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# Chao Wang

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## 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

## RESEARCH INTERESTS

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

## 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”.

## SELECTED WORK IN PROGRESS

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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

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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

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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

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- 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

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- **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

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**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

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

## REFEREES

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### **Katharina Schmid**

Professor of Organisational Behaviour  
Dept. of People Management and Organisation  
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### **Jeffrey Loewenstein**

Professor of Organizational Behavior  
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## REFEREES

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### **Selin Kesebir**

Associate Professor of Organisational Behaviour  
London Business School  
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### **Yu Yang**

Associate Professor  
School of Entrepreneurship and Management  
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