

COCO XINYUE LIU

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EDUCATION

PH.D., ORGANIZATIONAL BEHAVIOR

Exp 2027

David Eccles School of Business, University of Utah, Salt Lake City, UT

Dissertation: *In the Spotlight: The Role of Public, Informal Recognition in Teams*

Proposed: May 2024

Defense: Expected Spring 2027

Advisory Committee: Dr. Elizabeth R. Tenney (Chair)

Dr. Bailey Bigelow

Dr. Bryan L. Bonner

Dr. Amelia Stillwell

Dr. Jacqueline M. Chen (Outside member)

B.A., ECONOMICS AND PSYCHOLOGY; SPANISH MINOR

2022

Kenyon College, Gambier, OH

Magna Cum Laude, graduated with Distinction in Economics

RESEARCH INTERESTS

Keywords: Expertise, Recognition and appreciation, Methodology

I study how people identify expertise at work. My research focuses on the behaviors and cognitions that shape this identification process. Specifically, I examine how peer recognition helps group members identify each other's expertise, and the connection between the cultivation of optimism and people's perceptions of their likelihood of success. My interest in expertise also extends to a broader question of how we, as researchers and citizens of society, construct credible knowledge. To that end, I examine the scientific tools (e.g., innovative methodology, statistics, open science principles) that shape how knowledge is produced and refined in organizational science.

PUBLISHED WORK

PEER REVIEWED JOURNAL ARTICLES

Rochford, K., Stillwell A., **Liu, C. X.**, & Tenney, E. R. (in press). Evaluation of open science in the peer review process. *Organizational Research Methods*.

Liu, C. X., Blair, B. A., & Tenney, E. R. (2026). Registered report: Can agentic Black women get ahead? An experiment revisited. *Psychological Science*, 37(5), 347-364.

Tenney, E. R., Rochford, K., Stillwell, A., **Liu, C. X.**, Tannenbaum, D., Hennecke, M., Stefanucci, J. K., Blair, B. A., Graham, J., & Bonner, B. L. (2026). Registered report: A replication examining occupational experience and performance on the water-level task. *Psychological Science*, 37(2), 125-135.

EDITOR-REVIEWED BOOK CHAPTERS

Liu, C. X., & Tenney, E. R. (2026). From voice to implementation: The role of supporting others in teams. In B. Bonner & M. Baumann, (Eds.), *Research Handbook on Group Decision Making*. Edward Elgar Publishing.

*Alder, M., *Bonner, B. L., ***Liu, C. X.**, *Monnot, R., *Yin, X. (2026). Beyond thought experiments: Using generative artificial intelligence to simulate group problem solving and decision making In B. Bonner & M. Baumann, (Eds.), *Research Handbook on Group Decision Making*. Edward Elgar Publishing. *Equal contribution

WORK IN PROGRESS

WORKING PAPERS

Hennecke, M., Tenney, E. R., & **Liu, C. X.** Registered report: The instrumentality heuristic.
Status: *Stage 1 manuscript revise and resubmit at Psychological Science.*

Liu, C. X. The information-relationship dilemma of recognition in the workplace.
Dissertation chapter 1.
Status: *Writing.* Target: *Journal of Applied Psychology.*

Liu, C. X., Tenney, E. R., & Talhelm, T. The ups, downs, and transformations of optimism in the business founding process.
Status: *Writing.* Target: *Organization Science.*

Stillwell, A., Tenney, E. R., **Liu, C. X.**, Bain, K., Chen, J. M., & Kray, L. Navigating the labyrinth: Women's responses to potential gender backlash
Status: *Writing.* Target: *Academy of Management Review.*

DATA COLLECTION

Liu, C. X. In the spotlight: The role of public, informal recognition in groups.
Dissertation chapters 2 and 3.
Status: *Data collection completed for studies 1 and 2; Data collection ongoing for study 3 (in-lab groups study).* Target: *Academy of Management Journal.*

Liu, C. X., Tenney, E. R., & Blair, B. A. Further examining the effects of intersectionality on evaluations of leaders.
Status: *Data collection completed for study 1.* Target: *Journal of Applied Psychology.*

Liu, C. X., Tenney, E. R., Stillwell, A., & Bonner, B. L. Amplification across faultlines.
Status: *Data collection completed for pilot study.* Target: *Journal of Applied Psychology.*

CONFERENCE PRESENTATIONS

CHAired SYMPOSIA

Liu, C. X., Hsu, E., & Strachan, M. (2026, August). Fight, Fortify, Flourish: Positive Emotions as Pathways Through Difficulty. *Academy of Management Proceedings.*

Liu, C. X., Antoine, G., & Zhang, J. (2024, August). Beyond Borders: How Multiculturalism Influences Beliefs and Feelings about Others. *Academy of Management Proceedings*.

