

Li Huang

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FULL TIME ACADEMIC APPOINTMENTS

2011 - Present Assistant Professor of Organisational Behaviour, INSEAD
(Maternity leaves in 2012-2013 and 2015-2016)

EDUCATION

Ph.D. Northwestern University, Kellogg School of Management (2011)
Department: Management and Organizations

M.Sc. Peking University, Guanghua School of Management (2005)
Department: Organizational Behavior and Human Resource Management

B.A. (with honors) Renmin University, School of Labor and Human Resources (2003)
Department: Labor Relations and Social Security

RESEARCH INTERESTS

Psychological Contradictions; Creative Thinking; Power and Status; Trust and Cooperation

JOURNAL PUBLICATIONS (*denotes doctoral students at time of publication)

1. **Huang, L.** & Whitson, J. Organizational Costs of Compensating for Mind-Body Dissonance Through Conspiracies and Superstitions. (2020). *Organizational Behavior and Human Decision Processes*. 156, 1-12.
2. **Huang, L.** Mind-Body Dissonance: A Catalyst for Creativity. (2019). *Personality and Social Psychology Bulletin*. 0146167219875145.
3. *Hagtvedt, L. P., Dossinger, K., Harrison, S. & **Huang, L.** (2019). Curiosity Made the Cat More Creative: Specific Curiosity as a Driver of Creativity. *Organizational Behavior and Human Decision Processes*. 150, 1-13.

4. *Schaerer, M., Tost, L., **Huang, L.**, Gino, F., & Larrick R. (2018). Advice Giving: A Subtle Pathway to Power. *Personality and Social Psychology Bulletin*. 44(5), 746-761.
5. **Huang, L.**, Gino, F., & Galinsky, A. D. (2015). The Highest Form of Intelligence: Sarcasm Increases Creativity for Both Expressers and Recipients. *Organizational Behavior and Human Decision Processes*. 131, 162-177.
6. *Hsu, Y., **Huang, L.**, Nordgren, L. F., Rucker, D. D., & Galinsky, A. D. (2015). The Music of Power: Perceptual and Behavioral Consequences of Powerful Music. *Social Psychological and Personality Science*. 6(1), 75-83.
7. Park, L. E., *Streamer, L., **Huang, L.**, & Galinsky, A. D. (2013). Stand Tall, But Don't Put Your Feet Up: Universal and Culturally-Specific Effects of Expansive Postures on Power. *Journal of Experimental Social Psychology*. 49(6), 965-971.
8. Galinsky, A. D., Whitson, J., **Huang, L.**, & Rucker, D. D. (2012). Not So Fluid and Not So Meaningful: Towards an Appreciation of Content-Specific Compensation. *Psychological Inquiry*. 23, 339-345.
9. Gunia, B. C., Wang, L., **Huang, L.**, *Wang, J., & Murnighan, J. K. (2012). Contemplation and Conversation: Subtle Influences on Moral Decision Making. *Academy of Management Journal*. 55(1), 13-33.
10. **Huang, L.**, & Galinsky, A. D. (2011). Mind-Body Dissonance: Conflict between the Senses Expands the Mind's Horizons. *Social Psychological and Personality Science*. 2(4), 351-359.
11. **Huang, L.**, Galinsky, A. D., Gruenfeld, D. H., & *Guillory, L. E. (2011). Powerful Postures vs. Powerful Roles: Which is the Proximate Correlate of Thought and Behavior? *Psychological Science*. 22(1), 95-102.
12. **Huang, L.**, & Galinsky, A. D. (2010). No Mirrors for the Powerful: Why Dominant Smiles Aren't Processed Using Embodied Simulation. *Behavioral and Brain Sciences*. 33, 417-480.
13. **Huang, L.**, & Murnighan, J. K. (2010). What's in A Name? Subliminally Activating Trusting Behavior. *Organizational Behavior and Human Decision Processes*. 111(1), 62-70.

