

# XING LIU

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## **EDUCATION**

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### **Ph.D. in Business Administration (OB/HR)**

University of South Carolina	2015-2020 (Expected)
Visiting Scholar: Purdue University	2012-2013
Nankai University, China	2010-2015

### **M.A. in English Education**

Tianjin Foreign Studies University, China	2009
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### **B.A. in English Literature**

Tianjin Foreign Studies University, China	2006
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## **RESEARCH INTERESTS**

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Team diversity, team faultlines, and subgroups in teams

Team adaptation to changes (e.g., having new hires or turnover)

Identity and identity processes

## **DISSERTATION**

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Team creativity after having new hires: The influence of established faultlines among oldtimers and information elaboration between oldtimers and newcomers (proposed in March 2019)

Committee: Dr. Sherry M. B. Thatcher (Chair); Dr. Paul D. Bliese; Dr. Mark A. Maltarich; Dr. Sali Li

## **JOURNAL PUBLICATIONS**

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Liu, X., Park, J., Hymer, C. B., & Thatcher, S. M. B. 2019. Multidimensionality: A cross-disciplinary review and integration. *Journal of Management*, 45(1): 197-230.

Liu, X. & Li, X. J. 2015. Employment-status-based faultlines in diverse employment work groups and their activating factors: A grounded theory exploration. *Chinese Journal of Management*, 12(7):1-11.

Li, X. J., Liu, X., & Bo, S. 2012. "Insiders" or "outsiders"?: Adoption, staffing pattern, and HR configuration of temporary agency workers in the Chinese context. *Journal of Chinese Human Resource Management*, 3(1): 33-48.

## **WORKS IN PROGRESS (organized based on closest to submission)**

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Ravlin, E. C., Liu, X., & Thomas, D. C. Effects of societal culture on work identity construction and career pathways. (Finalizing manuscript for *Academy of Management Review*).

Maruping, L. M., Thatcher, S. M. B., Yang, Y., & Liu, X. Goal orientations, empowerment, and performance in teams: A multilevel model. (Data analysis complete; in preparation for *Academy of Management Journal*).

Ravlin, E. C. & Liu, X. Core Values. (In preparation for *The SAGE Encyclopedia of Business and Professional*

*Ethics*, edited by Deborah C. Poff and Alex C. Michalos).

- Liu, X.**, Kautz, J., Thatcher, S. M. B., & Ployhart, R. E. Faultlines transformation: A longitudinal investigation of the influence of faultline dynamism on team performance after a turnover event. (Data analysis phase; intended submission to *Academy of Management Journal*).
- Liu, X.**, Thatcher, S. M. B., & Kautz, J. I see a chasm, you see a bridge: Consensus of subgroup perceptions and the effect on team performance above and beyond faultline strength. (Data collection phase; intended submission to *Academy of Management Journal*).
- Liu, X.**, Bliese, P. D., & Thatcher, S. M. B. The relationship between team faultlines, work engagement, and turnover. (Data analysis phase; intended submission to *Academy of Management Journal*).
- Hymer, C. B., **Liu, X.**, Park, J., & Thatcher, S. M. B. Effect of intersectional identity threat and enhancement on individuals' identification approach: The moderating role of team faultlines. (Data collection phase; intended submission to *Journal of Applied Psychology*).
- Liu, X.**, Hymer, C. B., Savage, J., & Thatcher, S. M. B. Evolvment of faultlines and effects on team communication and performance over time: A longitudinal investigation of start-up collaboration teams. (Data collection phase; intended submission to *Academy of Management Journal*).
- Kautz, J., **Liu, X.**, Thatcher, S. M. B., & Bliese, P. D. Faultline attributes: The influence of the number and type of attributes on the calculation of faultline strength. (Simulation data complete; intended submission to *Organizational Research Methods*).

#### **CHAired SYMPOSIA**

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“Faultlines within and outside group boundaries and their cross-level effects” symposium at the upcoming 2019 annual meeting of the Academy of Management, Boston, MA.

