

Evita Huai-ching Liu

CURRICULUM VITAE

School of Management, University College London
One Canada Square, London E14 5AA, United Kingdom
Email: evita.liu@ucl.ac.uk | [Personal site](#) | [Google Scholar](#) | [LinkedIn](#)

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, <i>advisor</i>)	
<i>Thesis board:</i> Pier Vittorio Mannucci, Remus Ilies, Garrett L. Brady, <i>External examiners:</i> 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 INTERESTS

Leadership, communication, difficult conversations, gender and inequality, computational text and video analysis

PUBLICATION

Liu, Evita H., 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*. Google Scholar citations: 62 (as of Aug 2026)

UNDER REVIEW AND IN REVISION

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

IN PREPARATION

Liu, Evita H. and Cydney Hurston Dupree (in revision). Intersectionality of gender and race and its implications for gender diversity in workplace contexts. In F. Manzi, A. Vial, T. Hentschel, & W. Hall (Eds.), *Research Handbook on Gender Stereotyping at Work: Future Directions*. Edward Elgar Publishing.

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

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 nonverbal emotional self-presentation. (Data analysis)

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

Costanza Morbidelli, Raina Brands, Cydney Hurston Dupree, and **Liu, Evita H.** Dominant agency in social networks: An intersectional approach. (Archival study completed; lab study in progress)

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

- Paper Development Workshop in Organization and Management Studies (October 2026, Dublin, Ireland)
- 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 School of Management Diversity Research Day (April 2026, London, United Kingdom)
- Diversity in Management and Organizations (DMO) Conference (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 Celia Moore) (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)	2023 – 2024
Bocconi University & Fondazione Romeo ed Enrica Invernizzi, Milan, Italy	
The Invernizzi PhD Financial Aid aiming at supporting PhD candidates deemed most promising in terms of top placement (€12,000)	2022 – 2023
Bocconi University & Fondazione Romeo ed Enrica Invernizzi, Milan, Italy	
Taiwanese Overseas Pioneers Grants (TOP Grants) for PhD Candidates (\$30,000)	2022
Ministry of Science and Technology, Taipei, Taiwan	
PhD Fellowship (€70,000)	2018 – 2022
Bocconi University, Milan, Italy	
Merit-based Scholarship in Business Studies (\$42,000 annually for four years)	2016 – 2018
Ministry of Education, Taipei, Taiwan	

TEACHING ACTIVITIES

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

- MSIN0268: Dissertation Info Session, Masters-level course, 2026
- MSIN0100: Business Research, Masters-level course, 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

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

Course design workshop for MSc Creativity, Innovation & Leadership	2026
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	2026
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 Department of Management and Entrepreneurship Imperial College Business School South Kensington, London, SW7 2AZ, United Kingdom c.moore@imperial.ac.uk	Cydney Hurston Dupree School of Management University College London One Canada Square, London E14 5AA c.dupree@ucl.ac.uk
--	--

Cassandra Chambers

Carey Business School
Johns Hopkins University
Baltimore, MD 21202
cchamb37@jhu.edu