WORK UNDER REVIEW (*denotes doctoral students at commencement of project)

14. Huang, L. & *Lou, E. Y. *To Thine Own Self Be True or the Organization Would Seem False Too: Personal Inauthenticity Results in Organizational Cynicism*. Under review at *Organization Science*.

WORK IN PROGRESS (*denotes doctoral students at commencement of project)

15. Huang, L., Gino, F., & Galinsky, A. D. *Was That Sarcasm or Supportiveness? Receiving Sarcasm During Conflict Enhances Perspective Taking*. Working paper.
16. Huang, L., & Murnighan, J. K. *The Promise and Peril of Precipitous Trust: Overlooking Negative Reputation and Encouraging Reciprocal Information Sharing*. Working paper.
17. Sivanathan, N., Wang, L., Huang, L., & Murnighan, J. K. *Beauty Shines Brighter in the Company of Ugly: The Critical Role of Trust & Social Comparisons in Employer-Employee Relationships*. Working paper.
18. Huang, L., Hershfield, H. E., & Galinsky, A. D. *Leaning into Impulsivity: Future-Fantasizing Reduces Future-Oriented Behavior*. Working paper.
19. Huang, L. *Breaking Your Own Mold: Personal Inauthenticity as Uncertainty Threat and Opportunity for New Insights*. Data collection.
20. Huang, L., & *Schaerer, M. *Criticisms from Near and Far: Negative Feedback from Close vs. Distant Others Differentially Threatens Self-Esteem*. Data collection.

TEACHING CASES

- Huang, L. & Lin, C. (2019). *D-Loyal*. Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.
- Huang, L. & Lin, C. (2019). *D-Loyal Teaching Notes*. Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.

PRACTITIONER ARTICLES

- Huang, L. (2018). Why Power Seekers Give Advice. *INSEAD Knowledge*. <https://knowledge.insead.edu/leadership-organisations/why-power-seekers-give-advice-9626>
- Galinsky, A. D., Huang, L., & Gino, F. (2015). That time your boss caught you watching cat videos and said, ‘don’t work too hard’. *Fortune*. <http://fortune.com/author/li-huang/>
- Huang, L., & Kessler, B. (2015). Being Sarcastic Boosts Workplace Creativity. *INSEAD Knowledge*. <http://knowledge.insead.edu/leadership-organisations/being-sarcastic-boosts-workplace-creativity-4255>
- Huang, L. (2014). The Music of Power. *INSEAD Knowledge*. <http://knowledge.insead.edu/leadership-management/the-music-of-power-3645>

Huang, L., & Kessler, B. (2013). Leadership and the Cultural Conundrum of Body Language. *INSEAD Knowledge*. <http://knowledge.insead.edu/leadership-management/leadership-and-the-cultural-conundrum-of-body-language-2994>

Galinsky, A. D., & Huang, L. (2011). How You Can Become Powerful By Literally Standing Tall. *Scientific American*. <http://www.scientificamerican.com/article.cfm?id=how-you-can-become-more-p>

Huang, L., & Murnighan, J. K. (2010). Why Everybody Trusted Madoff. *Forbes.com*. <http://www.forbes.com/2010/12/22/bernard-madoff-trust-psychology-leadership-managing-ponzi.html>

INVITED SEMINAR TALKS

University of Michigan, Management and Organizations, 2019
 University of Illinois at Urbana–Champaign, Business Administration, 2019
 University of Toronto, Organizational Behaviour and Human Resource Management, 2019
 University of California, Los Angeles, Management and Organizations, 2018
 Cornell University, Management and Organizations, 2017
 London Business School, Organisational Behaviour, 2017
 Rice University, Organizational Behavior, 2017
 European Investment Bank (EIB) Institute, 2016
 ESSEC, Institute for Research and Education on Negotiation, 2015
 University of Southern California, Management and Organizations, 2015
 University of California, Berkeley, Management and Organizations, 2011
 Johns Hopkins Carey Business School, 2011
 University of Missouri, Kansas-City, Management, 2011
 Stanford University, Organizational Behavior, 2010
 INSEAD, Organisational Behavior, 2010
 Hong Kong University of Science and Technology, Management, 2010
 National University of Singapore, Management and Organisations, 2010
 Nanyang Technological University, Strategy, Management, & Organisation, 2010

CHAired CONFERENCE SYMPOSIA

Huang, L. (2019, August). Feeling and Appearing Authentic: New Insights on Their Social Outcomes and Conceptual Clarity. Showcase symposium at the Academy of Management meeting, Boston, USA.

