

SHUANG WU

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EDUCATION

- 2025(expected) **Rady School of Management, UC San Diego**, La Jolla, CA
Ph.D Student in Management
- 2019 **Tsinghua University**, Beijing, China
B.A. in English language
B.S. in Psychology

RESEARCH INTERESTS

Social Hierarchy

Social Inequality

Interpersonal Dynamics at Work

PUBLICATIONS & WORKING PAPERS

- Wu, S.**, Smallman, R., & Smith, P.K. (2024). Self-control signals and affords power. *Journal of Personality and Social Psychology*. Advanced online publication. <https://doi.org/10.1037/pspi0000457>
- Luan, M., & **Wu, S.** (2022). How does decision making process signal social status? A maximizing decision making perspective. *Advances in Psychological Science*, 30(10), 2194-2205.
- Luan, M., **Wu, S.**, & Li, H. (2021). The relationship between anticipated communication and creativity: The moderating role of construal levels. *Acta Psychologica Sinica*, 52(10), 1178-1188.
* First two authors contributed equally.
- Wu, S.**, & Smith, P.K. Lay theories about how power affects morality. Under review at *Journal of Applied Psychology*.
- Wu, S.**, & Luan, M. A status signaling account of maximizing. Under review at *Journal of Marketing Research*.
- Wu, S.**, Yin, Y., Ocampo, J.M., Oveis, C., & Smith, P.K. Self-disclosure in unequal-power dyads. Revising for submission to *Organization Science*.

SELECTED WORK IN PROGRESS

- The heroization of first-generation college students (with Peter Belmi). *Target journal: Academy of Management Journal*. (3 experiments, 1 field experiment, 1 archival study completed)
- Gendered effect of emotion expression on social influence. (1 archival study completed)
- How social class origins and expectations about gratitude expression affect social influence. (dataset for archival study under construction)

CHAired CONFERENCES & SYMPOSIA

- Kim, J., & **Wu, S.** (under review). *Unpacking Social Class Dynamics in Organizational Contexts* Symposium submitted for Personality and Social Psychology Annual Convention, Denver, CO. (invited speakers: Siyu Yu, Kathy Vo)
- Wu, S.**, & Smith, P.K. (2023). *Power, Status, and Leadership: How We Form, Portray, and React to Social Rank at Work*. Symposium presented at Academy of Management Annual Meeting, Boston, MA. (invited speakers: Jo K. Oh, Anyi Ma, Clarissa Cortland)
- Wu, S.**, & Smith, P.K. (2023). *Multidisciplinary perspectives on the emergence of power, status, and leadership*. Symposium presented at Society for Personality and Social Psychology Annual Convention, Atlanta, GA. (invited speakers: Nicholas A. Hays, Isobel Heck, Anyi Ma)