#### **CONFERENCE PRESENTATIONS**

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- Liu, X.** & Thatcher, S. M. B. *Adaptation of diverse teams to member change: The effect of faultlines among oldtimers on information elaboration, team reflection, and team creativity*. The upcoming 2019 annual meeting of the Academy of Management, Boston, MA.
- Liu, X.**, Kautz, J., Thatcher, S. M. B., & Ployhart, R. E. 2018. *The role of team faultlines on team performance after turnover*. Annual meeting of the Academy of Management, Chicago IL.
- Liu, X.** & Thatcher, S. M. B. 2017. *Newcomers' information seeking in groups with faultlines: The role of faultline strength and identification*. Annual meeting of the Academy of Management, Atlanta GA.
- Liu, X.** & Thatcher, S. M. B. 2016. *The effects of the status hierarchies in groups with demographic faultlines*. Annual meeting of the Academy of Management, Anaheim CA.

#### **HONORS AND AWARDS**

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- Society of Human Resource Management (SHRM) Foundation Dissertation Grant Award. 2019. *Human Resource Division, Academy of Management*.
- Selected participant for *Organization Behavior Doctoral Consortium* at the upcoming 2019 annual meeting of the Academy of Management, Boston, MA.
- Doctoral Institute Scholarship. 2019. *Management and Organizational Behavior Teaching Society*.
- Recognition for Performance Above and Beyond. 2019. *Darla Moore School of Business, University of South Carolina*.
- Outstanding Reviewer Award. 2017. *Organizational Behavior Division, Academy of Management*.
- Research Scholarship. 2012. *Chinese Scholarship Council*. (\$20000)

Business School Graduate Fellowship. 2010-2015. *Nankai University, China.*  
Graduate Research Scholarship. 2009. *Tianjin Foreign Studies University, China.*  
Outstanding Undergraduate Student. 2004. *Tianjin Foreign Studies University, China.*

## **GRANTS**

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### **Government**

Co-PI, Research Grant. National Natural Science Foundation of China. 2012. “*Research on the mechanism of the development and pattern selection of employment flexibility in Chinese enterprises.*” (¥500000)

### **University**

PI, SPARC Graduate Research Grant, University of South Carolina. 2019. “*The effect of faultlines on team adaptation to member change.*” (\$5000)

### **Business School**

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “*Multilevel investigation of intra- and inter-organizational collaboration.*” (\$5000)

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “*A Longitudinal Investigation of Newcomers’ Information Seeking in Diverse Teams.*” (\$3750)

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2018. “*Newcomers’ information seeking in work groups: The effects of faultlines and identification.*” (\$3125)

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2017. “*Newcomers’ information seeking.*” (\$3,750)

## **TEACHING EXPERIENCE**

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Instructor, Organizational Behavior, MGMT 376 (undergraduate), to be taught in Spring 2020.

Darla Moore School of Business, University of South Carolina.

Teaching assistant (under the guidance of Dr. Paul Bliese), Human Resource Metrics and Research, MGMT 725 (MBA), to be taught in Fall 2019.

Darla Moore School of Business, University of South Carolina.

Instructor, Organizational Behavior, MGMT 376 (undergraduate), Summer 2018.

Darla Moore School of Business, University of South Carolina. Instructor Rating: 4.57/5.0.

Instructor, Principles of Management (undergraduate), Fall 2014.

School of English, Tianjin Foreign Studies University, China.

Instructor, International Accounting (undergraduate), Spring 2014.

School of International Business, Tianjin Foreign Studies University, China.

Instructor, Human Resource Management (undergraduate), Spring 2011, Spring 2012.

School of English, Tianjin Foreign Studies University, China.

Instructor, English Writing and Speaking (undergraduate), Spring 2008, Fall 2008, Fall 2010.

School of English, Tianjin Foreign Studies University, China.

## **SERVICE**

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### **Professional service**

#### **Reviewer:**

Academy of Management: OB, HR and GDO Divisions, 2016 –present

**Ad hoc reviewer:**

Journal of Management Studies, 2019

**Departmental service**

Co-chair of Doctoral Student Roundtable, 2016-2017

Session Leader of Doctoral Student Roundtable, 2016-2019

**PROFESSIONAL ASSOCIATION**

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Academy of Management: OB, HR & GDO divisions

Management and Organizational Behavior Teaching Society

**WORK EXPERIENCE**

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**China Sinda**, Beijing, China

Client manager (Trademark practice)

September 2009-July 2010

**REFERENCES**

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**Sherry M. B. Thatcher**

J. Henry Fellers Professor of Business Administration

Management Department

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**Paul D. Bliese**

Jeff B. Bates Professor in Public Administration and Finance

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