Huang, L. (2018, August). Humor and Laughter: New Insights on Moral Underpinnings of Humor, Consequences of Aggressive Humor, and Who Laugh More. Showcase symposium at the Academy of Management meeting, Chicago, USA.

PEER-REVIEWED CONFERENCE PRESENTATIONS

- Huang, L. (2019, August). To Thine Own Self Be True, Or Others Would Seem False Too: Personal Inauthenticity Results in Cynical Disillusion. Paper presented as part of the “Feeling and Appearing Authentic” symposium at the Academy of Management meeting, Boston, USA. Published in AOM proceedings.
- Huang, L., Gino, F., Galinsky, A. D. (2018, August). Was That Sarcasm or Supportiveness? How Sarcasm Shapes Perspective Taking in Conflict. Paper presented as part of the “Humor and Laughter” symposium at the Academy of Management meeting, Chicago, USA. Published in AOM proceedings.
- Schaerer, M., Tost, L. P., Huang, L., Gino, F., & Larrick, R. P. (2018, August). Advice-Giving: A Subtle Pathway to Power. Paper presented as part of the “Unexpected Pathways to Influence” symposium at the Academy of Management meeting, Chicago, USA. Published in AOM proceedings.
- Huang, L., Gino, F., Galinsky, A. D. (2017, January). Seeing the World Through the Side-Eye, Unwillingly: Experiencing Sarcasm In Conflict Decouples Perspective Taking Motivation and Capacity. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, USA.
- Huang, L. (2016, August). Mind-body Dissonance: A Catalyst to Creativity. Paper presented as part of the “Creativity Motivated” symposium at the Academy of Management meeting, Anaheim, USA. Published in AOM proceedings.
- Huang, L., Gino, F., Galinsky, A. D. (2016, August). Sarcasm’s Invariable Effect on Perspective Taking and Its Moderated Effect on Empathy. Paper presented at the Academy of Management meeting, Anaheim, USA. Published in AOM proceedings.
- Hsu, Y., Huang, L., Nordgren, L., Rucker, D. D., & Galinsky, A. D. (2015, February). The Music of Power: Perceptual and Behavioral Consequences of Powerful Music. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, USA.
- Huang, L., Gino, F., & Galinsky, A. D. (2015, February). The Highest Form of Intelligence: Sarcasm Increases Creativity through Abstract Thinking for Both Expressers and Recipients. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, USA.
- Huang, L., Gino, F., & Galinsky, A. D. (2014, August). The Highest Form of Intelligence: Sarcasm Increases Creativity through Abstract Thinking. Paper presented at the Academy of Management meeting, Philadelphia, USA. Published in AOM proceedings.
- Park, L. E., Streamer, L., Huang, L., Galinsky, A. D. (2014, February). Stand Tall, But Don’t Put Your Feet Up: Universal and Culturally-Specific Effects of Expansive Postures on Power. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, Texas.

