

Xiangmin (Helen) Liu

School of Management & Labor Relations
Rutgers, The State University of New Jersey
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EDUCATION

Cornell University, Ithaca, NY

Ph.D. in Human Resource Studies, ILR School. 2009.

M.S. in Industrial and Labor Relations, ILR School. 2005.

University of Wisconsin, Madison, WI

Graduate Student. Industrial Relations Research Institute. 2002-2003.

Zhejiang University, Hangzhou, China

M.A., School of Economics. 2002.

B.A., School of Economics. 2000.

EMPLOYMENT

Rutgers University, New Brunswick, NJ

Associate Professor, School of Management and Labor Relations, 2017 – Present.

Faculty Affiliate, Artificial Intelligence and Data Science Collaboratory, 2024 – Present.

Faculty Affiliate, Socially Cognizant Robotics for a Technology Enhanced Society

(SOCRATES), NSF-funded National Research Traineeship in Robotics, 2024 – Present.

Pennsylvania State University, University Park, PA

Associate Professor, School of Labor and Employment Relations, 2016 – 2017.

Assistant Professor, School of Labor and Employment Relations, 2009 – 2016.

HONORA AND AWARDS

Labor Studies and Employment Relations Teaching Award, Rutgers University. 2025.

National Science Foundation Review Panelist, Directorates for Technology, Innovation and Partnerships (TIP) and Computer and Information Science and Engineering (CISE). 2023, 2024.

OAT Course Redesign Award, Rutgers University. 2021.

John T. Dunlop Scholar Award, Labor and Employment Relations Association. 2016.

Global Studies Career Development Award, Pennsylvania State University. 2015.

Finalist, Human Resource Scholarly Achievement Award, Academy of Management. 2011.

Finalist, Best Dissertation Award, Industry Studies Association. 2010.

Honorable Mention Award, Thomas A. Kochan & Stephen R. Sleigh Best Dissertation, Labor and Employment Relations Association. 2010.

GRANTS

Liu, X., Zhang, Y., Eaton, A., & Vachon, T. A human-AI collaboration approach to advancing fairness in job recommender systems. *Future of Learning & Work*. Rutgers University Office of the Vice Provost for Research. Award amount: \$43,837. 2024-2027.

Yi, J., Gong, J., Rodgers, Y. & **Liu, X.** Wearable safety sensing and assistive robot-work collaboration for an augmented workforce in construction. Funded by the U.S. National Science Foundation's the Future of Work at the Human-Technology Frontier Program (#2222880). Award amount: \$1,080,000. 2022 - 2026.

Rodgers, Y. & **Liu, X.** The end of China's one child policy: How have employer family-friendly practices changed? Funded by the Global Office Grant and the Research Council Award, Rutgers University. 2019-2021.

van Jaarsveld, D., & **Liu, X.** The dynamics of temporary work in China. Funded by Hampton Research Fund, University of British Columbia. 2015 - 2017.

Liu, X. More than a temporary challenge: The characteristics and outcomes of contingent work in China. Funded by the Center for Global Studies, Pennsylvania State University. 2015-2016.

Liu, X., & Zhang, L. Organizationally sensible versus legal-centric approaches to the China Labor Contract Law. Funded by Social Science Research Institute, Pennsylvania State University. 2012 - 2014.

RESEARCH

Peer-Reviewed Journal Articles

Asterisks (*) indicate graduate student co-authors at the time of project initiation.

Liu, X., Eaton, A., Vachon, T., Zhang, L. & Zhang, Y. (Accepted). When AI enters the hiring funnel: Variation in employer use of AI-enabled hiring practices within and across organizations. *ILR Review*.

Liu, X., & Zhang, L. (Accepted). The impact of undergraduate major choices on graduate education and long-term earnings: A descriptive study based on the American Community Survey 2009-2023. *Advances in Industrial and Labor Relations*. Volume 28.

