Li Huang

Management and Organizations | Kellogg School of Management | Northwestern University
2001 Sheridan Road Evanston, IL 60208 USA
Mobile (312) 823-8694 | Fax (847) 491-8896 | E-mail: l-huang@kellogg.northwestern.edu
Faculty Website: http://www.kellogg.northwestern.edu/faculty/directory/huang_li.aspx
Doctoral Student Website: http://www.kellogg.northwestern.edu/faculty/huang

EDUCATION:

KELLOGG SCHOOL OF MANAGEMENT 2005-PRESENT
NORTHWESTERN UNIVERSITY
Ph.D. in Management & Organizations, expected May 2011
Dissertation Thesis: Mind-Body Dissonance: The Primacy of Posture and the Creative and Illusory Consequences of Tension
Advisors: Adam D. Galinsky & J. Keith Murnighan

GUANGHUA SCHOOL OF MANAGEMENT 2003-2005
PEKING UNIVERSITY
M.Sc. in Organizational Behavior & Human Resource Management, June 2005

SCHOOL OF LABOR AND HUMAN RESOURCES 1999-2003
RENMIN UNIVERSITY OF CHINA
B.A. (Honors) in Labor Relations & Social Security, July 2003

RESEARCH INTERESTS:

I study how the tension between internal (such as emotional or power-related mental experiences) and external states (such as emotional expressions or power-related postures), between self- and other-interest, and between present- and future-interest drives and regulates mental, social, and organizational life.

ACADEMIC HONORS AND AWARDS:

American Psychological Association Dissertation Research Award, 2009
Northwestern University Travel Scholarship, Northwestern University 2010, 2009, 2008, 2007
Dispute Resolution Research Center Research Grant 2010, 2009, 2008, 2007
Department Nominee for: Organizational Behavior Consortium, Academy of Management, 2009
Department Nominee for: Conflict Management Consortium, Academy of Management, 2008
Department Nominee for: New Doctoral Student Consortium, Academy of Management, 2006
GE Scholarship, Peking University 2004
Academic Excellence Awards, Peking University 2003
Honor College Graduates of Beijing City, Beijing Municipal Education Committee 2003
Legend Scholarship, Renmin University 2002
Huang Ru-lun Scholarship, Renmin University 2001

PUBLICATIONS:

Huang, L., Galinsky, A. D., Gruenfeld, D. H., & Guillory, L. E. (in press). Powerful Postures vs. Powerful Roles: Which is the Proximate Correlate of Thought and Behavior? ***Psychological Science***.

Huang, L., & Galinsky, A. D. (in press). Mind-Body Dissonance: Conflict between the Senses Expands the Mind's Horizons. ***Social Psychological and Personality Science***.

Huang, L., & Galinsky, A. D. (in press). No Mirrors for the Powerful: Why Dominant Smiles Aren't Processed Using Embodied Simulation. ***Behavioral and Brain Sciences***.

Huang, L. & Murnighan, J. K. (2010). What's in A Name? Subliminally Activating Trusting Behavior. ***Organizational Behavior and Human Decision Processes***. *111*, 62-70.

MANUSCRIPTS UNDER REVEW AND REVISION:

Gunia, B. C., Wang, L., Huang, L., Wang, J., & Murnighan, J. K. (2010). Contemplation and Conversation: Subtle Influences on Moral Decision Making. Invited revision and resubmission from ***Academy of Management Journal***.

Huang, L., Ersner-Hershfield, H., & Galinsky, A. D. (2010). Leaning into Impulsivity: The Embodiment of Future-Imagery Ironically Reduces Future-Oriented Behavior. Under review at ***Social Psychological and Personality Science***.

MANUSCRIPTS IN PREPARATION:

Huang, L., Galinsky, A. D. Power dissonance and integrative complexity. Draft under revision, targeted for *OBHDP*.

Huang, L., & Galinsky, A. D. Mind-body dissonance and creativity. Draft under revision, targeted for *JPSP*.

