

# Li Huang

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## **FULL TIME ACADEMIC APPOINTMENTS**

- |                |  |
|----------------|--|
| 2020 - Present | Associate Professor of Organisational Behaviour, INSEAD<br>(with tenure)                                 |
| 2011 - 2020    | Assistant Professor of Organisational Behaviour, INSEAD<br>(Maternity leaves in 2012-2013 and 2015-2016) |

## **EDUCATION**

- |                    |  |
|--------------------|--|
| Ph.D.              | Northwestern University, Kellogg School of Management (2011)<br>Department: Management and Organizations               |
| M.Sc.              | Peking University, Guanghua School of Management (2005)<br>Department: Organizational Behavior and Human Resource Mgmt |
| B.A. (with honors) | Renmin University, School of Labor and Human Resources (2003)<br>Department: Labor Relations and Social Security       |

## **RESEARCH INTERESTS**

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

## **PUBLICATIONS** (\*denotes doctoral students at time of publication)

1. **Huang, L.** & Galinsky, A. D. (In press). *The SHARP Model: Why Receiving Sarcasm Improves Perspective Taking*. ***Current Opinion in Psychology***.
2. **Huang, L.** & \*Lou, E. Y. (Forthcoming). From Contradiction to Integration, From Suppression to Expression: Cognitive and Motivational Impact of Workplace Inauthenticity on Creativity. In J. A. Goncalo & J. H. Katz (Eds.), ***The Research Handbook on Workplace Creativity***.
3. **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.

4. **Huang, L.** Mind-Body Dissonance: A Catalyst for Creativity. (2019). *Personality and Social Psychology Bulletin*. 46(5), 754-768.
5. \*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.
6. \*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.
7. **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.
8. \*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.
9. 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.
10. 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.
11. 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.
12. **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.
13. **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.
14. **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.
15. **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)

16. Huang, L. & \*Lou, E. Y. *To Thine Own Self Be True or the Organization Would Seem False Too: Personal Inauthenticity Increases Employee Organizational Cynicism. Under review at *Administrative Science Quarterly*.*
17. \*Lou, E. Y. & Huang, L. *In Integrity We Trust: Organizational Crisis Elevates the Importance of Leader Integrity. Under review at *Organization Science*.*

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

18. Huang, L., & \*Schaerer, M. *Criticisms from Near and Far: Negative Feedback from Close vs. Distant Others Differentially Threatens Relationship.* Data collection.
19. \*Lou, E. Y., Milovac, M. & Huang, L. *Effective Linguistic Styles in Startup Pitches.* Data collection.
20. \*Lou, E. Y., & Huang, L. *Passion and Organizational Silo.* Data collection
21. Huang, L., \*Lou, E. Y. & Whitson, J. *Conspiratorial Mentality.* Data collection.
22. Huang, L. & \*Lee, J. *Uncertainty and interpersonal trust.* Data collection.

### **TEACHING CASES**

- Maddux W. W. & Huang, L. (2023). *Outside Offer.* Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.
- Lin, C., Huang, L., & Wang, C. (2021). *A Global Pandemic: The COVID-19 Vaccine Negotiation.* Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.
- Huang, L., Lin, C., Wang, C., & Johnson, A. (2021). *A Global Pandemic: The COVID-19 Vaccine Negotiation Teaching Notes.* Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.
- Huang, L. & Lin, C. (2019). *D-Loyal.* Dispute Resolution Research Center, Kellogg School of Management, Northwestern University. Featured in SiGNAL (newsletter of the International Association of Conflict Management).
- Huang, L. & Lin, C. (2019). *D-Loyal Teaching Notes.* Dispute Resolution Research Center, Kellogg School of Management, Northwestern University.

### **PRACTITIONER ARTICLES**

- Miron-Spektor, E., Bear, J., Eliav, E., Huang, L., Milovac, M., & Lou, E. Y. (2023). Being Funny Can Pay Off More for Women Than Men. *Harvard Business Review*.  
<https://hbr.org/2023/04/research-being-funny-can-pay-off-more-for-women-than-men>

- Huang, L. (2021). How “mind-body dissonance” leads to creative thinking. *Forbes India*. <https://www.forbesindia.com/article/insead/how-mindbody-dissonance-leads-to-creative-thinking/71105/1>
- Huang, L. (2021). Being your authentic self is actually not ideal for creativity. *Quartz*. <https://qz.com/work/2035693/being-your-authentic-self-is-not-ideal-for-creativity/>
- Huang, L. & Harrison, S. (2021). Cooking Up A Creative Community. *INSEAD Knowledge*. <https://knowledge.insead.edu/blog/insead-blog/cooking-up-a-creative-community-16141>
- 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**

- Hong Kong University, Management and Strategy, 2023  
 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. & Lou, E. Y. (2023, September). From Contradiction to Integration, From Suppression to Expression: Cognitive and Motivational Impact of Workplace Inauthenticity on Creativity. Paper presented at the Creativity Collaboratorium, London, UK.

