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Chao Wang

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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

RESEARCH INTERESTS

- Social Norms and Norm Deviations
- Precedent
- Negotiations
- Perception of Fairness
- Natural Language Processing

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”.

SELECTED WORK IN PROGRESS

1. **Wang, C.** & Schmid, K. The Role of Undesirable Precedents in Negotiations. *Working paper*
2. Zhou, H., **Wang, C.**, Li, Z., & Yang, Y. Reinstating Pleasantness as a Causal Antecedent of Interest. *Working paper*
3. **Wang, C.**, Kesebir, S., & Heller, D. Gender and Equity Perceptions. *Data collection for the final study*
4. Jang, D., **Wang, C.**, & Loewenstein, J. Perceptions of Information in Negotiations. *First draft preparation*
5. **Wang, C.** & Schmid, K. Overcoming Undesirable Precedents in Negotiations. *First draft preparation*
6. **Wang, C.** & Schmid, K. When and Why Do People Underestimate the Effect of Undesirable Precedents? *Data collection*
7. **Wang, C.**, Kesebir, S., & Schmid, K. Reminders, Agency, and Managers’ Willingness to Delegate. *Data collection*

CONFERENCE PRESENTATIONS

1. Zhou, H., **Wang, C.**, Li, Z., & Yang, Y. (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.**, & Schmid, K. (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.**, & 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. **Wang, C.**, & 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.
5. Loyd, D., Brown, A., **Wang, C.**, 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.
6. Loewenstein, J., & **Wang, C.** (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. Zhou, H., **Wang, C.**, Li, Z., & Yang, Y. (2024, November) Suppressed Pleasure: Reinstating Pleasantness as a Causal Antecedent of Interest. *2024 Annual Conference of Chinese Association of Social Psychology*, Shanghai, China.
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.

HONORS & AWARDS

- Travel Grant, ESADE 2021–2024
- PhD Scholarship, ESADE 2021–2024
- Block Grant, University of Illinois at Urbana-Champaign 2015
- Master's Thesis Awarded with Distinction, Nanjing University 2013

TEACHING

- **Teaching Assistant** at ESADE Business School Summer 2024
People Management & Development (EMBA) for Professor Jordi Trullén
- **Teaching Assistant** at ESADE Business School Winter 2022 & 2024
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

EXPERIENCE

ESADE Business School, Ramon Llull University
Research Assistant

Barcelona, Spain
Feb 2025–Present

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

SKILLS

- **Programming:** R (Fluent), Python (Basic), \LaTeX
- **Statistical 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)
*Completed the course of Introduction to Computational Social Science*Jul 2021

REFEREES

Katharina Schmid

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