Huang, L., Whitson, J. & Galinsky, A. D. Mind-body dissonance and illusory pattern perceptions. Draft under revision, targeted for *JAP*.

Huang, L. & Murnighan, J. K. Precipitous trust in negotiations. Draft under revision, targeted for *OBHDP*.

Sivanathan, N., Huang, L., Wang, L., & Murnighan, J. K. Complete versus partial trust. Draft under revision, targeted for *ASQ*.

Huang, L. & Murnighan, J. K. Automatic trust: the interaction between subliminal relational cues and reputation information. Draft under revision, targeted for *OBHDP*.

RESEARCH IN PROGRESS:

Huang, L., Galinsky, A. D. &. Phillips, K. W. Mind-body dissonance, conformity, and norm regulation. Data analysis.

Huang, L., Dubois, D., Galinsky, A. D., & Rucker, D. Objective vs. subjective power. Data analysis.

Huang, L., Chou, E., & Galinsky, A. D. The physicality of trust: Interpersonal distance. Data collection.

Huang, L., Phillips, K. W., & Galinsky, A. D. Diversity and dissonance in groups. Data collection.

Huang, L. & Galinsky, A. D. Mind-body dissonance and ethical decision making. Data collection.

Huang, L., & Galinsky, A. D. Mind-body dissonance and trust. Data collection.

Huang, L. & Murnighan, J. K. Automatic activation of trust schemas through expected reciprocity, affect constructs and environmental cues. Data collection.

Huang, L., Pillutla, M., & Murnighan, J. K. Embarrassment and trust. Data collection.

Huang, L., Gino, F., & Galinsky, A. D. Sarcasm. Data collection.

Hsu, Y., Nordgren, L., Galinsky, A. D., & Huang, L. Music and power. Data collection.

Huang, L., Wang, L., & Murnighan, J. K. Empathetic concern and cooperation. Data collection.

OTHER PUBLICATIONS:

Uzzi, B. (2005). Huang, L. (trans.) Social Structure and Competition in interfirm networks: The paradox of embeddedness. In A. Tsui & W. Zhang (Eds.). Administrative Science Quarterly Best Papers Proceedings (in Chinese). (pp. 291-335). Peking University Press, Beijing. (Published originally in Administrative Science Quarterly, 42:35-67)

PRESENTATIONS:

Huang, L., & Galinsky, A. D. (2010, August). Mind-Body Dissonance and Its Cognitive Consequences. Paper to be presented at the Academy of Management meetings, Montreal, Canada.

Huang, L., & Murnighan, J. K. (2009, June). The Role of Precipitous Trust in Negotiations. Paper presented at the meetings 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 meetings 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 meetings, Chicago, USA.

Huang, L., & Murnighan, J. K. (2009, June). The Influence of Automatic Trust on Information Sharing in Negotiations. Paper presented at the meetings 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 meetings, Anaheim, USA.

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 meetings, Anaheim, USA.

Huang, L., & Murnighan, J. K. (2008, July). Automatic Trust: Positive Interpersonal Associations and Positive Reputations Paper presented at the meetings 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 the 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 meetings 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 Economic Science Association. Rome, Italy.

Huang, L., & Chen, C. C. (2004, December). Transactive Memory and Group Effectiveness in China. Paper presented at the Asian Academy of Management, Shanghai, China.

Huang, L., & Zhang, Z. (2004, August). The Moderating Effect of Praise and the Mediating Effect of Expectancy on the Relationship between Perceived Organizational Support and Performance. Poster presented at the International Congress of Psychology, Beijing, China.

Huang, L. (2004, June). Extending the Benefits of De-categorization: Intra-group Discussion and Cross-cutting Identity. Poster presented at the International Association for Chinese Management Research, Beijing, China.

