

Huan (Harry) Wang

Curriculum Vitae

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Rutgers Business School
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EDUCATION

- Ph.D. Organizational Behavior Department of Management and Global
Candidate (Minor: International Business) Business, Rutgers Business School, Rutgers
University, 2017-Present.
Dissertation Title. For Dignity or Honor: Effects of Third-party Kantian and
Utilitarian Duty Orientations on Reactions to Observed Abusive Supervision.
Dissertation Committee (in Alphabetical order). Dr. Chao C. Chen (Chair), Dr.
Dong, Liu (Georgia Tech), Dr. Tobey Scharding, and Dr. Alex Van Zant
- A.B.D. Human Resources Management School of Labor and Human Resources,
Renmin University of China, 2020
- Visiting Organizational Behavior Department of Management and Global
Scholar Business, Rutgers Business School, Rutgers
University, 2016-2017
- M.A. Communication School of Chinese Language and Literature,
Northeast Normal University, China. 2013
- B.A. Economics Department of Economics, Simon Fraser
University, Canada. 2007

PROFESSIONAL APPOINTMENT

Rutgers Business School

- Lecturer, Business Ethics 2023-2024
Lecturer, Management Skills 2023
Lecturer, International Business 2022
Lecturer, Business Ethics 2021

Rutgers Advanced Institute for the Study of Entrepreneurship and Development

- Research Fellow 2023

RESEARCH INTERESTS

Primary: Behavioral Ethics, Leadership

Secondary: International Management, Research Methods, Remote Work.

PUBLICATIONS

Refereed Journal Articles

- 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? Case Studies in State-owned Enterprise (S.O.E.). *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. (Ed.) *Global Human Resource Management Casebook 2nd edition*.

Conference Proceedings

- 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*, 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*. 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*. 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*. The 76th Annual Meeting of the Academy of Management. Anaheim.
- Wang, H. H., Zhang, L., & Xu, S. *Theories Apart: Distinction between Overall Fairness and Overall Justice in Organization*. (2016). The 16th biennial conference of the International Society for Justice Research, Canterbury.
- 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.
- 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.

Manuscripts

Under Review

- Van Zant, A. B., Berger, J., Packard, G., & Wang, H. H. Getting to “Yeah”: How Pausing Shapes Perceptions of Speakers’ Helpfulness in Conversation. *Revise and resubmit at Organizational Behavior and Human Decision Processes*.

Drafting Stage

Wang, H.H., Van Zant, A. B., Chen, C.C., & Xu, S., Do not Kick Me When I Am Down: Triggering Factors of Displaced Aggression by Victims of Abusive Supervision. *Completed two preregistered studies, and the manuscript is in preparation.*

Wang, H.H. Duty to Not Disrespecting Others: Construct Definition, Measurement, and Validation of Kantian Duty Orientation in The Workplace. *Completed seven preregistered studies, and the manuscript is in preparation.*

Late Stage

Wang, H.H., Wiesenfeld, B. M., & Siegel, P. A. Can Supervisor Higher Construal Levels Mitigate Abusive Supervision? A Competing Analysis of Cognitive-Affective Pathways. *Completed one preregistered field survey study and preparing a second online-panel study.*

Siegel, P.A., Wang, H. H., & Chen, C. C. Core Self Evaluations and Work-Family Interferences in The Remote Working Era: The Mediating Role of Work-family Boundary Blurring. *Completed one preregistered online survey study and preparing a second online-panel study.*

Wang, D., Chen, C. C., Wang, H. H. & Nguyen, P., How Third-Party Employees Respond to Abusive Supervision toward Coworkers? An fMRI Study. *Validating video stimuli. Participant recruitment starts in August 2023, with rolling scanning sessions.*

Wang, H.H., Chen, C.C., & Yin, K. Does Leader Relational Crafting Affect Follower Interactional Fairness Perception and Workplace Outcomes? An Experience Sampling Study. *Completed one preregistered field survey study and preparing a second online-panel study.*

AWARDS & GRANTS

Best Reviewer Award, Academy of Management, Organizational Behavior Division, 2023

Best Symposium Award, Academy of Management, Organizational Neuroscience Division, 2023

Academy of Management Scholarship, Organizational Behavior Division, 2023 and 2022.

Travel Grant, Association of College and University Educators (ACUE), 2023

Dean's Scholarship, Rutgers University Graduate School-Newark, 2023 and 2022.

Summer Research Fund, Rutgers Advanced Institute for the Study of Entrepreneurship & Development (RAISED), 2023 and 2020.

Third place in Rutgers University Three-Minute Thesis (3MT) Competition, 2022.

Summer Research Fund, Department of Management and Global Business, Rutgers Business

School, 2022.

Pilot mini-grant, Center for Advanced Human Brain Imaging Research-Rutgers Brain Health Institute (CAHBIR-BHI), 2022.

Dean's Summer Research Grant, Rutgers Business School, 2022, 2021, 2020, 2018.

Teaching Assistantship, Rutgers Business School, 2022-2020.

American Rescue Plan - Higher Education Emergency Relief Fund, Rutgers University, 2021.

COVID-19 Academic Advancement Program, Rutgers University, 2021.

Graduate student instructor (TA). Supervised students who won the Flourish Prizes awarded by the United Nations. 2019.

University Merit Graduate Scholars Award, Rutgers University 2019.

Foreign Exchange Graduate Education program, Renmin University of China, 2016-2017.

Graduate Student Scholarship, Renmin University of China, 2014-2017.

Best paper award from the 25th Annual Conference of Chinese Behavioral Sciences Association, 2014.

Graduate Student Scholarship, Northeast Normal University, 2011-2013.

TEACHING EXPERIENCE

Rutgers Business School, Instructor

Management Skills, Undergraduate Summer 2023

Global Management and Strategy, Undergraduate Spring 2022

Business Ethics, Undergraduate Spring and Fall 2021

Rutgers Business School, Teaching Assistant

Research Methods, DBA Fall 2020 and Spring 2022

Doing Business in China, MBA Fall 2018 and Fall 2019

Negotiations, MBA and Undergraduate Spring 2019

Business Policy and Strategy, Undergraduate Fall 2018

Human Resources Management, Undergraduate Fall 2018
Management Skills, Undergraduate (Eleven sessions) Spring and Fall 2017-2019

SERVICE TO PROFESSION

Researcher Consultant (over 85% response rates in multiple studies), Prolific Inc., 2023-Present.
Reviewer (Best Reviewer Award 2023), Academy of Management Conference, 2016-2023.

DEPARTMENT/UNIVERSITY SERVICE

Student representative/recruiter, Admitted Graduate Students Campus Visit, Rutgers Graduate School - Newark, 2023.

Business Ethics Forum Speaker, Rutgers University, 2021.

Doctoral student orientation, Rutgers Graduate School - Newark, 2021, 2022.

Doctoral student orientation, Rutgers Business School, 2019, 2020, 2021

PROFESSIONAL DEVELOPMENT

Global Business Ethics Teaching Workshop, 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.

Related Professional Skills

fMRI: received A in *Neuroimaging* experiment design and data analysis (PsycoPy and FSL). Completed level 1 (safety) training and underwent level 2 (operation) training.

Machine Learning: received A's in both *Decoding Textual Corporate Communication* (natural language processing) and *Data Mining* (deep learning model building).

Statistical Analysis: Code own R and Python functions for data cleaning and analysis. Familiar with Mplus and other interface-based software such as SPSS, Jamovi, and WEKA.

PROFESSIONAL MEMBERSHIPS

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