Rodgers, Y. V. M., **Liu, X.**, Yi, J., & Zhang, L. (In Press). Can wearable exoskeletons reduce gender and disability gaps in the construction industry? *Assistive Technology*.
<https://doi.org/10.1080/10400435.2026.2615356>

Zhang, L., & Liu, X. (In Press). Beyond the STEM degree: Investigating relationships among STEM majors, occupations, and earnings. *Industry and Higher Education*.
<https://doi.org/10.1177/09504222251388169>

Zhang, B.*, **Liu, X.**, & Zhang, Z. (2025). Warding off cognitive dissonance: How supervisor perspective taking shapes the responses of employees who engage in unethical behavior. *Journal of Business Ethics*, 199, 71-84.

<https://doi.org/10.1007/s10551-024-05802-z>

Zhang, L. & **Liu, X.** (2025). Degrees of connection: Examining the relationships among college majors, marriage, and spouse selection. *Research in Higher Education*, 66:36.

<https://doi.org/10.1007/s11162-025-09857-3>

Zhang, L., **Liu, X.**, & Hu, Y.* (2024). Degrees of return: Estimating internal rates of return for college majors using quantile regression. *American Educational Research Journal*, 61(3), 577-609.

<https://doi.org/10.3102/00028312241231512>

Liu, X., van Jaarsveld, D. D., & Yanadori, Y. (2022). Customer aggression, employee voice and quit rates: Evidence from the frontline service workforce. *British Journal of Industrial Relations*, 60(2), 348-370.

<https://doi.org/10.1111/bjir.12610>

Liu, X., Greenbaum, R., Allen, D., & Zhang, Z. (2022) A newcomer socialization perspective on the proliferation of unethical conduct in organizations: The influences of peer coaching practices and newcomers' goal orientations. *Journal of Business Ethics*, 176, 73-88.

<https://link.springer.com/article/10.1007/s10551-020-04730-y>

Liu, X., & Raghuram, S. (2022). The effects of latent withdrawal profiles on employee turnover, destinations and job performance. *Human Resource Management Journal*, 32(2), 384-405.

<https://doi.org/10.1111/1748-8583.12362>

Liu, X., Zhang, B.*, & Zhang, Z. (2021). Leveraging organizational tenure to improve service performance: The role of relational coordination frontline service workers in China. *Asian Pacific Business Review*, 27(5), 690-709.

<https://doi.org/10.1080/13602381.2020.1810910>

Zhang, L., Ehrenberg, R. & **Liu, X.** (2021). The increasing stratification in faculty employment at four-year colleges and universities. *Advances in Industrial & Labor Relations*, 26, 73-97.

<https://doi.org/10.1108/S0742-618620210000026003>

Raghuram, S., Gajendran, R.S., **Liu, X.** & Somaya, D. (2017). Boundaryless LMX: Examining LMX's impact on external career outcomes and alumni goodwill. *Personnel Psychology*, 70(2), 399-428.

<https://doi.org/10.1111/peps.12143>

Farndale, E., Raghuram, S., Gully, S., **Liu, X.** & Phillips, J., & Vidovic, M. (2017). A vision of international human resource management research. *International Journal of Human Resource Management*, 28(12), 1625-1639.

<https://doi.org/10.1080/09585192.2017.1308416>

Ouyang, C.*, **Liu, X.**, & Zhang, Z. (2016). The influence of organizational and regional characteristics on high involvement human resource systems. *International Journal of Human Resource Management*, 27(18), 2058-2074.

<https://doi.org/10.1080/09585192.2016.1164220>

Anner, M. S., & **Liu, X.** (2016). Harmonious unions and rebellious workers: A study of wildcat strikes in Vietnam. *ILR Review*, 69(1), 3-28.

<https://doi.org/10.1177/0019793915594596>

Liu, X. (2015). How institutional and organizational characteristics explain the growth of contingent work in China. *ILR Review*, 68(2), 372-397.

<https://doi.org/10.1177/0019793914564965>

Liu, X., & Zhang, L. (2015). Explaining the relationship among part-time work arrangements, job satisfaction, and work effort. *Advances in Industrial and Labor Relations*, 21, 87-117.

