HUAN (HARRY) WANG

Assistant Professor of Management
School of Business | Siena University

515 Loudon Road, Colbeth 104B
Loudonville, NY 12211

Office #: (518) 783-4178
E-mail: hwang@siena.edu

EDUCATION

Ph.D.	Management (Minor: International Business)	Rutgers Business School, Rutgers University, 2024.
Certificate of Completion	Human Resource Management	School of Labor and Human Resources, Renmin University of China, 2020
M.A.	Communication	School of Language and Literature, Northeast Normal University, 2013
B.A.	Economics	Faculty of Arts and Social Sciences, Simon Fraser University, 2007

ACADEMIC APPOINTMENTS

Siena University
Assistant Professor of Management, School of Business — 2024-present

Rutgers Business School
Doctoral Fellow — 2023-2024
Lecturer — 2021-2024

Rutgers Advanced Institute for the Study of Entrepreneurship and Development
Research Fellow — 2023

RESEARCH INTERESTS

Behavioral Ethics, Management Communication, Applied AI in Organizations.

PUBLICATIONS

Refereed Journal Articles

Van Zant, A. B., Berger, J., Packard, G., & Wang, H. (2025). The power of pausing in collaborative conversations. *Organizational Behavior and Human Decision Processes*, *191*, 104455.

Magraw-Mickelson, Z., Wang, H. H., & Gollwitzer, M. (2022). Survey Mode and Data Quality: Careless Responding Across Three Modes in Cross-Cultural Contexts. *International Journal of Testing*, 22(2), 121-153.

Zhou, L., Zhang, L., & Wang, H. H. (2015). The Effects of Overseas Educational Background of the Executives on the Profitability of Listed Companies: The Moderating Effects of Listing Interval. *Economic Survey*, 11, 149-154.

Wang, H. H., Zhang, L., & Huang, X. (2015). The Relationship between Industrial Structure, Talent Structure, and Company Returns in the Chinese Software Industry. *Labor Economics Review*, 9, 138-157.

Cai, N., Wang, H. H., & Zhang, L. (2015). How Did Internal Tacit Knowledge Transform into Explicit Knowledge in Enterprise? *Human Resources Development of China* (13), 35-50.

Wang, H. H., Xu, S., & Yang, M. (2014). Abusive Supervision and Counterproductive Work Behavior: The Moderating Effects of Negative Affectivity. *Chinese Journal of Behavioral Sciences*, 1, 76-99.

Wang, H. H. (2013). Humor and Humor in Chinese Advertisements: A Brief History. *Money China* (10), 256-258.

Wang, H. H. (2011). How Event Abbreviations Affect Event's Popularity on the Internet. *Journal of Northeast Normal University (Social Science Edition)* (12), 141-142.

Book Chapters

Chen, C. C., & Wang, H. H. (2018). "Cross-Cultural Communication." In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press.

Xu, S., Wang, H. H., Li, N., & Zhang, L. (2017). Use Human Resources Measures to Reshape the Labor Relation Structure at a Chinese Automobile Manufactory. In Biron, M., Kuvaas, B., Christiansen, L. & Farndale, E. (Eds.), *Global Human Resource Management Casebook (2nd ed.)*.

Peer-reviewed Conference Proceedings

Wang, H. (2026). *Supervisor Equity Violations: Identity Motives, Team Trust, and Subordinate Fairness Perceptions*. In Academy of Management Proceedings (Vol. 2026, No. 1, p. 15771). Briarcliff Manor, NY 10510: Academy of Management, Philadelphia.

Wang, H., Chen, C., & Scharding, T. K. (2025). *Self-Imposed Restraint from Disrespect: Developing and Validating the Duty to Dignity at Work Scale*. In Academy of Management Proceedings (Vol. 2025, No. 1, p. 18782). Briarcliff Manor, NY 10510: Academy of Management, Copenhagen.

Ren, Y., & Wang, H. (2025). *Developing second language communication competence in the workplace: A model for immigrant workers*. In Academy of Management Proceedings (Vol. 2025, No. 1, p. 20170). Briarcliff Manor, NY 10510: Academy of Management, Copenhagen.

Wang, H., & Xu, S. (2022). *Does Abusive Supervision Trigger Displaced Aggression?* In Academy of Management Proceedings (Vol. 2022, No. 1, p. 13963). Briarcliff Manor, NY 10510: Academy of Management.

Magraw-Mickelson, Z., Wang, H., & Gollwitzer, M. (2019). Survey Mode and Data Quality: A Cross-Cultural Comparison of Careless Responding Across Three Modes. In Academy of Management Proceedings (Vol. 2019, No. 1, p. 16004). Briarcliff Manor, NY 10510: Academy of Management.

Zhang, L., Wang, H., & Xu, S. (2016). *Affective Model of Voice and Silence Behavior Regulation*. In Academy of Management Proceedings (Vol. 2016, No. 1, p. 14631). Briarcliff Manor, NY 10510: Academy of Management.

