XUAN LIU
Assistant Professor, Department of Management
The Chinese University of Hong Kong Business School
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EMPLOYMENT

The Chinese University of Hong Kong 2025–present
Assistant Professor

EDUCATION

Ph.D. University of Minnesota – Minneapolis, MN 2019–2025
Business Administration – Work and Organizations

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

RESEARCH INTERESTS

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

REFEREED PUBLICATIONS

Liu, X., Zhou, L., Ali, A. A., Liu, S., & Mo, S. (2026). Striving or settling: Social class origins and wage goal dynamics in the job search process. *Journal of Applied Psychology*, *111*(4), 549–564. https://doi.org/10.1037/apl0001334

Zhou, L., Wanberg, C. R., Csillag, B., **Liu, X.**, Ali, A. A. (2026). Family socioeconomic status and job search: Pathways to job quality improvement for young adults without college degrees. *Journal of Applied Psychology*. Advance online publication. https://doi.org/10.1037/apl0001362
-2025 Best Overall Paper Award of Careers Division of the Academy of Management
-Invited for Best Paper Proceedings of 2025 Academy of Management (AOM)

MANUSCRIPTS UNDER REVIEW

Ni, D., Shao, R., Zhou, L., **Liu, X.** (Under 1st round revise & resubmit). Pro-environmental behavior. *Human Relations*.

WORKING PAPERS & WORK IN PROGRESS

Liu, X., Csillag, B., Zhou, L., & Wanberg, C. R. Social class and employee job search (dissertation). Manuscript development stage. Target journal: *Academy of Management Journal*.

Liu, Y., **Liu, X.**, & Tang, G. Employee green behavior. Finalizing data analysis for Study 1 and preparing for data collection for Study 2. Target journal: *Journal of Applied Psychology*.

Liu, X.,* Neff, K.,* Kim, S., & Zhou, L. 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. Family experience and job search. Data analysis stage. Target journal: *Journal of Applied Psychology*.
- Received SIOP Small Research Grant Award

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

Jeffers, A., Zhang, C., **Liu, X.**, Zhou, L., & Mo, S. Social class and social networks. Finalizing data analysis for Study 1 and preparing for data collection for Study 2. Target journal: *Journal of Applied Psychology*.

Wang, W., Duffy, M. K., Kammeyer-Mueller, J. D., **Liu, X.**, & Kim, S. Abusive supervision. Finalizing data analysis for Study 1 and preparing for data collection for Study 2. Target journal: *Academy of Management Journal*.

Liu, X., Zhou, L., Wang, Z., & Shi, J. Social class and leadership. Preparing for data collection. Target journal: *Academy of Management Journal*.

Liu, X., & Zhou, L., & Mo, S. AI in job search. Preparing for data collection. Target journal: *Academy of Management Journal*.

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)

PEER-REVIEWED CONFERENCE PROCEEDINGS

Zhou, L., Wanberg, C. R., Csillag, B., Ali, A. A., **Liu, X.** (2025). Family socioeconomic status and job search: Pathways to job quality improvement for young adults without college degrees. *Academy of Management 2025 Annual 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*.

PEER-REVIEWED CONFERENCE PRESENTATIONS & POSTERS

Zhou, L., Wanberg, C. R., Csillag, B., Ali, A. A., **Liu, X.** (2025). *Family socioeconomic status and self-regulation in job search: Job quality pathways for young adults without college degrees*. Paper presented at the Academy of Management Annual Conference, Copenhagen, Demark.

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.

HONORS AND AWARDS

Academy of Management
Best Overall Paper Award of Careers Division of the Academy of Management, 2025

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

University of Minnesota
Carlson Scholar, 2025
Anne Tsui "Dare to Care" Research Award, 2023
Ph.D. Student Teaching Award, 2022
Dworkin Scholarship, 2019

Duke University
Fuqua Scholar, 2018

Peking University
Commencement Speaker representing undergraduate students 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

INVITED TALKS

Zhejiang University, School of Management (2025)

TEACHING EXPERIENCE

Instructor at the Chinese University of Hong Kong
MGNT 1020 Management
Class size across 3 sections: 210
Format: In-person; Semester: 2025 Fall

Instructor at the University of Minnesota
HRIR 3021 Human Resource Management and Strategy
Class size: 88 students; Format: Hybrid; Semester: 2022 Spring
Teaching evaluation: 5.44/6.00
**Received Ph.D. Student Teaching Award*

SERVICE

Ad Hoc Reviewer

Academy of Management Journal Reviewer (2025–present)
Journal of Cross-Cultural Psychology Reviewer (2025–present)
Journal of Applied Psychology Student Co-Reviewer (2022–2025)
Annual Meeting of the Academy of Management (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)
HR Division, volunteer (2024–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 Chinese University of Hong Kong

Member of Research Committee (2025–present)
Co-advisor of Ph.D. students (2026–present):
- Yanglei Zheng
- Weiwen Yang
- Han Meng

Mentor for undergraduate students (2025–present):
- Ziming Ma (expected to graduate in 2028)
- Hoi Ching Mak (expected to graduate in 2028)
- Rafael Ryan Mak (expected to graduate in 2028)
- Elbert Jeremiah Napitupulu (expected to graduate in 2028)
- Man Yee Ng (expected to graduate in 2028)
- Ishika Sharma (expected to graduate in 2027)

Service at the University of Minnesota

Department representative, school-level student advisory committee (2023–2024)
Co-organizer, department Ph.D. student presentation series (2023–2024)
Ph.D. program coordinator assistant (2022–2023)
Organizer, department Ph.D. student practicum series (2022–2023)
Presenter, department Ph.D. student 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 (2019–present)
Academy of Management (HR, OB, RM, CAR; 2019–present)

PROFESSIONAL WORK EXPERIENCE

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

Nielsen, Beijing, China
Data Analyst Intern, 2016

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