<https://doi.org/10.1108/S0742-618620140000021004>

Liu, X., van Jaarsveld, D., Batt, R., & Frost, A. (2014). The influence of capital structure on strategic human capital: Evidence from US and Canadian Firms. *Journal of Management*, 40(2), 422-448.

<https://doi.org/10.1177/0149206313508982>

Liu, X., & Zhang, L. (2013). Flexibility at the core: What determines employment of part-time faculty in academia. *Relations Industrielles/IR*, 68(2), 312-339.

<https://doi.org/10.7202/1016321ar>

Liu, X., Thomas, S., & Zhang, L. (2010). College quality, earnings, and job satisfaction: Evidence from recent college graduates. *Journal of Labor Research*, 31(2), 183-201.

<https://doi.org/10.1007/s12122-010-9086-1>

Zhang, L., & **Liu, X.** (2010). Faculty employment at four-year colleges and universities. *Economics of Education Review*, 29(4), 543-552.

<https://doi.org/10.1016/j.econedurev.2009.10.007>

Liu, X., & Batt, R. (2010). How supervisors influence performance: A multilevel study of coaching and group management in technology-mediated services. *Personnel Psychology*, 63(2), 265-298.

<https://doi.org/10.1111/j.1744-6570.2010.01170.x>

Liu, X., & Batt, R. (2007). The economic pay-offs to informal training: Evidence from routine service work. *ILR Review*, 61(1), 75-89.

<https://doi.org/10.1177/0019793907061001>

Books and Edited Volumes

Li, C., Anner, M., & **Liu, X.** (Eds.). Forthcoming. *Work, Labor, and Governance in Global Supply Chains*. Ithaca, NY: Cornell University Press.

Book Chapters

Wilson, A.* , Schulze-Cleven, T., & **Liu, X.** Forthcoming. Japan in global semiconductor supply chains: The influence of institutions, technology, and labor. In C. Li, M. Anner, & X. Liu (Eds.), *Work, Labor, and Governance in Global Supply Chains*. Cornell University Press.

Li, C., Anner, M., & **Liu, X.** Forthcoming. Grounding global labor governance. In C. Li, M. Anner, & X. Liu (Eds.), *Work, Labor, and Governance in Global Supply Chains*. Cornell University Press.

Liu, X., & Ouyang, C.* (2016). Contingent work in the Chinese call center sector. In M. Liu & C. Smith (Eds.), *Work and Employment in China: A Labor Process Perspective* (pp. 150–180). Palgrave Macmillan.

Work in Progress

Zhu, C.* , Huang, X.* , **Liu, X.**, Rodgers, Y., & Yi, J. Wearable exoskeleton technologies in construction. Revised and resubmitted.

Zhang, B.* , **Liu, X.**, Kraimer, M., & Feng, J. Digital platforms, value creation, and earning dynamics. Manuscript under review.

Liu, X., Park, J.* , Rodgers, Y., & Yi, Ji. Exoskeleton design and workplace adoption: Implications for employers and workers. Manuscript proposal under review.

Liu, X., Zhang, L., Zhang, Y., & Zhu, X.* AI, occupations, and the entry-level job market: Evidence from large-scale online job postings data. Data collection complete; analysis underway.

Other Publications and Reports

Liu, X., Eaton, A., Vachon, T.E. & Zhang, Y., (2024). Shaping the future of recruitment: A Report on AI-enabled hiring tools. Rutgers, the State University of New Jersey.
<https://doi.org/10.7282/00000398>

Liu, X., Song, X.* , & Ouyang, C.* (2013). Shenzhen Call Center Industry Report: Institutional Demands, Business Strategies, and Employment Practices. [in Chinese]

Liu, X., Ouyang, C.* , & Ning, J.* (2012). Benchmarking Human Resource Practices: How to Retain and Develop Human Capital in Chinese Call Centers. [in Chinese]

Liu, X., & Yu, B.* (2011). Market Competition, Institutional Pressures and Human Resource Challenges: A Global Report on Call Centers. [in Chinese]

Liu, X. (2010). Review of the book *Competition, Strategy, and Management in China*. *British Journal of Industrial Relations*, 48(3). 630-631.

