

Curriculum Vitae

Dr Qihai Huang

Professor in Entrepreneurship & Management,
University of Huddersfield | Queensgate | Huddersfield | HD1 3DH | UK
Telephone: +44 (0) 01484 256558 **Email:** Q.Huang@Hud.ac.uk

Academic Employment

From Sept 2024 Professor of Entrepreneurship & Management, Strategic Lead for Research, School of Business, Education and Law, University of Huddersfield

Feb. 2021-Sept 2024 Professor of Entrepreneurship & Management, Head of Department of Management, University of Huddersfield

Jan.2020-Jan.2021 Professor of Entrepreneurship & Management, Director of Research, Keele Business School, Keele University

Sept 2018- Jan. 2020 Professor of Entrepreneurship & Management, Head of Department, Marketing, Management and Organisation, Keele Business School

From March 2018 Professor of Entrepreneurship & Management, Keele University

Sept. 2016 – Feb. 2018 Director of Lancaster China Management Centre and Reader in Entrepreneurship and Innovation, Lancaster University

Jul. 2013 - Aug. 2015 Head of Department, Institute of Entrepreneurship & Enterprise Development, Reader in Entrepreneurship and Innovation, Lancaster University

Feb. 2012 – Jun. 2013 Director, Lancaster University Confucius Institute (LUCI) & Doctoral Director of IEED (Aug. 2012- Mar. 2013), Reader in Entrepreneurship and Innovation;

Sept. 2010 - Feb. 2012 Senior Lecturer in IEED & Deputy Director, Lancaster China Management Centre, Lancaster University

Oct. 2005 - Aug. 2010 Senior Lecturer & MA International Human Resource Management Programme Leader, Manchester Metropolitan University Business School

Oct. 2003 - Sept. 2005 Postdoctoral Research Fellow, working on the ESRC project Multinational Retailers in the Asia Pacific, School of Management, Royal Holloway, University of London

May 2002 - Sept. 2003 Postdoctoral Research Fellow, working on the project Industrial District Relocation Process (the EU 5th Framework Programme), Manchester Metropolitan University Business School

Membership of University Committees/ Steering and Working Groups

Director of the China Research Network, Keele University
Lancaster University Council

The Lancaster University Senate
The Work Foundation (TWF) Research and Development Board
Lancaster University China Steering Group ((later China Strategy Working Group)

Lancaster University Management School Policy and Resources Committee
Lancaster University Management School Advisory Board
Lancaster University Management School Enterprise, Engagement & Impact Committee

Professional Employment

Jul. 1990-Dec. 1998 State Population and Family Planning Commission, Beijing, China

Feb. 1997- Dec. 1998 Deputy Head of the general office, China State Population Publicity Centre

Mar. 1992-Jan. 1997 Advisor to the Deputy Minister of State Population & Family Planning Commission

Jul. 1990 - Feb. 1992 General Office, State Population & Family Planning Commission

Qualifications

2022 Senior Fellow of Advance HE

2006-2008 **Postgraduate Certificate in Academic Practice**
Centre for Learning and Teaching, Manchester Metropolitan University

1999-2002 **PhD** (financed by the University of Bristol Scholarship)
Management Research Centre, University of Bristol, UK

1997-1998 **MSc Sociology** (financed by Chevening Scholarship, Foreign Office, UK), Department of Sociology, University of Bristol, UK

1986-1990 **BA Sociology** (distinction)
Department of Sociology, Peking University, China

Publications in refereed journals

*Lei, L., Thorton, S., Huang, Q. & Částek, O., (2025) When can cultural intelligence be effective for expatriate cross-cultural work adjustment?—A configurational approach. *International Journal of Human Resource Management*. 1-31 <https://doi.org/10.1080/09585192.2025.2502959>

