Qingyu Liang

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ACADEMIC APPOINTMENTS

- Assistant Professor, FOB, City University of Macau, China, 2025/8-Present
- Postdoctoral Researcher, ESG, Université du Québec à Montréal, Canada, 2025/3-2025/8

EDUCATION

- PhD, Management Science, Beijing Jiaotong University, 2018/9-2025/1
  - Visiting Scholar, iSchool, Syracuse University, USA, 2022/3-2024/7
  - Doctoral Intern, ESG, Université du Québec à Montréal, Canada, 2024/9-2025/2
- BS, E-commerce, Nanjing University of Posts and Telecommunications, 2014/9-2018/6

RESEARCH INTERESTES

1. Social Robots (Embodied Robots, Service Robots, Sex Robots, Companion Robots, etc.)
2. Human-AI Intimacy (Romantic Partner, Shared Understanding, Emotional Support, etc.)
3. Human–AI Teaming (Automation & Augmentation, Affordances, Teammates, etc.)
4. AI in Education (AI Literacy, Critical Thinking, Mental Models, etc.)
5. Shadow IT (Workarounds, Bottom-up Innovation, Digital Innovation, etc.)

RESEARCH PUBLICATIONS (SELECTED)

Journal Publications

- **Liang, Q.**, & Banks, J. (2025). Perceived shared understanding between humans and AI: Development and validation of a self-report scale. *Technology, Mind & Behavior*. (ESCI)
- **Liang, Q.**, Gou, J., Wang, Z., & Dabić, M. (2024). Affordances and constraints of automation and augmentation: Lessons learned from development of a human–AI collaboration business simulation platform. *Journal of Global Information Management*. (ABS-2)

Conference Proceedings

- **Liang, Q.**, & Ollier-Malaterre, A. (2025). Physical robot or virtual agent? Humans' preferences in human–AI intimate relationships. In *Proceedings of the 31st Americas Conference on Information Systems (AMCIS)*. Montréal, Québec, Canada.

- **Liang, Q.**, Crowston, K., & You, S. (2025). The task matters: The effect of perceived similarity to AI on intention to use in different task types. In *Proceedings of the 58th Annual Hawaii International Conference on System Sciences (HICSS)*. Big Island, HI, United States.

- **Liang, Q.**, Banks, J., & Gou, J. (2024). Persistence, emergence, and fadeout: Influence of AI teammates on the salience of human identities at work. In *Proceedings of the 57th Annual Hawaii International Conference on System Sciences (HICSS)*. Honolulu, HI, United States.

- **Liang, Q.**, & Gou, J. (2021). A conceptual framework of human–system interaction under uncertainty: Based on a shadow system perspective. In *Proceedings of the 12th Advanced Doctoral Conference on Computing, Electrical and Industrial Systems (DoCEIS)*. Caparica, Portugal.

- **Liang, Q.**, Gou, J., Li, W., & Huang, L. (2020). Exploring the barriers and mitigating strategies in DBE development: A case study from an engineering material enterprise. In *Proceedings of the 21st IFIP WG 5.5 Working Conference on Virtual Enterprises (PRO-VE)*. Valencia, Spain.

Book Chapter

- **Liang, Q.** (2024) Membership & roles: Complicating the notion of "teaming" with machines. In J. Banks (Ed.), *Android assembled: The explicit and implicit anatomy of social robots* (pp. 207–216). Peter Lang.

Working Papers

- **Liang, Q**., Crowston, K., & Gou, J. How to come up with AI use cases? An idea generation technique based on analysis of shadow IT usage [3rd-round review]. *Information Systems Frontiers*. **(J)**

- **Liang, Q.**, & Banks, J. Inductive explication of perceived shared understanding between humans and AI [1st-round review]. *Human-Machine Communication*. **(J)**

- **Liang, Q.**, Crowston, K., & You, S. Seeing Ourselves in AI? Perceived similarity and choices to adopt AI for different tasks scenarios [ready to submit]. Target Journal: *Information Technology & People.* **(J)**

- **Liang, Q.**, & Ollier-Malaterre, A. Intimacy with AI: humans' preferences for physical robots or virtual agents in different types of relationships [ready to submit]. Target Journal: *International Journal of Social Robotics.* **(J)**

- **Liang, Q.**, & Ollier-Malaterre, A. Topic: exploring different types of human-AI intimate relationships [Paper in progress]. **(J)**

- **Liang, Q.**, & Ollier-Malaterre, A. Topic: social imagination of embodied robots [Paper in progress]. **(J)**

- **Liang, Q.** & Crowston, K. Topic: social robots ethics & etiquette [Paper in progress]. **(C & J)**

- **Liang, Q.** Topic: Yin–Yang Balance Theory and shadow IT [Paper in progress]. **(WS & J)**

- **Liang, Q.** Topic: Embodied robots and perception replacement [Paper in progress]. **(C)**

PRESENTATIONS, POSTER, AND WORKSHOPS (SELECTED)

Conference Presentations

- **Liang, Q.**, & Gou, J. (2022). Employees' creativity empowerment information system innovation under the VUCA background: Based on the perspective of shadow system analysis. Paper presented at CNAIS 2022, *the China Association for Information Systems Conference,* Changsha, Hunan, China. *(Best paper, 2nd place of 3)*
- **Liang, Q.**, & Gou, J. (2020). Research on digital gradual-certainty method based on shadow system mining. Paper presented at *the Annual Meeting of Management Science and Engineering*, Taiyuan, Shanxi, China.

Research workshops

- **Liang, Q.**, & Ollier-Malaterre, A. (2025). Embodied or Virtual? Exploring Preferences in Intimate Relationships with Robots and AI Agents. Paper presented at *the Canada Research Chair in Digital Regulation at Work and in Life Research Workshop*, École des Sciences de la Gestion, Université du Québec à Montréal, Montréal, Québec, Canada.
- **Liang, Q.** (2022). Employee Creativity and Organizational Innovation--From Shadow System Analysis to AI Assistants Design. Paper presented at *a Brown Bag Talk*, School of Information Studies, Syracuse University, Syracuse, New York, USA.

Poster

- **Liang, Q.**, Gou, J., & Ying, W. (2019). Research on the Paradigm of Human and AI Symbiosis–Based on the Perspective of Hybrid Organization Theory. Paper showed at CNAIS 2019, *the China Association for Information Systems Conference*, Nanjing, Jiangsu, China.

COMMUNITY SERVICES

Journals

- Reviewer, New Media & Society
- Reviewer, Information, Technology & People
- Reviewer, Human-Machine Communication
- Reviewer, The International Journal of Management Education
- Reviewer, IEEE Transactions on Artificial Intelligence

Conferences

- Reviewer: HICSS: 2024, 2025
- Reviewer: ICIS: 2024, 2025

- Reviewer: ICA: 2024, 2025
- Reviewer: HRI: 2025
- Reviewer: PACIS: 2024