Zhang, L., & **Liu, X.** (2009). The changing landscape of faculty employment: Saving costs and expanding revenues. *Perspectives on Work*, 13(1), 33-35.

Conference Presentations

Rodgers, Y. V. D. M., **Liu, X.**, Zhang, L., & Yi, J., 85th Annual Meeting of the Academy of Management, "Bridging the Gap: The Potential of Wearable Exoskeletons to Advance Gender Equity in Construction," Copenhagen, Denmark. (July 2025).

Zhang, B.*, **Liu, X.**, Kraimer, M., & Feng, J., 85th Annual Meeting of the Academy of Management, "The Impact of Trust in Algorithmic Technology on Work Dynamics and Earnings," Copenhagen, Denmark. (July 2025).

Liu, X., Eaton, A., Vachon, T., Zhang, L., & Zhang, Y., AI and the Future of Work Conference, "Artificial Intelligence Meets Recruitment: Employer Adoption of AI-enabled Hiring Practices and Its Implications for Workers," Ithaca, NY, USA. (September 2024).

Liu, X., Eaton, A., Vachon, T., & Zhang, L., 84th Annual Meeting of the Academy of Management, "Artificial Intelligence Meets Recruitment: Employer Adoption of Algorithmic Hiring Practices and Its Implications for Workers," Chicago, IL, USA. (August 2024).

Zhang, L., & **Liu, X.**, 84th Annual Meeting of the Academy of Management, "Examining the Impact of STEM College Majors on Career Outcomes Across Race and Sex Groups," Chicago, IL, USA. (August 2024).
Designated as a Best Paper by the Academy of Management Careers Division.

Liu, X., Zhang, L., 76th Annual Conference of the Labor and Employment Relations Association, "College Majors, Graduate Education, and Long term Earnings Trajectories," New York, NY, USA. (June 2024).

Zhang, L., & **Liu, X.**, American Educational Research Association Annual Meeting, "Beyond the STEM Degree: Investigating the Relationship among STEM Majors, Occupational Choices, and Earnings Disparities," Philadelphia, PA, USA. (April 2024).

Zhang, L., **Liu, X.**, & Hu, Y.*, American Educational Research Association Annual Meeting, "Degrees of Return: Estimating Internal Rates of Return for College Majors Using Quantile Regression," Philadelphia, PA, USA. (April 2024).

Zhang, B.*, **Liu, X.**, Greenbaum, R., Zhang, Z., 83rd Annual Meeting of the Academy of Management, "How Supervisor Perspective Taking Shapes Employees' Repeated Unethical Behaviors," Boston, MA, USA. (August 2023).

- Zhang, B. *, & **Liu, X.**, 82nd Annual Meeting of the Academy of Management, "Digitally Enabling or Constraining: Unfolding the Paradox of Platform-Mediated Work," Seattle, WA, USA. (August 2022).
- Li, J. *, **Liu, X.**, & Zhang, Z. 71st Labor and Employment Relations Association Annual Meeting. "Links between work motivation and proactive service behaviors: Examining the moderating role of service-oriented leadership." Cleveland, OH. (June, 2019)
- Liu, X.**, Greenbaum, R., Allen, D., & Zhang, Z.T. 79th Annual Conference of Academy of Management. "Why do newcomers break rules? A multi-wave investigation of peer coaching, goal orientations, and newcomer unethical behavior during organizational socialization. " Boston, MA. (August, 2019)
- Liu, X.**, Zhang, Z., & Li, J. * 70th Labor and Employment Relations Association Annual Meeting. "Human resource practices, employee engagement, and sales performance: Evidence from retail stores in China. " Baltimore, MD. (June, 2018).
- Liu, X.**, Zhang, Z., & Zhang, B. * 78th Annual Conference of Academy of Management. "Leveraging strategic human capital to improve service performance: The role of coordination networks among frontline employees." Chicago, IL. (August, 2018)
- Liu, X.**, & van Jaarsveld, D. 78th Annual Conference of Academy of Management. "How firms combine internal and external HR practices? Implications for employee turnover and business outcomes. " Chicago, IL. (August, 2018)
- Liu, X.**, van Jaarsveld, D., 75th Annual Conference of Academy of Management, "Workforce arrangement heterogeneity, human resource management, and organizational performance," Vancouver, British Columbia, Canada. (August 2015).
- Ouyang, C., **Liu, X.**, & Zhang, Z. 2nd Global Conference of International Human Resource Management. The influence of organizational and regional characteristics on high involvement human resource systems: Evidence from service establishments in China. State College, PA. (May 2015).
- Raghuram, S., Gajendran, R., **Liu, X.**, & Somaya, D. 75th Annual Conference of Academy of Management, "The leadership legacy: Examining the enduring impact of LMX on alumni career outcomes and attitudes toward the former organization," Vancouver, British Columbia, Canada. (August 2015).
- Liu, X.**, van Jaarsveld, D., People and Organization Conference at the Wharton School, University of Pennsylvania, "Workforce arrangement heterogeneity, human resource management, and organizational performance," Philadelphia, PA. (October 2014).
- Liu, X.**, & van Jaarsveld, D., Annual Conference of Industry Studies Association, "Workforce arrangement heterogeneity, human resource management, and organizational performance," Portland, OR. (May 2014).