Lou, E. Y. & Huang, L. (2023, August). Organizational Crisis Elevates the Importance of Leader Integrity. Paper presented at the Academy of Management meeting, Boston, USA.

Huang, L. & Lou, E. Y. (2023, August). Inauthenticity Causes Cynicism. Paper presented at the Academy of Management meeting, Boston, USA.

Lou, E. Y. & Huang, L. (2023, June). In Integrity We Trust: Organizational Crisis Elevates the Importance of Leader Integrity. Paper presented at the Biannual Meeting of the International Association for Chinese Management Research, Hong Kong, China

Lou, E. Y. & Huang, L. (2022, August). In Integrity We Trust: Organizational Crisis Elevates the Importance of Leader Integrity. Paper presented at the Academy of Management meeting, Seattle, USA.

Lou, E. Y. & Huang, L. (2021, August). In Integrity We Trust: Interpersonal and Organizational Uncertainty and Trustworthiness Assessment. Paper presented as part of the “The Impact of Context on Trusting Relationships in Organizations” symposium at the Academy of Management meeting, USA.

Huang, L. (2021, August). Was That Sarcasm or Supportiveness? Receiving Sarcasm During Conflict Enhances Perspective Taking. Paper presented as part of the “Knock-Knock...Who’s There?” symposium at the Academy of Management meeting, USA.

- Huang, L. & Lou, E. Y. (2021, August). To Thine Own Self Be True, Or The Organization Would Seem False Too: Inauthenticity Causes Cynicism. Paper presented at the Academy of Management meeting, USA. Published in AOM proceedings.
- 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). 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. Published as IACM 22nd annual conference paper.

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. Published as IACM 21st annual conference paper.

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 (2012 – 2023)

The Value of Trust (2018 – 2023)

#### EMBA Program

Negotiation Dynamics (2021-2022)

#### PhD Program

PhD Teaching Preparation Program (2019 – 2020)

Readings on Power (2012 – 2013)  
Organizational Behavior (2011 – 2018)

#### Customized Executive Education Programs

Chiesi Developing Executives and Leaders Program (2022-2023)  
Technip Energies Catalyst Program (2022-2023)  
Ericsson Ignite Leadership Development Program (2022-2023)  
3DS Go Lead Our tomorrow Program (2021-2023)  
PNU Leading for Results Program (2021-2022)  
JTI Light Up Program (2020-2021)  
Google Admiral Future Senior Leader Development Program (2020-2021)  
Generali Future Owners Program (2020-2021)  
MTR Management Webinar Series (2020-2021)  
TCS Strategic Transformation Advisors Program (2020-2021)  
Deusto Value Innovation Program (2019 – 2023)  
Pernod Ricard Mixers Global 20 Leadership Program (2019 – 2020)  
Essilor Senior Management Program (2016-2017)  
Swire Advanced Management Program (2016 – 2019)  
Astellas Future Leaders Program (2012 – 2015)

#### Open Enrollment Executive Education Programs

Transition to General Management Program (2020-2023)  
AVIRA (2018-2019)  
Product Management Executive Program (2018 – 2023)  
Healthcare Compliance Implementation Leadership Program (2014 – 2023)

#### Kellogg School of Management, Northwestern University

MBA Negotiations (2009 – 2011)  
Executive Level Leading Organizational Change Simulation Session (2009 – 2010)

#### **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), Forbes India

#### **ACADEMIC HONORS AND AWARDS**

Best Professor Award in EMBA Elective Teaching, INSESAD, 2022  
Dean's Commendation for Excellence in MBA Teaching, INSEAD, 2017, 2018, 2019, 2022, & 2023  
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  
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**

Academy of Management Journal  
Organization Behavior and Human Decision Processes

### **Ad-Hoc Journal Reviewing**

Academy of Management Review, Proceedings of the National Academy of Sciences of the United States of America, Psychological Science, Journal of Experimental Social Psychology, Journal of Applied 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**

Host of visiting scholar: Xiao-Ping Chen (University of Washington)	2022-2023
Co-Organizer of CRIB	2020-2022
PhD Advisor of Eric Y. Lou	2019-
Area Research Assistant Coordinator	2018-2020
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**

INSEAD Alumni “The Self at Work” Webinar	2022-2023
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-
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

Institutional Review Board Member	2021-
Europe Campus Master Plan Advisory Group	2021-
Rapporteur of Winnie Jiang	2021-2022
Coordinator at Faculty Meeting on Strategy Physical Facilities	2021-2022
Research & Career Seminar (RCS) Series Panelist	2020-2021
MBA Program Judicial Committee	2020-2021
Faculty Retreat Research Stream Chair	2019-2020
Are Faculty Recruiting Committee Chair	2017-2018
Area 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