- Huang, L., Hershfield, H. E., Galinsky, A. D. (2012, August). Leaning into Impulsivity: Future-Fantasizing Ironically Hinders Future-Oriented Behavior. Paper presented at the Academy of Management meeting, Boston, USA. Published in AOM proceedings.
- Huang, L., Gino, F., Galinsky, A. D. (2012, July). Blind, above the trees: Sarcasm decouples the capacity and motivation to engage in perspective taking. Paper presented at the meeting of the International Association of Conflict Management, Capetown, South Africa.
- Hsu, Y., Nordgren, L., Galinsky, A. D., & Huang, L. (2012, May). The Music of Power: Perceptual and Behavioral Consequences. Poster presented at the Association for Psychological Science Annual Convention, Chicago, USA.
- Huang, L., Galinsky, A. D., Gruenfeld, D. H., & Guillory, L. E. (2012, January). Powerful Postures vs. Powerful Roles: Which is the Proximate Correlate of Thought and Behavior? Paper presented as part of the “Pride, Power, and Social-Status” symposium at the annual meeting of the Society for Personality and Social Psychology, San Diego, USA.
- Huang, L., Gino, F., Galinsky, A. D. (2011, July). Sarcasm Elevates Us Above the Forest but Sticks Us in the Mud of Conflict. Paper presented at the meeting of the International Association of Conflict Management, Istanbul, Turkey.
- Huang, L., & Galinsky, A. D. (2010, August). Mind-Body Dissonance and Its Cognitive Consequences. Paper presented at the Academy of Management meeting, Montreal, Canada. Published in AOM proceedings.
- Huang, L., & Murnighan, J. K. (2010, June). The Role of Precipitous Trust in Negotiations. Paper presented at the meeting of the International Association of Conflict Management, Boston, USA.
- Huang, L., & Galinsky, A. D. (2010, June). Mind-Body Dissonance Causes Illusory Pattern Perceptions. Poster presented at the meeting of the International Association of Conflict Management, Boston, USA.
- Huang, L., Galinsky, A. D., & Gruenfeld, D. H. (2010, March). The Physicality of Power: Posture Matters More than Hierarchical Role for Action, Perspective-Taking and Abstraction. Paper presented at the Status, Power and Influence Conference, New York, USA.
- Huang, L., & Galinsky, A. D. (2010, January). When the Mind and Body Collide: Mind-Body Dissonance Generates Creative Sparks. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, USA.
- Huang, L., & Murnighan, J. K. (2009, August). Automatic Trust: Liked versus Trusted Cues. Paper presented at the Academy of Management meeting, Chicago, USA. Published in AOM proceedings.

- Huang, L., & Murnighan, J. K. (2009, June). The Influence of Automatic Trust on Information Sharing in Negotiations. Paper presented at the meeting of the International Association of Conflict Management, Kyoto, Japan.
- Huang, L., & Murnighan, J. K. (2008, August). Automatic Trust: The Nonconscious Activation of Trust Schema by Positive Interpersonal Association Cues. Paper presented at the Academy of Management meeting, Anaheim, USA. Published in AOM proceedings.
- Gunia, B. C., Wang, J., Wang, L., Huang, L., & Murnighan, J. K. (2008, August). Conversations versus Contemplation: Individual and Social Influences on Ethical Decision Making. Paper presented at the Academy of Management meeting, Anaheim, USA. Published in AOM proceedings.
- Huang, L., & Murnighan, J. K. (2008, July). Automatic Trust: Positive Interpersonal Associations and Positive Reputations. Paper presented at the meeting of the International Association of Conflict Management: Chicago, IL. USA.
- Gunia, B. C., Wang, J., Wang, L., Huang, L., & Murnighan, J. K. (2007, July). Conversations versus Contemplation. Paper presented at the International Conference on Social Dilemmas, Seattle, WA. USA.
- Huang, L., Wang, L., & Murnighan, J. K. (2007, July). Empathetic Concerns and Cooperation. Poster presented at the International Conference on Social Dilemmas, Seattle, WA. USA.
- Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. (2007, July). Complete versus partial trust: Currencies and Consequences. Paper presented at the meeting of the International Association of Conflict Management: Budapest, Hungary.
- Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. (2007, June). Complete versus partial trust: Currencies and Consequences. Paper presented at the meeting of Economic Science Association. Rome, Italy.

