

HEATHER H. J. YANG
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ACADEMIC POSITIONS

Bocconi University , Milan, Italy Assistant Professor, Department of Management and Technology	Sept 2021 - Present
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EDUCATION

Massachusetts Institute of Technology , Sloan School of Management PhD Candidate in Behavioral & Policy Sciences (Micro/OB) Masters of Science in Management Research	June 2021 2017
Carleton College , Northfield, Minnesota B.A. in Psychology, <i>Magna cum laude</i> Study Abroad: Prague, Czech Republic (Fall 2010) & Madrid, Spain (Fall 2009)	2012

AWARDS and HONORS

Psychology of Technology Institute Dissertation Award	2020
Student Poster Award, Society for Judgment and Decision Making, Montréal	2019
<i>Honorable Mention</i> , out of 319 posters.	
MIT International Science and Technology Initiatives Travel Grant	2016
MIT Walter A. Rosenblith Presidential Fellow	2014-2015
John K. Bare Prize in Psychology	2012
Distinction in Major (Psychology)	2012
Distinction in Senior Thesis	2012
Sigma Xi	2012
Multicultural Alumni Network Fellow	2011
<i>Enabled summer research at the Dept. of Psychology, Stanford University</i>	

PUBLICATIONS

Moore, D. A., Smith, S. A., Minster, A., Mellers, B., Ungar, L. H., Tetlock, P., **Yang, H.**, & Tenney, L. (2017). Confidence Calibration in a Multiyear Geopolitical Forecasting Competition. *Management Science*, 63(11), 3552-3565.

Moore D. A., Carter, A., & **Yang, H.** (2015). Wide of the mark: Evidence on the underlying causes of overprecision in judgment. *Organizational Behavior and Human Decision Making Processes*, 131, 110-120.

SELECTED RESEARCH IN PROGRESS

Yang, H., & Gosline, R. R. Deliberative vs. Intuitive Thinking Precludes Algorithmic Aversion. (*Manuscript drafted, eleven studies*)

Yang, H. “Yes, sir” vs. “Sure, darling”: The role of status and gender stereotypes in preference for artificially intelligent agents. (*Data Collection in Progress, three studies*)

Duhaime, E.*, & **Yang, H.*** Diverse teams bring greater informational accuracy. (*Data Collection in Progress*)

*indicates shared first-authorship

Yang, H. Inferring mind in a machine: Polite speech humanizes female, but not male, AI agents. (*Data Collection in Progress*)

Yang, H. & Hehman, E. Quantifying implicit attitudes toward women and careers in political election outcomes. (*Data Cleaning in Progress*)

SELECTED PRESENTATIONS & CHAIRED SYMPOSIA

* Denotes presenter

Yang, H.* (Chair and presenter; August, 2020).

“Resisting Artificial Intelligence: When do decision-makers avoid or use algorithmic input.”

Academy of Management annual meeting. (**Showcase Symposium, top 10% of all submissions**)

Discussant: Berkeley Dietvorst.

Speakers: Jennifer Logg, Michael Yeomans, Donna Hoffmann, Christian Hildebrand.

Yang, H.* (Cancelled due to C-19; May, 2020). “Yes, sir” vs. “Sure, Darling”: The role of status and gender stereotypes in preference for artificially intelligent agents. Talk accepted for the “Leveraging Technology to Understand Intergroup Conflict” Symposium at the 32nd annual Association for Psychological Science conference, Chicago, IL. (**Invited talk**)

Speakers: Susannah Chandok, Monica Gamez-Djokic, Jennie Qu-Lee (Chair)

Yang, H.* (November, 2019). “Yes, sir” vs. “Sure, Darling”: The role of status and gender stereotypes in preference for artificially intelligent agents. Talk presented at the Psychology of Technology annual conference, UVA-Darden, VA. (**Invited talk**)

Yang, H.* (September, 2019). Cognitive style determines preference for interaction with human vs. artificial actors. Talk presented at the Department of Psychology, McGill University. (**Invited talk**)

Yang, H., & Gosline, R. R.* (May, 2019). *The Behavioral Lens: Decision-Making Systems & Human-AI Integration*. Talk presented at the Institute for the Digital Economy, MIT, Cambridge.

Wallsten, T.*, Tidwell, J.*, Tenney, E. R., **Yang, H.**, Logg, J. M., & Moore, D. A. (November, 2013). *Forecasting Future Values of Quantitative Variables: Galton Meets Goldberg*. Talk

presented to the Good Judgment Project Team, Wharton School, University of Pennsylvania, Philadelphia.

