

# Ting Huang

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Research Assistant

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## Academic Employment

Research assistant, University of Copenhagen, Department of Psychology, DK      Sep-Dec 2023

## Education

Aarhus University, DK      2020-2023

Ph.D. in Management

Project: Leading at the Top: Administrative Top Managers, Gender Representation, and Executive Succession in Public Organizations

Supervisors: Ander Villadsen & Jakob Arnoldi

Copenhagen Business School, DK & University of Chinese Academy of Sciences, CN      2017-2022

Double Master's Degree in Public Management and Social Development

South China Agricultural University, CN      2013-2017

B.A. in Public Administration

## Visiting research stays

University College London, UK | Host: Marc Esteve      01-02,2023

Ohio State University, US | Host: Russell Hassan      09-10, 2022

## Research interests

Recruitment, leadership, gender diversity, representative bureaucracy, organizational learning & quantitative methods

## Publications

**Huang, T.**, & Villadsen, A. R. (2023). Top Managers in Public Organizations: A Systematic Literature Review and Future Research Directions. *Public Administration Review* 1–17 (ABS: 4\*).

**Huang, T.**, Villadsen, A. R., Lu C. Does Executive Turnover Affect Government Transparency? Leadership Changes and Government Environmental Information Disclosure in Chinese Cities. *International Public Management Journal*. (Conditional accept, ABS: 3)

**Huang, T.**, [Title blinded for peer review: TMT gender representation], submitted to *Journal of Public Administration Research and Theory*. (ABS: 4)

Hu L., Guan X. **Huang, T.** (Corresponding author), Villadsen, A. R., [Title blinded for peer review: network governance], *Administration & Society*. (Submitted)

Lu, C., Gao, R. **Huang, T.**, Wang, G., [Title blinded for peer review: willingness to pay for the environment], *Atmospheric Environment*. (Submitted)

## Work in Progress

**Huang, T.**, R., Hassan R., Villadsen, A., Yi H., Women in Top Management Teams and Gender-Sensitive Policy Adoption.

**Huang, T.**, Du J., Zhu X., and Villadsen, A. R., Exploring Cultural Boundary Conditions of Representative Bureaucracy.

## Conferences & Invited Presentations

2023

Global Chinese Urban Governance and Policy Conference

International Research Society for Public Management Annual Conference

PhD seminar at the Department of Political Science, University College London

2022

Danish Political Science Association's Annual Meeting

82nd Annual Meeting of the Academy of Management

Public Management Research Conference

Public Administration PhD Conference

Interdisciplinary SDC Research Symposium, Sino-Danish Center for Education & Research.

2021

81st Annual Meeting of the Academy of Management

PhD Mini-Conference in Public Administration

## Teaching

### LECTURES & TUTORIALS

1. Guest lecturer: Organizational Diversity & Tutorials for *Organization and Management*, Master's level, 25 students, Fall 2021-present.
2. Guest lecturer: Organizational Diversity for *Human Resource Management & Development*, Master's level, 80 students, Spring 2022.
3. Instructor, Tutorials for *Industrial Organization and Strategy*, Bachelor level, 25 students \* 2 classes, TA evaluation: 4.7/5.0, Fall 2021.
4. Guest lecturer: Diversity, Leadership Development & Succession Planning for *Human Resource Management & Development*, Master's level, 70 students, TA evaluation: 4.2/5.0, Spring 2021.

5. Exam preparation & grading for *Human Resource Management*, Master's level, Spring 2021.

#### SUPERVISION

1. 2022, Sumaya Mohamed & Iqra Osman (Student evaluation: 5/5), Nadia Lytvynova (Student evaluation: 4/5), Bachelor thesis supervision.
2. 2021-present, Astrid Kirk Haumann, Liping Hu, XinRan Li, Cecilie Jørgensen, Xuan Xu, Master level, Internship report supervision (partly with Anders Villadsen).
3. 2021-2022, Liping Hu, Xinran Li, Xuan Xu, Master thesis supervision with Anders Villadsen.

#### Honors & Awards

2022, Grants for research stays (79.000 DKK), William Demant Foundation, Otto Moensteds Foundation, & Department of Management, Aarhus University

2021, Best Reviewer Award, Academy of Management Annual Meeting, PNP Division

2016, Academic Star (10 out of 42,000), South China Agricultural University

#### Academic Service

Referee, Journal of Public Administration Research and Theory, International Public Management Journal, Annual Meeting of the Academy of Management

2022, Member of the Organizing Committee, 8th e-HRM International Conference

2022, Co-organizer, SDC workshop on using ASReview for systematic literature reviews

2021, Co-organizer, PhD day in Research Group, Department of Management, Aarhus University

#### Affiliations

Member, Crown Prince Frederik's Center for Public Leadership, Denmark

Teacher, Sino-Danish Center for Education and Research, Denmark & China