- Liu, X.** 66th annual meeting of Labor and Employment Relations Association, "The changing face of employment relationships in China: How institutional demands and organizational characteristics explain variation in contingent work," Labor and Employment Relations Association, Portland, OR. (May 2014).
- Anner, M. S., & **Liu, X.**, 74th Annual Conference of Academy of Management, "Strikes without consent? Explaining the role of Unions in labor protests in Vietnam," Philadelphia, PA. (August 2014).
- Liu, X.**, & Zhang, L., 74th Annual Conference of Academy of Management, "Examining the relationship among part-time work arrangements, job satisfaction, and work effort," Philadelphia, PA. (August 2014).
- Liu, X.**, van Jaarsveld, D., Batt, R., Frost, A., 65th annual meeting of Labor and Employment Relations Association, "The influence of capital structure on human capital: Evidence from US and Canadian firms," Labor and Employment Relations Association, St. Louis, MO. (June 2013).
- Liu, X.**, Ning, J., Ouyang, C., 65th annual meeting of Labor and Employment Relations Association, "Heterogeneity of work arrangements, workforce integration practices, and organizational performance," Labor and Employment Relations Association, St. Louis, MO. (June 2013).
- Liu, X.** Structuring Work in and around Organizations, "Externalization of employment in China: A pursuit of market virtues or bureaucratic loopholes," SSHRC, Desautels Faculty of Management, the Desautels Centre for Strategy Studies in Organizations, University of Alberta School of Business, Montreal, Canada. (July 2013).
- Liu, X.**, van Jaarsveld, D., Batt, R., Frost, A., Global Conference on International Human Resource Management, "The influence of capital structure on human capital: Evidence from US and Canadian firms," Penn State University, State College, PA. (May 2013).
- Liu, X.**, van Jaarsveld, D., Batt, R., Frost, A., Global Conference on International Human Resource Management, "The influence of capital structure on human capital: Evidence from US and Canadian firms," State College, PA. (May 2013).
- Liu, X.**, 64th Annual Meeting of Labor and Employment Relations Association, "Effect of stock markets on the adoption of temporary employment contracts: Evidence from China," Chicago, IL. (January 2012).
- Liu, X.**, Zhang, L., 16th World Congress of the International Labor and Employment Relations Association, "One foot in the ivory tower: Effect of work arrangements on job satisfaction and performance among part-time faculty," International Labor and Employment Relations Association, Philadelphia, PA. (July 2012).