Wallsten, T.*, Nataf, C., Tidwell, J., Shlomi, Y., Tomlinson, T., Moore, D. A., Tenney, E. R., **Yang, H.**, & Logg, J. M. (November, 2013). *Forecasting Future Values of Quantitative Variables: Galton Meets Goldberg*. Talk presented at the Center for Behavioral & Decision Science Research, Carnegie Mellon University, Pittsburgh.

Tenney, E. R.*, **Yang, H.**, Logg, J. M., & Moore, D. A. (August, 2013). *Estimating Values of Quantitative Variables Using Probability and Percentile Elicitation*. Presentation to the Good Judgment Project Team, Wharton School, University of Pennsylvania, Philadelphia.

Yang, H.* (April, 2012). *Give Me or Else: Power Dynamics in Food Sharing by Tamarin Monkey Breeding Pairs*. Presentation at the Minnesota Undergraduate Psychology Conference, Gustavus Adolphus College, St. Peter, MN.

TEACHING EXPERIENCE

Teaching evaluation scores are for the most recent semester taught.

Fundamentals of Organizational Behavior (30008) *Spring 2022*
 Bocconi University, Undergraduate students
 Core compulsory course on introductory concepts of organizational behavior.

Organizational Theory and Analysis (30153) *Spring 2022*
 Bocconi University, Undergraduate students
 Analysis based course on organizational theory.

Leadership and Managerial Skills Seminar (30288) *Spring 2022*
 Bocconi University, Undergraduate students
 Experiential short course on effective communication, influence, team building, and negotiation.

Global Strategy (15.707) *Fall 2018 - Spring 2020*
 MIT Sloan, Executive MBA students
 Providing entrepreneurs and managers framework to navigate global expansion.
 Teaching evaluation rating: 6.1/7

Global Organizations Lab (15.708) *Spring 2016, Spring 2019-20*
 MIT Sloan, Executive MBA students
 Six-month, team-based capstone course involving collaboration with multinational organization.
 Teaching evaluation rating: 5.7/7

Intro to Operations Management (15.761) *Summer 2018*
 MIT Sloan, Dual degree MBA & Masters of Engineering students
 Case-based core course on the design, analysis, and execution of firm operational capabilities.
 Teaching evaluation rating: 6.6/7

Entrepreneurship Lab (15.599)

Fall 2017, Fall & Spring 2018

MIT Sloan, MBA students

Team-based, action-learning course partnered with massively scalable, high-tech startups.

Teaching evaluation rating: 6/7

Business Model Innovation (15.232)

Fall 2015

MIT Sloan, MBA students

Case-based course on innovative and effective business models for startups in frontier markets.

Teaching evaluation rating: 6/7

Negotiation and Influence (15.S41/15.S61)

January 2015

MIT Sloan, MBA and undergraduate students

Core negotiation strategies and principles of influence taught through simulations and lectures.

Teaching evaluations were not collected by Sloan for this course prior to 2016

SELECTED WORKSHOPS

AOM Organizational Behavioral Doctoral Student Consortium	2020
AOM Technology, Innovation, and Management Doctoral Student Consortium	2019
HKS/HBS BIG Ideas Doctoral Workshop	2019
Medici Summer Institute, MIT-HEC Paris-Bologna Business School	2016

ASSOCIATION MEMBERSHIPS

- Member, Academy of Management
- Member, Society of Judgment and Decision Making
- Member, Society of Personality and Social Psychology
- Member, American Psychological Society
- Graduate Women at MIT (Department rep. 2017)

REFERENCES

John S. Carroll (Advisor)
Professor of Management and Organization Studies
MIT Sloan School of Management
100 Main Street, E62-318, Cambridge, MA 02142
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Jared Curhan (PhD committee)
Gordon Kaufman Professor of Management

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*(For recommendation letters, please contact Dr. Curhan's assistant, Dylan Girard:
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Renée Richardson Gosline (PhD committee, co-author)
Principal Research Scientist, Initiative on the Digital Economy
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*(For recommendation letters, please contact Dr. Gosline's assistant, Kathryn Means:
kmeans@mit.edu)*

Don A. Moore (Co-author)
Lorraine Tyson Mitchell Chair in Leadership and Communication
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CITIZENSHIP

- New Zealand, citizen
- US, Permanent Resident/Green Card holder