TEACHING INTERESTS

Organizational Behavior, Leadership, Negotiations and Conflict Management, Decision Making, Ethics, Innovation and Entrepreneurship, Groups and Teams

TEACHING EXPERIENCE:

SOLE INSTRUCTOR, NORTHWESTERN UNIVERSITY

MBA Negotiations, Winter 2009; Student Ratings: 8/10
MBA Negotiations, Summer 2009; Student Ratings: 8.9/10
Executive Leading Organizational Change Simulation Session, Fall 2009 (unrated)

TEACHING ASSISTANT, NORTHWESTERN UNIVERSITY

Bargaining – (Prof. Murnighan, 2005-2006)
Ethics – (Prof. Murnighan, 2008-2010)
Negotiations – (Prof(s). Galinsky, Thompson, Stephens, 2007-2010)
Leadership in Organizations – (Prof(s). Murnighan, Galinsky & Cuddy, 2006-2009)
Leading Organizational Change – (Prof. Hirsch, 2006-2009)
Leading and Managing Teams – (Prof. Thompson, 2006-2007)

TEACHING TRAINING

Dispute Resolution Research Center: Teaching Negotiations (2009)

RESEARCH GRANTS:

DISPUTE RESOLUTION RESEARCH CENTER, **NORTHWESTERN UNIVERSITY**

When the mind and body collide: Mind-body dissonance generates creative sparks, 2010
The influence of automatic trust on information sharing in negotiations, 2009
Automatic trust: The influence of liking- vs. trust-based interpersonal association cues, 2008
The influence of interpersonal association cues & reputation on trust, 2008
Embarrassment displays after noncooperative social transgressions and the potential of trust: A motivated information processing perspective, 2008
Automatic trust, 2007 (with Murnighan)
Social comparison in trusting decisions, 2005 (with Sivanathan, Wang & Murnighan)

ACADEMIC SERVICE:

Ad-Hoc Reviewer: Organization Behavior and Human Decision Processes	2010 - Present
Ad-Hoc Reviewer: European Journal of Personality	2010 - Present
Ad-Hoc Reviewer: European Journal of Social Psychology	2010 - Present
Ad-Hoc Reviewer: Academy of Management Conference: OB Division	2006 - Present
Ad-Hoc Reviewer: Academy of Management Conference: CM Division	2006 - Present
Ad-Hoc Reviewer: Intl. Assn. of Conflict Management Conference	2006 - Present

UNIVERSITY SERVICE:

PhD Student Committee Chair	2010 - Present
PhD Student Office Space Committee	2006 - Present
PhD Admissions Committee	2005 - 2008

CONFERENCE CONSORTIA:

OB Doctoral Student Consortium, Academy of Management meeting, 2009
CM Doctoral Student Consortium, Academy of Management meeting, 2008
New Doctoral Student Consortium, Academy of Management meeting, 2006

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS:

Academy of Management	2006 - Present
International Association of Conflict Management	2007 - Present
American Psychological Association	2009 - Present
Society for Personality and Social Psychology	2009 - Present
Founding Member of Intl. Assn. for Chinese Management Research	2001 - Present

REFERENCES:

J. Keith Murnighan, Harold H. Hines Jr. Professor of Risk Management
Kellogg School of Management
Northwestern University
(847) 467-3566
keithm@kellogg.northwestern.edu

Adam D. Galinsky, Morris and Alice Kaplan Professor of Ethics and Decision in Management
Kellogg School of Management
Northwestern University
(847) 491-8286
agalinsky@kellogg.northwestern.edu

Deborah H. Gruenfeld, Moghadam Family Professor of Leadership and Organizational Behavior, Codirector of the Executive Program for Women Leaders
Stanford Graduate School of Business
Stanford University
(650) 725-6939
gruenfeld_deborah@gsb.stanford.edu

Loran Nordgren, Assistant Professor of Management & Organizations
Kellogg School of Management
Northwestern University
(847) 491-2957
l-nordgren@kellogg.northwestern.edu