

Evita Huai-ching Liu

CURRICULUM VITAE

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ACADEMIC POSITIONS

Post-doctoral Research Fellow (Organisations & Innovation)

2024 – present

School of Management, University College London, London, United Kingdom

EDUCATION

Ph.D. in Business Administration & Management

2023

Bocconi University, Milan, Italy (Celia Moore, advisor)

Thesis board: Pier Vittorio Mannucci, Remus Ilies, Garrett L. Brady

External examiners: James R. Detert, Burak Oç

Visiting Ph.D. Student

2022

Imperial College Business School, London, United Kingdom

MSc in Strategic Management

2017

HEC Paris, Jouy-en-Josas, France

BA in Diplomacy and International Relations

2013

National Chengchi University, Taipei, Taiwan

RESEARCH AND TEACHING INTERESTS

Organizational Behavior and Leadership: Crisis leadership; leadership and gender

Communication: Negotiations and difficult conversations; verbal and nonverbal communication; text analysis

PUBLICATION

Liu, Evita H. and Cassandra R. Chambers, and Celia Moore. (2023). [Fifty Years of Research on Leader Communication: What We Know and Where We Are Going](#). *The Leadership Quarterly*. [[Online Appendices](#)]

UNDER REVIEW

Liu, Evita H. and Cassandra R. Chambers, and Celia Moore. (under review at *Organization Science*). A matter of time: Stakeholders' shifting responses to leaders as a crisis unfolds.

IN PREPARATION

Liu, Evita H. and Cydney Hurston Dupree. Evolving identities: An intersectional analysis of women leaders' self-presentation over time. (target: *Administrative Science Quarterly*)

Olivia Anne Foster-Gimbel, **Liu, Evita H.**, Joselle Carillo, Sanaz Talaifar, and Cydney Hurston Dupree. White Americans' use of political language across racial divides. (target: *Journal of Personality and Social Psychology*)

Michael Yeomans, **Liu, Evita H.**, and Yaoxi Shi. Thanks for your question: Gratitude builds trust when answering difficult questions. (target: *Management Science*)

IN PROGRESS

Liu, Evita H. and Pier Vittorio Mannucci. That's ingenious! Curiosity language increases creativity evaluation. (Archival study completed; lab study in progress)

Cydney Hurston Dupree and **Liu, Evita H.** Effects of leader race and gender on emotional self-presentation. (Data analysis)

Cydney Hurston Dupree and **Liu, Evita H.** Interpersonal consequences of emotional self-presentation: An intersectional analysis. (Data analysis)

Liu, Evita H., Inna Smirnova, and Cassandra R. Chambers. Collective leader language backfires during stakeholder challenges: Evidence from online community elections. (Data analysis)

Costanza Morbidelli, Raina Brands, Cydney Hurston Dupree, & **Liu, Evita H.** Dominant agency in social networks: An intersectional approach. (Data analysis)

Rebecca A. E. Kirley, **Liu, Evita H.**, and Giovanni Fattore. Finding her voice: women's peer-to-peer conversations about unsatisfactory or ambiguous healthcare experiences. (Data analysis)

PRESENTATIONS

Refereed Conference/Symposia Presentations

"Evolving identities: An intersectional analysis of women leaders' self-presentation over time"

- 86th Annual Meeting of the Academy of Management (August 2026, Philadelphia, USA)
- 39th Annual Meeting of International Association for Conflict Management (July 2026, Vienna, Austria)
- UCL SOM Diversity Research Day (April 2026, London, United Kingdom)
- Diversity in Management and Organizations (DMO) (April 2026, Singapore)
- European Association of Social Psychology (EASP) Meeting on The Social Psychology Gender Equality in the Digital Era (September 2025, Cambridge, United Kingdom)

"That's ingenious! Curiosity language increases creativity evaluation"

- 86th Annual Meeting of the Academy of Management (August 2026, Philadelphia, USA)
- 2025 Creativity Collaboratorium (September 2025, London, United Kingdom)

"Collective leader language backfires during stakeholder challenges: Evidence from online community elections"

- 22nd European Congress of Work and Organisational Psychology (May 2025, Prague, Czech Republic)

"Thanks for your question: Gratitude builds trust when answering difficult questions"

- 83rd Annual Meeting of the Academy of Management (August 2023, Boston, USA)
- 36th Annual Meeting of International Association for Conflict Management (July 2023, Thessaloniki, Greece)

"A matter of time: Stakeholders' shifting responses to leaders as a crisis unfolds"

- 83rd Annual Meeting of the Academy of Management (August 2023, Boston, USA)
- Bocconi PhD students Research Presentation Day (2022 in Milan, Italy, 2021[virtual], 2020[virtual])
- PhD Research Day in Organisational Behaviour organized by London Business School and King's College London, Online Webinar (2021, 2020)

Chaired Symposia/ Professional Development Workshops

Panelist Speaker (2026, August). Making the Most of It: Being Successful in a Post-Doc and Beyond. PDW Workshop, Annual Academy of Management Meeting, Philadelphia, PA.