- Liu, X.**, 16th World Congress of the International Labor and Employment Relations Association, "Effects of stock markets on the adoption of temporary employment contracts," International Labor and Employment Relations Association, Philadelphia, PA. (July 2012).
- Liu, X.**, Zhang, L., 72nd Annual Conference of Academy of Management, "One foot in the ivory tower: Effect of work arrangements on work effort and job satisfaction among part-time faculty," Boston, MA. (August 2012).
- Liu, X.**, 63rd Annual Meeting of Labor and Employment Relations Association, "On the line, off the payroll: An exploratory analysis of temporary agency work in the service industry," Denver, CO. (January 2011).
- Liu, X.**, Batt, R., 4th Annual People and Organizations Conference, "Equity ownership, board of directors, and employment practices," The Wharton School, University of Pennsylvania, Philadelphia, PA. (October 14, 2011).
- Liu, X.**, van Jaarsveld, D., Frost, A., ILR Review Conference – The Quality of Jobs, "Does the Structure of Ownership Affect the Quality of Jobs? Evidence from North America," The ILR School, Cornell University, Ithaca, NY. (November 3, 2011).
- Liu, X.**, Across Boundaries: An Interdisciplinary Conference on the Global Challenges Facing Workers & Employment Research, "Effect of stock markets on the adoption of temporary employment contracts: Evidence from China," London School of Economics, London, UK. (December 13, 2011).
- Liu, X.**, 62nd Annual Meeting of Labor and Employment Relations Association, "Rising Temps? Organizational and environmental predictors of the adoption of alternative employment strategies in China," Atlanta, GA. (January 2010).
- Liu, X.**, 70th Annual Conference of Academy of Management, "Diffusion of contingent workforce strategies: The impact of market and organizational characteristics," Montreal, Canada. (August 2010).
- Liu, X.**, Zhang, L., 61st Annual Meeting of Labor and Employment Relations Association, "Blending in the same pot: Interdependence between standard and non-standard employment at four-year colleges and universities," San Francisco, CA. (January 2009).
- Liu, X.**, Globalization and the Service Workplace, "Navigating between commitment and flexibility: Why do Chinese employers use agency temporaries in long-term assignments," Peter Wall Institute of Advanced Studies, University of British Columbia., Vancouver, Canada. (October 2008).
- Liu, X.**, Zhang, L. , 68th Annual Conference of Academy of Management, "Flexibility at the core: Organizational variation in part-time employment in academia," Anaheim, CA. (August 2008).

Liu, X., 68th Annual Conference of Academy of Management, "Navigating between commitment and flexibility: Why do Chinese employers use agency temporaries in long-term assignments," Anaheim, CA. (August 2008).

Liu, X., Xu, F. , 60th Annual Meeting of Labor and Employment Relations Association, "Temporary workers in permanent jobs: A study of flexible staffing arrangements at call centers in China," New Orleans, LA. (January 2008).

Liu, X., Zhang, L., 60th Annual Meeting of Labor and Employment Relations Association, "What determines the use of part-time faculty in higher education institutions," New Orleans, LA. (January 2008).

Nishii, L., **Liu, X.**, 22nd Society of Industrial and Organizational Psychology Annual Conference, "HR "best practices" for service quality: Are they universal," New York City, NY. (April 2007).

Bell, B., Kanar, A., **Liu, X.**, 66th Annual Conference of Academy of Management, "Adaptive Guidance: Effects on Self-Regulated Learning in Technology-Based Training," Atlanta, GA. (August 2006).

Liu, X., Batt, R., 66th Annual Conference of Academy of Management, "Putting Training into Context: A cross-level, longitudinal investigation of training effectiveness," Atlanta, GA. (August 2006).

Liu, X., Batt, R., 65th Annual Conference of Academy of Management, "Optimizing individual and team training effectiveness," Honolulu, HI. (August 2005).

TEACHING AND MENTORSHIP

Teaching

Rutgers University

Curriculum Development

Shaping the Future of Work & the Employment Relationship (38:578:567) — syllabus:

<https://go.rutgers.edu/qymn7dow>

New Technology and Work (37:575:313) — syllabus:

<https://go.rutgers.edu/zyqwcyr8>

Workforce Analytics and Data – based Decisions. (38:533:705) — syllabus:

<https://go.rutgers.edu/6riellw3>

Courses Taught

LSER100 Introduction to Labor Studies

LSER 313 New Technology and Work

MLER 567 Shaping the Future of Work

MHR 542. HR Decision – making: Data – based Decisions

MHR 613. HR Analytics: Applications and Issues.