*Li, X., Yu, H., **Huang, Q.**, & Cai, G. (2025). When may age not be a barrier to entrepreneurial entry of senior people? The role of individual geographical mobility experience and village democratic governance in rural areas in emerging economies. *Entrepreneurship & Regional Development*, 1–26. <https://doi.org/10.1080/08985626.2025.2452283>

*Gu, C., Ma, Z., Li, X., Zhang, J., & Huang, Q. (2025). When Cultural Resources Amplify Psychological Strain: Off-Work Music Listening, Homophily, and the Homesickness–Burnout Link Among Migrant Workers. *Behavioral Sciences*, 15(5), 666. <https://doi.org/10.3390/bs15050666>

- * Wang, H., **Huang, Q.**, Xu, X. & Liang, C., 1 Mar 2024, Employees' feeling trusted, self-concept and creativity in collectivistic cultures. *Current Psychology*. 43(10): 8972-8988
- * Huang, S., **Huang, Q.H.**, and Soetanto, D. (2023) The effect of CEOs' regulatory focus on the entrepreneurial orientation of small and medium-sized enterprises. *European Management Review* <https://doi.org/10.1111/emre.12591>
- *Xie, J., **Huang, Q.H.**, Yan, M., and Liang, Y. (2023) Cross-Domain Effects of Negative Workplace Gossip on Employee Life Satisfaction: The Roles of Psychological Detachment and Family Supportive Supervisor Behaviors, *Journal of Business and Psychology* <https://doi.org/10.1007/s10869-023-09894-8>
- * Han, W., Luo, Y., **Huang, Q.H.**, and Yang, J. (2022) The roles of opportunity belief and resource acquisition speed in the emergence of new ventures. *Journal of Business Research*. 149:518-27 <https://doi.org/10.1016/j.jbusres.2022.05.025>
- *Huang, S., **Huang, Q.H.** & Soetanto, D. (2022) Entrepreneurial orientation dimensions and the performance of high-tech and low-tech firms: A configurational approach, *European Management Journal* <https://doi.org/10.1016/j.emj.2022.03.002>
- * Huang S, Pickernell D, Battisti M, Soetanto D, **Huang, Q.H.** 2020. **When is entrepreneurial orientation beneficial for new product performance? The roles of ambidexterity and market turbulence.** *International Journal of Entrepreneurial Behavior and Research*. <https://doi.org/10.1108/IJEBR-02-2020-0103>
- * Zhang, Y., **Huang, Q.H.**, Chen, H. & Xie, J., 2021 The mixed blessing of supervisor bottom-line mentality: examining the moderating role of gender. *Leadership and Organization Development Journal*. <https://doi.org/10.1108/LODJ-11-2020-0491>
- * Zhang, Y. He, B., **Huang, Q.H.**, and Xie, J. (2020) Effects of supervisor bottom-line mentality on subordinate unethical pro-organizational behaviour. *Journal of Managerial Psychology*. <https://doi.org/10.1108/JMP-11-2018-0492>
- * **Huang, Q.H.**, Liu, X.L., and Li, J. (2020) Contextualisation of Chinese entrepreneurship research: An overview and some future research directions, *Entrepreneurship & Regional Development*. 32 (5-6):353-369. <https://doi.org/10.1080/08985626.2019.1640437>
- * Xie, J., **Huang, Q.H.**, Wang, H., and, Shen, M. (2019) Negative Workplace Gossip and the Joint Roles of Self-Monitoring and Impression Management Tactics, *Personality and Individual Differences*. <https://doi.org/10.1016/j.paid.2019.06.025>
- *Xie, J., **Huang, Q.H.**, Wang, H., and Shen, M. (2019) Perish in Gossip? Nonlinear Effects of Perceived Negative Workplace Gossip on Job Performance, *Personnel Review*. [doi/10.1108/PR-10-2018-0400/full/html](https://doi.org/10.1108/PR-10-2018-0400/full/html)
- *Wang, H. L. and **Huang, Q.H.** (2019) The dark side of feeling trusted for hospitality employees: An investigation in two service contexts. *International Journal of Hospitality Management*.76: 122-131. <https://doi.org/10.1016/j.ijhm.2018.04.001>
- *Wang, H. L. and **Huang, Q.H.** (2019) Feeling trusted and employee outcomes: the double-edged sword of political behaviour. *Personnel Review* [/doi/10.1108/PR-11-2017-0368/full/html](https://doi.org/10.1108/PR-11-2017-0368/full/html)

