

Last updated on March 6, 2025

# 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

## 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 INTERESTS

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- Precedent
- Perception of Fairness
- Negotiations
- 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”.

## 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*
4. Jang, D., **Wang, C.**, & Loewenstein, J. Perceptions of Information in Negotiations. *Data collection*
5. **Wang, C.** & Schmid, K. Overcoming Undesirable Precedents in Negotiations. *Data collection*
6. **Wang, C.**, Kesebir, S., & Schmid, K. Reminders, Agency, and Managers' Willingness to Delegate. *Data collection*
7. **Wang, C.** & Schmid, K. When and Why Do People Underestimate the Effect of Undesirable Precedents?  
*Conceptual stage*

## 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.

## 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

## 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

Professor of Organisational Behaviour  
Dept. of People Management and Organisation  
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## REFEREES

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### Yu Yang

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