TALKS

Liu, C. X., Tenney, E. R., & Talhelm, T. (2026, August). The Ups, Downs, and Transformations of Optimism in the Business Founding Process. Presented in the symposium, “Fight, Fortify, Flourish: Positive Emotions as Pathways Through Difficulty,” (chairs: Coco Liu, Emily Hsu, Mac Strachan; co-presenters: Emily Heaphy, Yuxin Lin, Mac Strachan) at the *Academy of Management Annual Meeting*, Philadelphia, PA.

Liu, C. X., & Tenney, E. R. (2026, July). Spotlighting: The Role of Public, Informal Recognition in Teams. *Interdisciplinary Network for Group Research Annual Meeting*, Pittsburgh, PA.

Liu, C. X., Blair, B. A., & Tenney, E. R. (2026, May). Registered Report: Can Agentic Black Women Get Ahead? An Experiment Revisited. *East Coast Doctoral Conference*, New York City, NY.

Liu, C. X., Blair, B. A., & Tenney, E. R. (2025, Nov). Registered Report: Can Agentic Black Women Get Ahead? An Experiment Revisited. *Society for Judgment and Decision-Making Annual Meeting*, Denver, CO.

Stillwell, A., Tenney, E. R., **Liu, C. X.,** Bain, K., Chen, J. M., & Kray, L. Navigating the labyrinth: Women’s responses to potential gender backlash. Presented by Kristin Bain in the symposium, “Battling the Minotaur: How Women Navigate Gender at Work,” (chairs: Kristin Bain and Kileigh Smith; co-presenters: Samantha Dodson, Mallory Decker, Hannah Riley Bowles) at the *Academy of Management Annual Meeting*, Copenhagen, Denmark.

Liu, C. X., Tenney, E. R., & Talhelm, T. (2024, August). Optimism beliefs across cultures. Presented in the symposium, “Beyond Borders: How multiculturalism influences beliefs and feelings about others,” (chairs: Coco Liu, Giselle Antoine, and Jaina Zhang; co-presenters: Giselle Antoine, Daniela Rodriguez-Mincey, Terence McElroy, Cynthia Zhu Feng) at the *Academy of Management Annual Meeting*, Chicago, IL.

Liu, C. X., & Tenney, E. R. (2023, August). Endorsing outsiders: Amplification across faultlines. Presented in the symposium, “Integrating the study of voice and allyship in organizations,” (chairs: Clair Malcomb, Chadé Darby, and Elizabeth McClean; co-presenters: Stephanie Creary, Claire Malcomb, Chi Nguyen, and Preeti Vani) at the *Academy of Management Annual Meeting*, Boston, MA.

Dickens, L., Haynes, H., & **Liu, C. X.** (2021, April). How grateful disposition impacts reactions to [in]gratitude. *Society for Affective Science*. Held virtually.

POSTER

Liu, C. X., Tenney, E. R., & Talhelm, T. (2023, November). Optimism beliefs across cultures. *Society for Judgment and Decision-Making Annual Meeting*, San Francisco, CA.

HONORS AND AWARDS

Doctoral Student Teaching Excellence, David Eccles School of Business, University of Utah	2026
Doctoral Student Teaching Excellence, Department of Management, University of Utah	2026

J. Frank Yates Memorial Student Travel Award, Society for Judgment and Decision-Making (\$415)	2025
Research Grant, Lassonde Entrepreneur Institute, University of Utah (\$9,500)	2024
Honorarium, UW Fostering Inclusion Workshop, Foster School of Business, University of Washington (\$450)	2023

TEACHING EXPERIENCE

DAVID ECCLES SCHOOL OF BUSINESS, UNIVERSITY OF UTAH

Instructor: MGT 3030 Human Behavior in Organizations — Undergraduate (Instructor effectiveness: 5.82/6.00; 79 students; in-person; received two teaching excellence awards)	2025
Assistant Instructor: MGT 3030 Human Behavior in Organizations — Undergraduate	2024
Teaching Assistant: BCOR3030 Business Fundamentals (Management) — Undergraduate	2023
Teaching Assistant: MGT 6500 Managing and Leading in Organizations — MBA	2023

SERVICE

Academy of Management (AoM)

Reviewer, MOC Division of the Academy of Management Annual Meeting	2026
Reviewer, CM Division of the Academy of Management Annual Meeting	2024
Committee member, New Doctoral Student Consortium	2022-24

Interdisciplinary Network for Group Research (INGRoup)

Reviewer, INGROUP Annual Meeting	2026
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University of Utah

Organizer, Eccles School Behavioral Lab	2023-26
Organizer, PhD Student Roundtable	2023-24

PROFESSIONAL AFFILIATIONS

Academy of Management (AoM)
 Western Academy of Management (WAM)
 Interdisciplinary Network for Group Research (INGRoup)
 Society for Judgment and Decision Making (SJDM)

PROFESSIONAL EXPERIENCE

MORNINGSTAR INC

DBRS Data Management Intern	2021
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PLAID, LLC

Data Analyst	2020-21
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KENYON COLLEGE

Admissions Fellow, Office of Admissions	2019-22
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REFERENCES

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