- *Soetanto, D., **Huang, Q.H.**, and Jack, S. (2018) Obstacles, approaches, and change of entrepreneurs' networks. *European Management Review*.
<http://dx.doi.org/10.1111/emre.12183>
- *Liu, Y. and **Huang, Q.H.** (2018) University capability as micro-foundation for Triple Helix model: cultivating university capability or attracting talent. *Technovation*
<https://doi.org/10.1016/j.technovation.2018.02.013>
- *Li, J., Qu, J. and **Huang, Q.H.** (2017) Why are some graduate entrepreneurs more innovative than others? The effect of human capital, psychological factor and entrepreneurial rewards on entrepreneurial innovativeness, *Entrepreneurship & Regional Development*. DOI: 10.1080/08985626.2017.1406540
- *Liu, X.L., **Huang, Q.H.**, and Wang, H. (2017) Employment security and employee organizational behavior: does an "iron rice bowl" make a difference? *International Journal of Human Resource Management*. <http://dx.doi.org/10.1080/09585192.2017.1381859>
- *Liu, X., **Huang, Q.H.**, Dou, J and Zhao, X. (2017) The impact of informal social interaction on innovation capability in the context of buyer-supplier dyads. *Journal of Business Research* .78: 314-322. <http://dx.doi.org/10.1016/j.jbusres.2016.12.027>
- * **Huang, Q.H.**, Xing, Y and Gamble, J. (2016) Job demands-resources: a gender perspective on employee well-being and resilience in retail stores in China. *International Journal of Human Resource Management*.
<http://dx.doi.org/10.1080/09585192.2016.1226191>
- * **Huang, Q.H.**, and Gamble, J. (2015) Social expectations, gender and job satisfaction: Front line employees in China's retail sector. *Human Resource Management Journal*. 25(3): 331–347
- * Liu, L.Q., **Huang, Q.H.**, and Yan, Z.S. (2013) The country space: a social network analysis of industry and international competition Conditions the Development of Nations (in Chinese, best paper award China Ministry of Commerce), *China Industrial Economics*, (31):4:17-29
- * Wu, XM., Liu, X.Y. and **Huang, Q.H.** (2012) Impact of the Institutional Environment on the Choice of Entry Mode: Evidence from Chinese Enterprises. *China: an International Journal*. 10(1): 28 – 50
- * **Huang, Q.H.** and Gamble, J. (2011) Informal institutional constraints, employee participation and employee satisfaction: evidence from the Chinese retail sector. *International Journal of Human Resource Management*. 22 (15): 3168-3186.
- *Gamble, J. and **Huang, Q.H.** (2009) One store, two employment systems: core, periphery and flexibility in China's retail sector. *British Journal of Industrial Relations*. 47(1): 1-26.
- * Gamble, J. and **Huang, Q.H.** (2009) The transfer of organisational practices: a diachronic perspective. *International Journal of Human Resource Management*. 20(8): 1683-1703.
- * Gamble, J. and **Huang, Q.H.** (2008) Organizational commitment of Chinese employees in foreign invested firms. *International Journal of Human Resource Management*. 19(5): 896-916.
- * McDonald, F., **Huang, Q.H.**, Tsagdis, D. and Tuselmann, H. (2007) Industrial clusters characteristics and performance. *Regional Studies*. 41(1):39–49.
- * McDonald, F., Tsagdis, D., and **Huang, Q.H.** (2006) The development of industrial clusters and public policy. *Entrepreneurship and Regional Development*. 18(6):525–542.
- **Huang, Q.H.** and J. Gamble (2011) Transferring Organizational Practices: A Diachronic Perspective in J. Gamble (ed.) *Multinational Retailers and Consumers*

