

## XUAN LIU

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

Ph.D. University of Minnesota – Minneapolis, MN 2019–2025 (expected)  
*Business Administration - Work and Organizations*

**Dissertation (proposal defended):** Impact of Job Dissatisfaction on Employee Job Search and Job Quality Change: Moderating Effect of Social Class Origins

**Committee:**

Dr. Connie Wanberg (chair, co-advisor), University of Minnesota

Dr. Le (Betty) Zhou (advisor), Texas A&M University

Dr. Abdifatah Ali, University of Minnesota

Dr. Claire Dush (external member, sociology), University of Minnesota

MMS. Duke University – Durham, NC 2017–2018  
*Master of Management Studies*

LL.B. Peking University – Beijing, China 2013–2017  
*Bachelor of Laws in Sociology*

B.A. Peking University – Beijing, China 2013–2017  
*Bachelor of Arts in Economics*

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### RESEARCH INTERESTS

Social class, socioeconomic inequality  
Job search, organizational socialization, career  
Social networks

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### PAPERS UNDER REVIEW

*Manuscript names altered to protect blind peer-review*

**Liu, X.**, Zhou, L., Ali, A. A., Liu, S., & Mo, S. (Under 2<sup>nd</sup> round review). Social class and job search. *Journal of Applied Psychology*.

Zhou, L., Wanberg, C. R., Csillag, B., Ali, A. A., & **Liu, X.** (Invited to submit a full manuscript to the special issue on Social Impact Research). Job search and job quality change.

*Journal of Applied Psychology.*

Liu, Y., **Liu, X.**, & Tang, G. (Under review). A network lens of employee green behavior.  
*Personnel Psychology.*

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## WORKING PAPERS

*Manuscript names altered to protect blind peer-review*

**Liu, X.**,\* Moergen, K.,\* Kim, S., Zhou, L., & Ali, A. A. Social class and time use. Manuscript development stage. Target journal: *Journal of Applied Psychology.*

\*Authors contributed equally to the manuscript

**Liu, X.**, Zhou, L., Ali, A. A., Kim, S., & Liu, S. Impact of family experience on job search. Data analysis stage. Target journal: *Journal of Applied Psychology.*

\*Received SIOP Small Research Grant Award

**Liu, X.**, Zhou, L., & Liu, Y. Coevolution of professional networks and knowledge. Data analysis stage. Target journal: *Organization Science.*

Wang, W., Duffy, M. K., Kammeyer-Mueller, J. D., **Liu, X.**, & Kim, S. Supervisor abuse and support. Data analysis stage. Target journal: *Academy of Management Journal.*

**Liu, X.**, Zhou, L., & Zhou, Z. Social class origins and leadership in adulthood. Data collection stage. Target journal: *Journal of Applied Psychology.*

**Liu, X.**, & Zhou, L. Upward mobility and early career success in creative jobs. Idea development stage. Target journal: *Academy of Management Journal.*

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## GRANTS

### **Society for Industrial-Organizational Psychology**

SIOP Small Research Grant Award: *Examining Socioeconomic Status Differences in Job Search Experiences and Outcomes*, \$10,000 (2021)

\*Co-investigators: Ali, A. A., **Liu, X.**, Zhou, L., Liu, S., & Mo, S

### **University of Minnesota**

Grant for Diversity, Equity and Inclusion Research: *Creation and Retention of Professional Networks*, \$2,025 (2024)

Ph.D. Student Research Grant: *How Job Dissatisfaction and Social Class Jointly Influence Employee Job Search*, \$4,000 (2023)

Grant for Diversity, Equity and Inclusion Research: *How Socioeconomic Mobility Trajectory Influences Early Career Success in Creative Jobs*, \$1,500 (2023)

Ph.D. Student Research Grant: *Examining Social Class Differences in Job Search Experiences and Employment Outcomes*, \$5,000 (2021)

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## PEER-REVIEWED CONFERENCE PROCEEDINGS

**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. *Academy of Management 2022 Annual Conference Proceedings*.

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## PEER-REVIEWED CONFERENCE PRESENTATIONS & POSTERS

**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 Society for Industrial-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.