Co-organizer (with Moore, C.) (2023, August) [Words, Voice, and Body: Leaders' Verbal and Nonverbal Communication and Their Consequences](#). Symposium, Annual Academy of Management Meeting, Boston, MA.

Invited Academic Talks

2024: College of Charleston (Management and Marketing Department, School of Business)

2023: National Tsing Hua University (College of Technology Management)

2023: Stockholm School of Economics (Department of Management and Organization)

AWARDS AND FELLOWSHIPS

The Invernizzi PhD Financial Aid aiming at supporting research activities (€10,000) Bocconi University & Fondazione Romeo ed Enrica Invernizzi, Milan, Italy	2023 – 2024
The Invernizzi PhD Financial Aid aiming at supporting PhD candidates deemed most promising in terms of top placement (€12,000) Bocconi University & Fondazione Romeo ed Enrica Invernizzi, Milan, Italy	2022 – 2023
Taiwanese Overseas Pioneers Grants (TOP Grants) for PhD Candidates (\$30,000) Ministry of Science and Technology, Taipei, Taiwan	2022
PhD Fellowship (€70,000) Bocconi University, Milan, Italy	2018 – 2022
Merit-based Scholarship in Business Studies (\$42,000 annually for four years) Ministry of Education, Taipei, Taiwan	2016 – 2018

TEACHING ACTIVITIES

Guest Lectured at UCL School of Management, London, United Kingdom

- MSIN0100: Business Research, 2026

Guest Lectured at Imperial College Business School, London, United Kingdom

- Socialisation to Research, PhD seminar, 2023, 2024

Courses Assisted at Imperial College Business School, London, United Kingdom

- Leadership, MBA course (SAMBA programme), 2024

Courses Assisted at Bocconi University, Milan, Italy

- Managing Creativity, Undergraduate elective, 2023, 2024
- Leadership in Traditional & Virtual Environments, Masters-level course, 2021, 2022
- Managing People in Organizations, MBA course, 2020, 2021
- Leadership and Power, Masters-level course, 2020, 2020

PROFESSIONAL EXPERIENCE

L'Oréal, Paris, France 2017 – 2018

HR Specialist at Chief Digital Officer Department

- Led global HR internal communications on digital transformation topics
- Planned, coordinated, executed and evaluated the e-learning and in-class training for employees
- Carried out strategic analysis of talent profiles to gain insights into and identify digital talents in the market

HR Intern at International Learning in Luxury Division

- Conducted statistical analysis of 80,000+ worldwide employees' learning behaviors, identified learning demands, and evaluated the group's financial investments in its employees
- Designed and launched a multi-language e-learning module in English, French, Mandarin and Spanish
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Edelman Public Relations, Taipei, Taiwan, Project Manager and Senior Executive 2016

- Supervised and managed corporate communications for Morgan Stanley, Delta Air Lines and Amgen
- Provided consulting services for key clients and helped them understand the local market and media environment

Ketchum Public Relations, Taipei, Taiwan, Account Executive 2014 – 2015

- Managed key client Procter & Gamble (P&G) and implemented press & marketing events
- Maintained retainer PR services for Hublot (LVMH Group) and completed three communication projects

PROFESSIONAL TRAININGS AND SERVICE

Organizer for Book Launch with Anna Gifty Opoku-Agyeman: "The Double Tax: How Women of Color Are Overcharged and Underpaid" , Center for Advancing Equity, UCL, UK	2025
Summer Institute in Computational Social Science at UCL, UK	2025
Academy of Management Journal Professional Development Workshop at Durham University, UK	2024
PhD BEAT (Bocconi Excellence in Advanced Teaching) at Bocconi University, Milan, Italy	2019

LANGUAGES

Mandarin (Native), **English** (Fluent), **French** (Professional working proficiency), **Italian** (Beginner)

SKILLS

Python (Good), **Stata** (Good), **R** (Familiar), **SPSS** (Familiar)

INTERESTS

Fiction and Fantasy, Japanese Literature, Musicals, Operas, Symphonies, Yoga

ACADEMIC REFERENCES

Celia Moore

Imperial College Business School
South Kensington, London, SW7 2AZ, United Kingdom
c.moore@imperial.ac.uk

Cassandra Chambers

Johns Hopkins University
Baltimore, MD 21202
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Pier Vittorio Mannucci

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