CONFERENCE PRESENTATION

- Wu, S.**, & Belmi, P. (2024). *The heroization and exploitation of first-generation college students*. Talk to be presented at the Academy of Management Annual Meeting, Chicago, IL.
- Wu, S.**, Yin, Y., Ocampo, J.M., Oveis, C., & Smith, P.K.. (2024). *Power and missed opportunities to build trust through self-disclosure*. Talk to be presented at the Academy of Management Annual Meeting, Chicago, IL.
- Wu, S.**, & Belmi, P. (2024). *Heroization and exploitation of first-gens*. Paper session presented at the International Association for Conflict Management Annual Conference, Singapore.
- Wu, S.**, Yin, Y., Ocampo, J.M., Oveis, C., & Smith, P.K.. (2024). *Self-disclosure in unequal-power dyads*. Data blitz presented at the International Association for Conflict Management Annual Conference, Singapore.
- Wu, S.**, Yin, Y., Ocampo, J.M., Oveis, C., & Smith, P.K.. (2024). *Self-disclosure in unequal-power dyads*. Poster presented at the Close Relationships Preconference, Society for Personality and Social Psychology Annual Convention, San Diego, CA.
- Wu, S.**, & Smith, P.K. (2023). *Power corrupts or power reveals: Lay beliefs about the power-morality link and their consequences*. Talk presented at the Academy of Management Annual Meeting, Boston, MA.
- Wu, S.**, Yin, Y., Ocampo, J.M., Oveis, C., & Smith, P.K.. *Social power and self-disclosure*. Talk presented at Distance in Organizations Workshop, remote.
- Wu, S.**, & Smith, P.K. (2023). *How self-control affects perceived power and power conferral?* Symposium talk presented at Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Wu, S.**, & Smith, P.K. (2022). *Self-control Signals and Affords Power*. Paper presented at the Academy of Management Annual Meeting, Seattle, WA.
- Wu, S.**, & Smith, P.K. (2022). *Self-control Signals and Affords Power*. Talk presented at Distance in Organizations Workshop, remote.
- Wu, S.**, & Smith, P.K. (2022). *Self-control Signals and Affords Power*. Poster presented at the Social Cognition Preconference, Society for Personality and Social Psychology Annual Convention, San Francisco, CA.
- Wu, S.**, & Luan, M. (2021). *A Status Signaling Account of Maximizing*. Flash talk presented at Association for Psychological Science Virtual Convention.
- Wu, S.**, Luan, M., & Li, H. (2019). *No Genius is an Island: Publicity Breeds Creativity*. Poster presented at Society for Personality and Social Psychology Annual Convention, Portland, OR.

INVITED WORKSHOP

2023 Journal of Applied Psychology Virtual Paper Development Workshop

2022 AOM OB Research Incubator PDW

2022 AOM MOC Cognition in the Rough (CIR) PDW

2022 AOM Themed Session Shaping the Research Agenda on the Future of Work PDW breakout tables

TEACHING EXPERIENCE

Teaching Assistant

Organizational Strategy (MBA, instructor: Dr. Elizabeth L. Campbell)

Managerial Judgment and Decision Making (MSBA, instructor: Dr. Yuval Rottenstreich)

Business and Organizational Leadership (Undergraduate, instructor: Dr. Pamela K. Smith)

Power and Politics (MBA, instructor: Dr. Pamela K. Smith)

Leadership, Ethics, and Team Management (MBA, instructor: Dr. Christopher Oveis)

PROFESSIONAL AFFILIATION

Ad Hoc Reviewer

Basic and Applied Social Psychology

Academy of Management Annual Convention

Memberships

Society for Personality and Social Psychology

Academy of Management

Association for Psychological Science

International Association for Conflict Management

GRANTS, AWARDS, & FELLOWSHIPS

2019-2024 Rady Academic Year Fellowship, UC San Diego

2019-2024 Rady Research Year Fellowship, UC San Diego

2019 Society for Personality and Social Psychology Undergraduate Student Poster Award Finalist (top 10)

2018 Undergraduate Summer Research Travel Grant (\$7000), Tsinghua University

2016, 2018 Initiative Scientific Research Grants (\$8000 in total), Tsinghua University

2016 Zheng Geru Scholarship, Tsinghua University

SERVICE

2021-2023	Graduate Voting Member at The Chancellor's Advisory Committee on the Status of Women, UC San Diego
2022	Lab Expo 2022 Networking Session Discussant
2019-2024	Mentor and thesis co-advisor for undergraduate students, UC San Diego mentee: Yuchen (Eva) Liu, now PhD student at Yale University mentee: Brian Gray, now PhD student at Ohio State University mentee: Jie (MJ) Mei, accepted as PhD student at Arizona State University mentee: Richelle Kennett, accepted as PhD student at University of Nevada, Las Vegas mentee: Rumaisa (Roma) Farooqui, accepted as lab coordinator at Stanford Graduate School of Business
2019-2020	Grad Pals Mentor, UC San Diego