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## HONORS AND AWARDS

**Society for Industrial-Organizational Psychology**  
SIOP Small Research Grant Award, 2021

**University of Minnesota**

Anne Tsui “Dare to Care” Research Award, 2023  
Ph.D. Student Teaching Award, 2022  
Dworkin Scholarship, 2019

**Duke University**

Fuqua Scholar/Dean’s list, 2018

**Peking University**

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

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## TEACHING EXPERIENCE

**Instructor at the University of Minnesota**

*HRIR 3021 Human Resource Management and Strategy*  
Class size: 88 students; Teaching evaluation: 5.44/6.00  
Format: Hybrid  
Semester: 2022 Spring  
*\*Ph.D. Student Teaching Award*

**Teaching Assistant at the University of Minnesota**

*BA 1011 Leading Self & Teams*  
Role: Coordinator of undergraduate TAs  
Semester: 2024 Fall

*HRIR 6301 Staffing, Training, and Development*

Instructor: Dr. John Kammeyer-Mueller  
Semester: 2024 Fall

*CMBA 5839/ HRIR 6084 Management of Team*

Instructor: Dr. Mary Zellmer-Bruhn

Semester: 2022 Fall, 2023 Spring

*MBA 6110 Leading Others*

Instructor: Dr. Abdifatah Ali

Semester: 2021 Spring, 2022 Fall, 2023 Spring

*MGMT 1001 Contemporary Management*

Instructors: Dr. Betty Zhou, Dr. Elizabeth Campbell

Semester: 2019 Fall, 2020 Spring, 2020 Fall

**Teaching Assistant for CARMA**

*Introduction to SEM with LAVAAN*

Instructor: Dr. Betty Zhou

Semester: 2022 Summer

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**PROFESSIONAL DEVELOPMENT ACTIVITIES**

**Research and Career Development**

Participant, HR Division, Late-Stage Doctoral Consortium, AOM Conference, 2024

Participant, Lee Hakel Doctoral Consortium, SIOP, 2024

Participant, CAR Division, Doctoral Consortium, AOM, 2023

Participant, CARMA Ph.D. Prep Group Series, 2022–2023

Participant, HR Division, Middle-Stage Doctoral Consortium, AOM, 2022

Participant, CARMA Short Course, Systematic Reviews and Meta-Analysis, 2020

Participant, CARMA Short Course, Grounded Theory, 2020

Participant, New Doctoral Student Consortium, AOM, 2019

**Teaching Training**

*Center for Educational Innovation Workshop, University of Minnesota*

Participant, Increase the flexibility with asynchronous teaching strategies, 2021

Participant, Rubrics, grading, and feedback, 2021

Participant, Maximizing student learning while minimizing cognitive load, 2022

Participant, What the best college teachers do, 2022

Participant, Motivating students with feedback, 2022

Participant, Presentation that sticks, 2022

*Writing Across the Curriculum Workshop, University of Minnesota*

Participant, Assigning and assessing student writing, 2024

Participant, Commenting on and grading student writing, 2024

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**SERVICE**

### **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-Organizational Psychology (2021–present)

### **Service in Professional Associations**

#### *Academy of Management*

Career Division, Membership Committee Volunteer (2023–present)  
OB Division, New Conference Attendee Mentor (2023)

#### *Society for Industrial-Organizational Psychology*

Women’s Inclusion Network (WIN) Committee member (2023–2024)  
Annual meeting ambassador (2023, 2024)  
Annual meeting conference volunteer (2023)

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

Department representative, school-wide Student Advisory Committee (2023–2024)  
Co-organizer, department Ph.D. Student Workshop Series (2023–2024)  
Ph.D. program coordinator assistant, assisting with recruiting new Ph.D. students and organizing activities for Ph.D. program (2022–2023)  
Organizer, department Ph.D. Students Research Practicum, inviting guest speakers for students’ weekly practicum sessions (2022–2023)  
Presenter, department Ph.D. Students Research Practicum: Teaching in the Third Year (2022)  
Co-host, department Speaker Series (2022)  
Research Lead, undergraduate student team development process (2019–2020)

### **Professional Affiliations**

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

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## **PROFESSIONAL WORK EXPERIENCE**

University of Hong Kong, School of Business and Economics, Hong Kong, China  
*Research Assistant*, 2018–2019

PwC Strategy&, Beijing, China  
*Assistant Consultant Intern*, 2016

World Wildlife Fund, Climate and Energy Department, Beijing, China  
*Volunteer*, 2016

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## REFERENCES

Le (Betty) Zhou, Ph.D.  
Associate Professor  
B. Marie Oth Professor of Business  
Administration  
Department of Management  
Mays Business School  
Texas A&M University  
Email: zhoul@mays.tamu.edu

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Connie Wanberg, Ph.D.  
Professor and Industrial Relations Faculty  
Excellence Chair  
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University of Minnesota  
Email: wanbe001@umn.edu

Michelle Duffy, Ph.D.  
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Vernon Health Chair  
Department of Work and Organizations  
Carlson School of Management  
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Email: duffy111@umn.edu