MHR 705 Workforce Analytics and Data – based Decisions

Special Programs

The Byrne First-Year Seminar: Robotics, Automation, and the Future of Work (co-instructor with J. Yi, Professor of Mechanical and Aerospace Engineering), 2023-2025.

Rutgers–East China University of Science and Technology Joint Program, 2019 – 2025.

Pennsylvania State University

LER 312 Research Methods in Labor and Employment Relations.

LER 424 Strategic Compensation.

HRER 512, Research Methods in Human Resource Management (II).

HRER 513, Research Methods in Human Resource Management (I).

HRER 596. Individual Studies.

HRER 600. Thesis Research.

Graduate and Undergraduate Mentorship

Rutgers University

Doctoral Committee Chair:

Andrew Wilson (2024-); Bulin Zhang (2023)

Doctoral Committee Member:

Yan Pan (2025); Nazifa Zaman (2025); Su Chen (2023),

Master's Thesis Advisor:

Junting Li (2022)

Undergraduate Honors Thesis Advisor:

Sophia Yeh (2025)

Penn State University

Master's Thesis Committee Chair:

Carla Marano; Can Ouyang; Samantha Krone; Valerie Smolter; Suwen Wu

Thesis Committee Member:

Wonseok Kim; Justin Ogden; Dong Fang; Nicole Toldi

Graduate Advisor:

Jennifer Lacock; Xiaoqing Song; Susan Kim; Karyn Bimber; Ri Ni; Anqi Wang; Bing Yu; Dan Zhao; Jingxi Ning; Elena Pesin; Qian Xing; Sarah Favero; Chuan-Chieh Jen; Niraj Naik

PROFESSIONAL AND INSTITUTIONAL SERVICE

Editorial and Journal Service

Editor-in-Chief, Labor and Employment Relations Association, 2024 – present

Associate Editor, *Human Resource Management Journal*, 2016 – present

Guest Editor. *International Journal of Human Resource Management*, Special Issue (Vol. 28, Issue 12). <https://www.tandfonline.com/toc/rijh20/28/12>

Ad Hoc Reviewer:

Academy of Management Journal; British Journal of Industrial Relations; Economics of Education Review; Human Relations; Human Resource Management Journal; ILR Review; Journal of Population Economics; Journal of Business Ethics; Management Science; Organization Science; Personnel Psychology; and others.

Professional Associations

Labor and Employment Relations Association (LERA)
Executive Committee Member (non-voting), 2024 – present
Editorial Committee Member, 2015- 2024
Nominating Committee Member, 2022-23
Co-Chair, Work and Human Resources Network, 2016-2020

Academy of Management (AOM)
Member; HR, CTO, and Research Methods Divisions

Institutional Service

Rutgers University

School of Management and Labor Relations
Review Committee. 2022 – present.
Awards Committee. 2022 – present.
Committee on Diversity, Equity, and Inclusion. 2018-2020.
Teaching Committee. 2017-2019.
Chancellor's Strategic Initiative on the Future of Work, Member. 2021-2022.

Penn State University (2009-2016)

Academic Integrity Committee, College of Liberal Arts
School of Labor and Employment Relations
Center for International Human Resource Studies, Organizing Committee Member; By-laws Committee; Graduate Curriculum Committee; Strategic Planning Committee; Undergraduate Studies Committee; Study Abroad Advisor.

Media Coverage

Research featured in major outlets, including:

The New York Times — Is Going to an Elite College Worth the Cost?
Harvard Business Review — Employees Leave Good Bosses Nearly as Often as Bad Ones
ScienceDaily — Good Boss? Bad Boss? Study Says Workers Leave Both
Forbes — College Offers Better Returns Than the Stock Market, Study Finds
CNBC — College Is Still Worth It, Research Finds
NBC — Coverage on college return on investment
Daily Mail — A College Degree Offers Better Returns Than the Stock Market

Additional coverage across 20+ outlets including Yahoo News, Higher Ed Dive, Futurity, RealClear Science, Newswise, and Big Think.