

# Chao Wang

Room 1A06  
Av. Torre Blanca, 59  
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chao.wang@esade.edu

## EDUCATION

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<b>ESADE Business School, Ramon Llull University</b> PhD Candidate in Management Science	Barcelona, Spain 2021–2025 (expected)
<b>London Business School</b> Visiting PhD student	London, UK Sep 2023–Feb 2024
<b>University of Illinois, Urbana-Champaign</b> M.S. in Business Administration	Champaign, USA 2019
<b>Nanjing University</b> M.A. in Enterprise Management	Nanjing, China 2013
<b>Nanjing University</b> B.A. in Business Administration	Nanjing, China 2010

## EXPERIENCE

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<b>ESADE Business School, Ramon Llull University</b> Lab manager in the Decision Lab	Barcelona, Spain Jun 2023–Jan 2024
<b>ShanghaiTech University</b> Research Assistant in interdisciplinary Decision Optimization Laboratory (iDOL)	Shanghai, China 2019–2021
<b>University of Illinois, Urbana-Champaign</b> Graduate Research Assistant in Gies School of Business	Champaign, USA 2015–2019
<b>China Europe International Business School (CEIBS)</b> Full-time Research and Teaching Assistant	Shanghai, China 2013–2015

## RESEARCH INTEREST

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- My research focuses on understanding inter-temporal decisions in the workplace. My dissertation examines how undesirable negotiation precedents affect current and future negotiations. I am also interested in research methods.

## JOURNAL ARTICLES

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1. Yang, Y., Tang, C., Qu, X., **Wang, C.**, & Denson, T. F. (2018). Group facial Width-to-Height Ratio predicts intergroup negotiation outcomes. *Frontiers in Psychology*, 9. <https://doi.org/10.3389/fpsyg.2018.00214>
2. Yang, Y., De Cremer, D., & **Wang, C.** (2017). How ethically would Americans and Chinese negotiate? The effect of intra-cultural versus inter-cultural negotiations. *Journal of Business Ethics*, 145(3), 659–670. <https://doi.org/10.1007/s10551-015-2863-2>
  - Featured in *Harvard Business Review* “Cultural Stereotypes May Make You a Less Ethical Negotiator” and *Financial Times* “Chinese business more likely to be target for unethical tactics”.

## WORK IN PROGRESS

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1. Zhou, H., **Wang, C.**, Li, Z., & Yang, Y. Reinstating Pleasantness as a Causal Antecedent of Interest. *Submitted*
2. **Wang, C.** & Schmid, K. The role of undesirable precedents in negotiations. *Manuscript in preparation*
3. **Wang, C.**, Kesebir, S., & Schmid, K. Self-reinforcing reminders. *Data collection*
4. **Wang, C.** & Schmid, K. When and why do people underestimate the effect of undesirable precedents? *Data collection*
5. Jang, D., **Wang, C.**, & Loewenstein, J. Information ambiguity in negotiations. *Data collection*
6. **Wang, C.**, Schmid, K., & Kesebir, S. The benefits and costs of being over-precise. *Data collection*
7. Yang, Y., **Wang, C.**, Shen, Y., & Zhou, H. Effect of arbitrary numbers in scoring system. *Data collection*

## CONFERENCE PRESENTATIONS

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1. Zhou, H., **Wang, C. (Presenter)**, Li, Z., & Yang, Y. (*upcoming*: 2024, July) Suppressed Pleasure: Reinstating Pleasantness as a Causal Antecedent of Interest [Oral presentation]. *2024 Conference of the International Society for Research on Emotion (ISRE)*, Belfast, Northern Ireland.
2. **Wang, C. (Presenter)**, & Schmid, K. (*upcoming*: 2024, June) The Shadow of the Past: Unveiled Undesirable Precedents Harm (Objective and Subjective) Negotiation Outcomes [Oral presentation]. *The 37th Annual Conference of International Association for Conflict Management (IACM 2024)*, Singapore.
3. **Wang, C. (Presenter)**, & Schmid, K. (2023, November) The Shadow of the Past: Disclosed Undesirable Precedents Harm (Objective and Subjective) Negotiation Outcomes [Poster presentation]. *Society for Judgment and Decision Making Annual Conference 2023*, San Francisco, USA.
4. Loyd, D., Brown, A., **Wang, C. (Presenter)**, Thomas-Hunt, M., & Yang, Y. (2018, July) Who shall lead us?: Leader nationality and style influence US follower's reactions to leaders of nationally diverse teams [Oral presentation]. *The 13th annual INGRoup (interdisciplinary network for group research) conference*, Bethesda, USA.
5. Loewenstein, J., & **Wang, C. (Presenter)** (2016, June) Social support for creative agreements: Distinct effects of respect and trust [Oral presentation]. *The 29th Annual Conference of International Association for Conflict Management (IACM)*, New York City, USA.

## CONFERENCE ARTICLES

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1. **Wang, C. (Presenter)**, & Schmid, K. (2023, June) The Shadow of the Past: Disclosed Undesirable Precedents Harm (Objective and Subjective) Negotiation Outcomes [Oral presentation]. *Inaugural SJDM Doctoral Symposium*, Virtual.
2. Loewenstein, J. & **Wang, C.** (2019) Respect fosters forming creative agreements [Paper presentation]. *The 32nd Annual Conference of International Association for Conflict Management (IACM)*, Dublin, Ireland.
3. Yang, Y., Tang, C., **Wang, C.**, Qu, X., & Denson, T. F. (2017) Group facial width-to-height ratio predicts intergroup negotiation outcomes [Paper presentation]. *The 30th Annual Conference of International Association for Conflict Management (IACM)*, Berlin, Germany.

## TEACHING

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- **Teaching Assistant** at ESADE Business School Winter 2022  
*Leadership & Decision Making (MBA)* for Professor Katharina Schmid
- **Guest Lecturer and Teaching Assistant** at University of Illinois at Urbana-Champaign Summer 2018  
*BADM 501 Intro to Business (Graduate)* for Professor Jeffrey Kurtz
- **Teaching Assistant** at China Europe International Business School (CEIBS) Fall 2013, 2014  
*Negotiation (MBA)* for Professor Yu Yang

## SKILLS

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- **Programming:** R (Fluent), Python (Basic), L<sup>A</sup>T<sub>E</sub>X
- **Statistical Software:** Mplus, STATA, SPSS

## LANGUAGES

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- **Fluent:** Mandarin Chinese (Native), English
- **Basic:** Spanish

## SERVICE

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- **Reviewer.** Academy of Management (AOM) Conference, International Association for Conflict Management (IACM) Conference, Interdisciplinary Network for Group Research(INGroup) Conference

## OTHER ACTIVITIES

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- Summer School in Applied Social Science Research Methods (Advanced Courses) Jul 2021  
*Completed the course of Introduction to Computational Social Science*

## REFEREES

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### Katharina Schmid

Associate Professor  
Dept. of People Management and Organisation  
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### Jeffrey Loewenstein

Professor of Organisational Behaviour  
Gies College of Business  
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Champaign, Illinois 61820 USA  
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## REFEREES

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### Selin Kesebir

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### Yu Yang

Associate Professor  
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