TEACHING EXPERIENCE

INSEAD

MBA Program

Negotiations (Spring 2012 – Spring 2020)

The Value of Trust (Fall 2018 – Spring 2019)

PhD Program

PhD Teaching Preparation Programme (Fall 2019)

Readings on Power (Spring 2013)

Organizational Behavior (Spring 2012 – Spring 2018)

Customized Executive Education Programs

Swire Advanced Management Program (2016-2019)

Astellas Future Leaders Program (2012-2015)

Open Enrollment Executive Education Programs

Product Management Executive Program (2018-2020)

Healthcare Compliance Implementation Leadership Programs (2014-2020)

Kellogg School of Management, Northwestern University

MBA Negotiations (Winter 2009 – Spring 2011)

Executive Leading Organizational Change Simulation Session (Fall 2009)

SELECTED MEDIA COVERAGE

The Wall Street Journal, New York Times, National Public Radio (NPR), The Economist, Financial Times, ABC News, The Boston Globe, The Huffington Post, MIT Sloan Management Review, Scientific American, Smithsonian.com, The Globe and Mail (Canada), The Independent (UK), The Times (UK)

ACADEMIC HONORS AND AWARDS

Organizer/Chair of AOM symposia given the honor of “Showcase Symposium”, 2018, 2019
 Selected Fellow of the Society of Experimental Social Psychology “in Recognition of Substantial Contribution to Social Psychology as An Empirical Science”, 2018
 Dean’s Commendation for Excellence in MBA Teaching, INSEAD, 2017, 2018, 2019
 American Psychological Association Dissertation Research Award, 2009
 Northwestern University Travel Scholarship, Northwestern University 2007-2010
 Dispute Resolution Research Center Research Grants 2007-2010

ACADEMIC SERVICE

Editorial Board Member

Organization Behavior and Human Decision Processes

Ad-Hoc Journal Reviewing

Academy of Management Review, Academy of Management Journal, Psychological Science, Journal of Experimental Social Psychology, European Journal of Social Psychology, European Journal of Personality, Journal of Cross-Cultural Psychology, Applied Psychology: An International Review, Frontiers in Human Neuroscience

Other Institutions

PhD Dissertation Committee of Ingvild Müller Seljeseth (BI Norwegian Business School) 2018-2019

Grant Reviewer for the Israel Science Foundation 2014-2015

INSTITUTIONAL SERVICE

INSEAD: Research and supervision

Area Research Assistant Coordinator	2018-2019
Host of visiting scholar: Geoffrey Leonardelli (Toronto)	2017-2018
Area Research Seminar Co-Coordinator	2017-2018
Area Research Assistant Co-Coordinator	2017-2018
PhD Student Admission Committee	2016-2017
Host of visiting scholars: Hui Liao (Maryland); Wu Liu (HK Polytechnic)	2016-2017
Area Research Seminar Coordinator	2014-2015
PhD Pre-Candidacy Co-advisor of Michael Schaerer (SMU)	2012-2014
PhD Dissertation Committee of Alvaro San Martin (IESE)	2013-2014
PhD Student Admission Committee	2011-2012

INSEAD: Teaching and events

MBA Master Class	2019-2020
PhD Teaching Preparation Programme	2019-2020
EMBA Master Class	2018-2019
MBA Master Strategist Day Judge	2018-2019
Teaching Mentor of Elizabeth Baily Wolf	2017- Present
QSP Summit (INSEAD Sponsored Conference) Keynote Speaker	2016-2017
INSEAD Alumni Association Luxembourg Assembly Event	2015-2016
INSEAD Women in Business Club Conference Workshop	2014-2015
EMBA Women Group Launch Event	2013-2014

INSEAD: Administrative

Faculty Recruiting Committee Chair	2017-2018
Faculty Recruiting Committee	2014-2015

PROFESSIONAL AFFILIATIONS**Selected Fellow**

Society of Experimental Social Psychology

Member

Academy of Management, International Association of Conflict Management, American Psychological Association, Association for Psychological Society, Society for Personality and Social Psychology, Society for Judgment and Decision Making, Intl. Assn. for Chinese Management Research