)
- Academy of Management Student Member (HR, OB, RM, CAR; 2019-present)

### **WORK EXPERIENCE**

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#### **PwC Strategy&, Assistant Consultant**

- Assisted in three projects covering car-sharing, electric vehicles, K12 education and foreign industrial parks.
- Executed case study independently on a leading car-sharing platform, and environmental analysis for car-sharing industry, drawing high praise.
- Conducted in-depth research independently on leading K12 education corporations, researched and performed detailed analysis on 18 relevant reports, compiling a high-quality education investment report for clients.
- Researched investment environment of 19 industrial parks in Haiphong Vietnam and analyzed location factors for relevant light industries to support research on local websites.

#### **Nielsen, Data Analyst, Consumer Packaged Goods Service Unit**

- Established excel workbooks and analyzed sales volume and market share of 87 beverage products of Ting Hsin in 19 geographical distributions, composed 2015 brand tracking report.
- Researched and classified detailed population and tourism information in Beijing, solved the problem of scarce online data by searching university's academic resources within a strict deadline.

#### **World Wildlife Fund, Spring Intern, Climate and Energy Department**

- Executed annual National Climate Change Adaption Conference: managed communication among WWF, two environment-focusing NGOs and 20+ attendees; took minutes that were highly praised by climate experts.  
Translated and edited 40+ pages of WWF Climate Change Adaption Report and comments on adaption, summarized 100+ academic literature; reviewed subtitles for a 30-min online course and conducted promotion.