Wang, H. H., Xu, S., & Yang, M. (2014). *Abusive Supervision and Counterproductive Work Behavior: The Moderating Effects of Negative Affectivity*. The 25th Annual Conference of Chinese Behavioral Sciences Association, Dalian, China.

Huang, X., & Wang, H. H. (2014). *The Effects of Pyramid Human Resources Structure on Chinese Software Companies' Profitability.* The First HR Division International Conference of Academy of Management, Beijing, China.

Peer-reviewed Conference Presentations

Wang, H. H., Chen, C. C., & Ren, I. Y. (2026). Thrive Through Contact: How Marginalized Immigrant Workers Develop Second Language Communicative Competence for Success. Paper presentation at the Annual Meeting of the Society for Business Ethics, Philadelphia, PA.

Van Zant, A., & Wang, H. H. (2026). Caught in the Act: How the Voice Protects Communicators with Ulterior Motives, Symposium presentation at the Annual Conference of the Society for Experimental Social Psychology, Montreal, Canada.

Wang, H. H., & Johnson, M. D. (2025). Stress-Energy-Trust (SET): Constraints and Affordances for Ethical Artificial Intelligence Transformation in Management. *Human-in-the-Loop AI: Enabling Responsible and Impactful Human-AI Collaboration*. AI in Business Conference, Columbus, OH.

Ren, I., Wang, H. H., & Chen, C. C. (2025). Cultivating Second Language Communication Competence in the Workplace for Immigrant Workers. Paper presentation at the 18th GEM&L International Conference on Management & Language, Vienna, Austria.

Wang, D., Chen, C. C., Wang, H. H. & Nguyen, P. (2023). How Third-Party Employees Respond to Abusive Supervision toward Coworkers? An fMRI Study. Symposium presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA. (Best Symposium Award, Organizational Neuroscience Division)

Van Zant, A., Berger, J. A., Packard, G., & Wang, H. H. (2023). Getting to 'Yeah': How Pausing Shapes Consumer Perceptions, Paper presentation at European Association of Consumer Research 2023 Conference, Amsterdam, Netherlands.

Wang, H. H., & Xu, S. (2022). *Does Abusive Supervision Trigger Displaced Aggression?* Paper presentation at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Van Zant, A., Berger, J. A., Packard, G., & Wang, H. H. (2022). *How Pausing Shapes Person Perception*, Symposium presentation at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Van Zant, A., Berger, J. A., Packard, G., & Wang, H. H. (2022). *How Pausing Shapes Person Perception*, Paper presentation at the 11th annual SPSP Nonverbal Preconference. San Francisco, CA.

Magraw-Mickelson, Z., Wang, H. H., & Gollwitzer, M. (2019*). Survey Mode and Data Quality: A Cross-Cultural Comparison of Careless Responding Across Three Modes*. Paper presentation at the 79th Annual Meeting of the Academy of Management. Boston, MA.

Magraw-Mickelson, Z., Wang, H. H., & Gollwitzer, M. (2018). *Survey Mode and Data Quality: A Look at Careless Responding Across Three Modes and Two Cultures*. Paper presentation at the 51st Conference of the German Society for Psychology.

Zhang, L., Wang, H. H., & Xu, S. (2016*). Affective Model of Employee Voice and Silence Behavior Regulation*. Paper presentation at the 76th Annual Meeting of the Academy of Management. Anaheim.

Wang, H. H., Zhang, L., & Xu, S. (2016). Theories Apart: Distinction between Overall Fairness and Overall Justice in Organization. Paper presentation at the 16th biennial conference of the International Society for Justice Research, Canterbury, UK.

Wang, H. H., Xu, S., & Yang, M. (2014). *Abusive Supervision and Counterproductive Work Behavior: The Moderating Effects of Negative Affectivity*. Paper presentation at the 25th Annual Conference of Chinese Behavioral Sciences Association, Dalian, China.

Huang, X., & Wang, H. H. (2014). *The Effects of Pyramid Human Resources Structure on Chinese Software Companies' Profitability.* Paper presentation at the First HR Division International Conference of Academy of Management, Beijing, China.