- in China, Transferring Organizational Practices from the United Kingdom and Japan, p83-106, Basingstoke: Palgrave Macmillan
- J. Gamble and **Huang, Q.H.** (2011) One Store, Two Employment Systems: Core, Periphery and Flexibility in China's Retail Sector in J. Gamble (ed.) *Multinational Retailers and Consumers in China, Transferring Organizational Practices from the United Kingdom and Japan*, p173-195, Basingstoke: Palgrave Macmillan
 - **Huang, Q.H.** (2003) The private enterprises: a main engine to the sustaining growth of China's economy, p96-116, in Yao, S. (ed.) *Sustaining Growth of the Chinese Economy*, London: Routledge,

Funding:

From Advanced Institute of Management, the British Council, European Union, UKTI, Association of Chartered Certified Accountants, China National Natural Science Foundation, among others.

Teaching

My teaching aims to continuously drive positive outcomes for all our students regardless of background, and empower them to become great professionals and outstanding business leaders who can make a positive difference in their organisations and society. Accordingly, we must continuously enhance and improve the student learning experience and ensure that transferable skills are well developed through teaching excellence and educational innovation.

Over the years, I have teaching experience in a range and diversity of learning contexts, including delivering and facilitating modules for executives, lecturing (UG, e.g. Entrepreneurship and Entrepreneurs, and Organisational Behaviour; PG, e.g., Human Resource Management/MBA, Business Planning & Finance, Entrepreneurial Challenge/MBA, Research Methods, and International Human Resource Management), tutoring, supervising undergraduate and postgraduate students on work experience, projects and dissertations. I employ a range of teaching and pedagogical methods and assessment strategies that enhance students' learning experience and satisfaction with consistently excellent student feedback.

I have played a leading role in steering the teaching and learning strategy and also offerings, which have been original and influential toward student learning and experience, and also income generation. E.g.

- 1) At Huddersfield, led successful review and redesign of both UG and PGT portfolio, e.g., Level 5& 7 degree apprenticeships attracting 84 learners.
- 2) At Keele, advocated and significantly contributed to a) review of programme portfolio and reposition, b) leading to reduction of over complicated degrees and the development and launch of new programmes, e.g, a new (apprenticeship) executive MBA programme; re-design MSc International Business, and MSc Marketing (launched in 2020); c) established a 3+1 programme with Beijing University of Foreign Studies; and e) addressing attainment gap between overseas and home students;
- 3) at Lancaster, contributed significantly towards the design and launch of the cross faculty MSc International Innovation based on the China Catalyst Project (£5.4m);

Having been the UG Director & PG Director in IEED in 2010-12, advocated & assisted to create the new MSc Entrepreneurship & Innovation Practice; led and coordinated quality assurance and moderation of the modules within IEED's International Teaching Partnerships; contributed to an increased number of UG students;

4) Working at MMU, as the MA International HRM programme director, I designed, revised the conceptualization, clarified details of the program, secured committee approval, and marketed the program resulting in the successful recruitment of 28 students in its first cohort. I also reviewed and redesigned two master-level modules: International HRM & Cross Cultural Management and one undergraduate year 3 module: Cross Cultural Management.

5) Contributed to the quality assurance and enhancement of teaching beyond the employing Universities, e.g., as external examiner for University of Durham (MSc Management and Marketing), Open University (MBA – Xuetang X with Tsinghua University), University of York and Kent (BA/BSc. Business/management), and external examiner of PhD at leading universities, e.g., Manchester, Warwick, Newcastle, Sheffield, La Trobe, and Glasgow.

References available upon request