

## Yijue Liang

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### EDUCATION

**University of Illinois at Urbana-Champaign (UIUC)** Urbana-Champaign, IL  
School of Labor and Employment Relations (LER)  
**Ph.D.**, Human Resources and Industrial Relations Expected May 2022  
**Dissertation proposed, June 2021:** Development and validation of a multidimensional scale for sexual harassment bystander intervention in the workplace.  
Committee: Dr. YoungAh Park (Chair), Dr. Fritz Drasgow, Dr. Yihao Liu, Dr. Simon Restubog  
**Master**, Human Resources and Industrial Relations May 2019  
**Sun Yat-sen University** Guangzhou, China  
Lingnan College  
**Bachelor**, Finance May 2016

### RESEARCH INTERESTS

Workplace sexual harassment and bystander intervention  
Occupational well-being and health  
Leadership and teams

### PUBLICATION

**Liang, Y.**, & Park, Y. (accepted). Because I know how it hurts: Employee bystander intervention in customer sexual harassment through empathy and its moderating factors. *Journal of Occupational Health Psychology*. (Impact Factor, 7.365)  
**Liang, Y.**, Liu, Y., Park, Y., & Wang, L. (accepted). Treat me better, but is it really better? Applying a resource perspective to understanding leader-member exchange (LMX), LMX differentiation, and work stress. *Journal of Occupational Health Psychology*.  
Koopmann, J., Liu, Y., **Liang, Y.**, & Liu, S. (2021). Job search self-regulation during COVID-19: Linking search constraints, health concerns, and invulnerability to job search processes and outcomes. *Journal of Applied Psychology*, 106(7), 975-989. <http://dx.doi.org/10.1037/apl0000938>

### MANUSCRIPTS UNDER REVIEW

Headrick, L., Park, Y., Newman, D., & **Liang, Y.** (invited for 1<sup>st</sup> Revise and Resubmit). TITLE REMOVED TO PROTECT BLINDED REVIEW PROCESS. (Topic: work stress recovery) *Journal of Business and Psychology*.

### SELECTED WORKS IN PROGRESS

**Liang, Y.**, Sun, T., Liu, Y., Schilpzand, P., & Sun, Y. (writing). An experience sampling study on gossiping at work. Target: *Journal of Management*  
**Liang, Y.**, & Park, Y. (writing). Reciprocal effects between stressors and strain reaction.  
Cho, I., Park, Y., & **Liang, Y.** (writing). Compressed work week policy.  
Chen, L., Liu, Y., **Liang, Y.**, & Sun, Y. (writing). Socialization behavior and stress.  
Park, Y., **Liang, Y.**, & Kim, S. (writing). Daily customer sexual harassment in service jobs.  
Alterman, V., Koopmann, J., & **Liang, Y.** (data analysis). Pay secrecy.  
Koopmann, J., Huang, L., Schilpzand, P., & **Liang, Y.** (data analysis). Incivility and emotions at work.  
**Liang, Y.**, Liu, Y., Shi, J. (data collection). Team faultline and social network analysis.

**SELECTED CONFERENCE PRESENTATIONS**

- Liang, Y., & Park, Y.** (2021). The reciprocal effects of organizational constraints and employees' strain. Paper presented at the 81<sup>st</sup> annual meeting of Academy of Management.
- Liang, Y. & Park, Y.** (2020). Observing customer sexual harassment, empathy, and bystander helping: Ethical ideology as a moderator. In Deen, C & Garcia, P. R. M (Chair). Victimization in domestic and work contexts: Victim and third party perspectives. Symposium presented at the 80th annual meeting of Academy of Management.
- Chen, L., Liu, Y., **Liang, Y.**, & Sun, Y. (2020). Is socializing newcomers stressful? Examining the effect of socialization behavior on veteran stress. In Liu, Y (Chair). Socialization from socializing: Interpersonal influences on newcomer socialization. Symposium presented at the 80th annual meeting of Academy of Management.
- Liang, Y., Liu, Y., Park, Y., & Wang, L.** (2019). How leader-member exchange (LMX) differentiation reduces the benefit of LMX on work stress in teams. Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.
- Headrick, L., Park, Y., Newman, D., & **Liang, Y.** (2019). Not all recovery experiences are equal: A meta-analysis of recovery. Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.
- Javalagi, A.\*, **Liang, Y.\***, Zheng, A., & Kramer, A. (2018). The bright and dark sides of OCBs: A meta-analysis. Poster presented at the 33th Annual Conference of Society for Industrial-Organizational Psychology, Chicago, IL. \*Contributed equally to the work.
- Liang, Y., & Liu, Y.** (2018). How and when do leader coaching behaviors shape subordinate proactivity: Testing a moderated mediation model. Presented at Teams Research Incubator Weekend 3.0, Chicago, IL.

**HONORS AND AWARDS**

- Tim Judge Fellowship Recipient, LER, UIUC Spring 2021
- Named to List of Teachers Ranked as Excellent at UIUC Spring 2019
- Quantitative Methods in LER (LER 593; Teaching evaluation: 4.55/5.00)*

**TEACHING EXPERIENCE**

- Certificate in Foundations of Teaching, CITL, UIUC Spring 2021
- Guest lecturer**, Employee stress, well-being, & satisfaction (LER 590) Spring 2021
- Teaching assistant**, Quantitative Methods (LER 593) Fall 2018 – Spring 2019
- Taught lab sessions*

**SELECTED COURSEWORK**

Human Resources Theory  
 Foundations of Organizational Behavior  
 Hierarchical Linear Models  
 Covariance Structure and Factor Models  
 Bayesian Statistical Inference & Modeling  
 Longitudinal Data Analysis

**SKILLS**

**Language:** English (fluent), Cantonese (fluent), Mandarin Chinese (fluent)  
**Statistical Tools:** R, Mplus, SPSS

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM) 2017 – present  
 Society for Industrial and Organizational Psychology (SIOP) 2017 – present