GRANTS & SCHOLARSHIPS

2023-2024	University Merit Graduate Scholarship, Rutgers University.
2023	Doctoral Fellowship, Rutgers Business School.
2023	Summer Research Fellowship, Rutgers Advanced Institute for the Study of Entrepreneurship & Development (RAISED).
2023	Professional Development Travel Grant. Association of College and University Educators (ACUE) and Rutgers P3 Collaboratory.
2022, 2023	Dean's Scholarship. Rutgers University Graduate School-Newark.
2022, 2023	Registration Scholarship. Academy of Management, Organizational Behavior Division.
2022	Summer Research Fund. Department of Management and Global Business, Rutgers Business School.
2022	Pilot mini-grant (Co-investigator). Center for Advanced Human Brain Imaging Research-Rutgers Brain Health Institute (CAHBIR-BHI).
2018, 2020-2022	Dean's Summer Research Grant. Rutgers Business School.
2019-2022	Teaching Assistantship. Rutgers Business School.
2021	American Rescue Plan. Higher Education Emergency Relief Fund. Rutgers University Graduate School-Newark.
2021	COVID-19 Academic Advancement Program Fund. Rutgers University Graduate School-Newark.
2020	Summer Research Grant. Rutgers Advanced Institute for the Study of Entrepreneurship & Development (RAISED).
2019	University Merit Graduate Scholarship, Rutgers University.
2016	Foreign Exchange Graduate Student Education program, Renmin University
2014-2016	Graduate Student Scholarship. Renmin University of China.
2011-2013	Graduate Student Scholarship. Northeast Normal University.

HONORS & AWARDS

2026	Outstanding Research Award, Siena University, School of Business
2023	Best Reviewer Award. Academy of Management, Organizational Behavior Division
2023	Best Symposium Award. Academy of Management, Organizational Neuroscience Division
2022	Finalist (third place). Rutgers University Three-Minute Thesis (3MT) Competition
2019	Aim2Flourish Award (Teaching Assistant). United Nations.
2019	University Merit Graduate Scholars Award, Rutgers University.
2014	Best Paper Award. The 25th Annual Conference of Chinese Behavioral Sciences Association.

TEACHING EXPERIENCE

Siena University	**Level**
AI Strategies for Organizational Change (Course Creator)	MBA
Business Policy and Strategy	MBA

Organizational Strategy	School of Business Undergraduate Capstone
Human-centered AI in Organizations (Course Creator)	Undergraduate
International Management	Undergraduate
Management	Undergraduate

Rutgers Business School

Business Ethics	Undergraduate
Management Skills	Undergraduate
Global Management and Strategy	Undergraduate

PROFESSIONAL SERVICE

Organizational Behavior Division of the Academy of Management

- Communications and Technology Officer, Executive Committee, 2024-2027.
- Volunteer, Communications/Technology Team, 2024.
- Volunteer, Annual Meeting Program Team, 2024.
- Reviewer, 2016-present (Best Reviewer Award 2023).

Prolific

- Consultant (longitudinal feature), Prolific Inc., 2023.

UNIVERSITY SERVICE

Siena University

- University Level
  - School of Business Representative, Provost Office, Siena AI Task Force
  - Representative at large (Elected), Committee on Teaching and Faculty Development, 2026-2029.
  - Faculty Advisor, Siena University Chapter, Beta Gamma Sigma, 2025-present.
- School of Business
  - Strategic Planning Implementation Committee, 2024-present.
  - Committee Member, Advanced Certificate in Business Transformation with Artificial Intelligence, 2025.
  - Faculty Track Chair, Ted R. Winnowski '63 Student Conference in Business, 2026.
  - Faculty Judge, Best Research Award at the Ted R. Winnowski '63 Student Conference in Business, 2025-2026.
- Department of Management
  - Faculty Representative, Admissions Open House, 2024, 2025, and 2026.
  - Faculty Representative, Admitted Students Events, School of Business, 2024, 2025, and 2026.
  - Faculty Representative, New Students Orientation, School of Business, 2025, 2026.
  - Faculty Representative, Career Jam, 2025.

Rutgers University

- AACSB accreditation panel interviewee, Rutgers Business School, 2024
- AACSB quiz questions writer for Business Ethics, Rutgers Business School, 2023
- Business Ethics Forum Speaker, Rutgers University, 2021, 2023.
- Student Representative, Graduate Students Campus Visit, Rutgers University, 2023.
- Student Representative, Doctoral Students Orientation, Rutgers University, 2021, 2022.
- Student Representative, Doctoral Students Orientation, Rutgers Business School, 2019, 2020, 2021

CERTIFICATION

- Mental Health First Aid for Higher Education, National Council for Mental Wellbeing, 2025
- Global Business Ethics Teaching Certificate, The Hoffman Center for Business Ethics, Bentley University, 2021.
- Certification in Effective Instruction, Association of College and University Educators (ACUE) and Rutgers University P3 Collaboratory, 2019.

PROFESSIONAL SKILLS

- Artificial Intelligence Tools: n8n, Supabase, ComfyUI and Ollama.
- Machine Learning: Natural language processing and data mining.
- Data Analytics: Develop R and Python functions for data cleaning and analysis. Familiar with Mplus and other interface-based software such as SPSS, Jamovi, and WEKA.
- fMRI: Experiment design and data analysis (PsychoPy and FSL). Completed level 1 (safety) training and underwent level 2 (operation) training.

ACADEMIC MEMBERSHIPS

- Academy of Management
- Society for Industrial and Organizational Psychology
- Society for Business Ethics
- International Society for Justice Research