

Last updated on June 10, 2024

Chao Wang

Room 1A06
Av. Torre Blanca, 59
08172 Sant Cugat, Barcelona
chao.wang@esade.edu

EDUCATION

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

EXPERIENCE

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

RESEARCH INTEREST

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

JOURNAL ARTICLES

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

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

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

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

- **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

- **Programming:** R (Fluent), Python (Basic), L^AT_EX
- **Statistic Software:** Mplus, STATA, SPSS

LANGUAGES

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

SERVICE

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

OTHER ACTIVITIES

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

REFEREES

Katharina Schmid

Associate Professor
Dept. of People Management and Organisation
ESADE Business School
Universitat Ramon Llull
D416, Av. Torre Blanca, 59
08172 Sant Cugat, Barcelona
Tel: +34 932 806 162
E-mail: katharina.schmid@esade.edu

Jeffrey Loewenstein

Professor of Organisational Behaviour
Gies College of Business
University of Illinois, Urbana-Champaign
350 Wohlers Hall, 1206 South Sixth Street
Champaign, Illinois 61820 USA
Tel: +1 (217) 333 2471
E-mail: jloew@illinois.edu

REFEREES

Selin Kesebir

Associate Professor of Organisational Behaviour
London Business School
Regent's Park, London, NW1 4SA
Tel: +44 (0) 20 7000 8949
Email: skesebir@london.edu

Yu Yang

Associate Professor
School of Entrepreneurship and Management
ShanghaiTech University
319 School of Entrepreneurship and Management
393 Middle Huaxia Road
Pudong, Shanghai 201210, China
Tel: +86 (21) 2068 5459
Email: yangyu@shanghaitech.edu.cn