

Chao Wang

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EDUCATION

Esade Business School, Ramon Llull University PhD in Management Sciences (Excellent with International Mention)	Barcelona, Spain 2021–2026
London Business School Visiting PhD student	London, UK Sep 2023–Feb 2024
University of Illinois, Urbana-Champaign M.S. in Business Administration	Champaign, USA 2019
Nanjing University M.A. in Enterprise Management (<i>Distinction</i>)	Nanjing, China 2013
Nanjing University B.A. in Business Administration	Nanjing, China 2010

ACADEMIC POSITIONS

CUNEF Universidad Lecturer	Madrid, Spain Starting Sep 2026
TBS Education (Formerly Toulouse Business School) Barcelona Adjunct Lecturer	Barcelona, Spain Sep 2025–Dec 2025

RESEARCH INTERESTS

- Social Norms and Norm Deviations
- Precedent
- Perception of Fairness
- Negotiations
- Natural Language Processing

JOURNAL ARTICLES

1. Yang, Y., Tang, C., Qu, X., **Wang, C.**, & Denson, T. F. (2018). Group Facial Width-to-Height Ratio Predicts Intergroup Negotiation Outcomes. *Frontiers in Psychology*, 9. <https://doi.org/10.3389/fpsyg.2018.00214>
2. Yang, Y., De Cremer, D., & **Wang, C.** (2017). How Ethically Would Americans and Chinese Negotiate? The Effect of Intra-cultural Versus Inter-cultural Negotiations. *Journal of Business Ethics*, 145(3), 659–670. <https://doi.org/10.1007/s10551-015-2863-2>
 - **Media Coverage:** Featured in *Harvard Business Review* “Cultural Stereotypes May Make You a Less Ethical Negotiator” and *Financial Times* “Chinese business more likely to be target for unethical tactics”.

SELECTED WORK IN PROGRESS

1. **Wang, C.** & Schmid, K. The Role of Undesirable Precedents in Negotiations. *Working paper*
2. Zhou, H., **Wang, C.**, Li, Z., & Yang, Y. Reinstating Pleasantness as a Causal Antecedent of Interest. *Working paper*
3. **Wang, C.**, Kesebir, S., & Heller, D. Gender and Equity Perceptions. *Data collection for the final study*
4. Jang, D., **Wang, C.**, & Loewenstein, J. Perceptions of Information in Negotiations. *First draft preparation*
5. **Wang, C.** & Schmid, K. Overcoming Undesirable Precedents in Negotiations. *First draft preparation*

TEACHING

- **Lecturer**, TBS Education (Formerly Toulouse Business School) Barcelona **Barcelona, Spain**
Fundamentals of Econometrics Models (Undergraduate) Teaching evaluation: **4.83/5** Fall 2025
Functional Skills Data Analytics (Undergraduate) Teaching evaluation: **4.83/5** Fall 2025
- **Teaching Assistant**, Esade Business School **Barcelona, Spain**
People Management & Development (EMBA) for Professor Jordi Trullén Summer 2024
Leadership & Decision Making (MBA) for Professor Katharina Schmid Winter 2022 & 2024
- **Guest Lecturer & Teaching Assistant**, University of Illinois at Urbana-Champaign **Illinois, USA**
Guest lecturer: Negotiation (Postgraduate) Summer 2018
Teaching assistant: BADM 501 Intro to Business (Graduate) for Professor Jeffrey Kurtz Summer 2018
- **Teaching Assistant**, China Europe International Business School (CEIBS) **Shanghai, China**
Negotiation (MBA) for Professor Yu Yang Fall 2013 & 2014

CONFERENCE PRESENTATIONS

1. **Wang, C.**, & Schmid, K. (2026, July) Breaking Precedent: Divergent Effects of Two Primary Tactics for Refuting Negotiation Precedents [Oral presentation]. *The 39th Annual Conference of International Association for Conflict Management (IACM)*, Vienna, Austria.
2. **Wang, C.**, Kesebir, S., & Heller, D. (2026, July) Gender Differences in Aversion to Advantageous Inequity: The Role of Anticipated Guilt [Oral presentation]. *The 39th Annual Conference of International Association for Conflict Management (IACM)*, Vienna, Austria.
3. Zhou, H., **Wang, C.**, Li, Z., & Yang, Y. (2024, July) Suppressed Pleasure: Reinstating Pleasantness as a Causal Antecedent of Interest [Oral presentation]. *2024 Conference of the International Society for Research on Emotion (ISRE)*, Belfast, Northern Ireland.
4. **Wang, C.**, & Schmid, K. (2024, June) The Shadow of the Past: Unveiled Undesirable Precedents Harm (Objective and Subjective) Negotiation Outcomes [Oral presentation]. *The 37th Annual Conference of International Association for Conflict Management (IACM 2024)*, Singapore.
5. **Wang, C.**, & Schmid, K. (2023, November) The Shadow of the Past: Disclosed Undesirable Precedents Harm (Objective and Subjective) Negotiation Outcomes [Poster presentation]. *Society for Judgment and Decision Making Annual Conference 2023*, San Francisco, USA.
6. **Wang, C.**, & Schmid, K. (2023, June) The Shadow of the Past: Disclosed Undesirable Precedents Harm (Objective and Subjective) Negotiation Outcomes [Oral presentation]. *Inaugural SJDM Doctoral Symposium*, Virtual.
7. Loyd, D., Brown, A., **Wang, C.**, Thomas-Hunt, M., & Yang, Y. (2018, July) Who shall lead us?: Leader nationality and style influence US follower's reactions to leaders of nationally diverse teams [Oral presentation]. *The 13th annual INGRoup (interdisciplinary network for group research) conference*, Bethesda, USA.

- Loewenstein, J., & **Wang, C.** (2016, June) Social support for creative agreements: Distinct effects of respect and trust [Oral presentation]. *The 29th Annual Conference of International Association for Conflict Management (IACM)*, New York City, USA.

CONFERENCE ARTICLES

- Jang, D., **Wang, C.**, & Loewenstein, J. (2026, July) What Shall We Discuss? Understanding the Perception and Sharing of Negotiation Information. *The 39th Annual Conference of International Association for Conflict Management (IACM)*, Vienna, Austria.
- Zhou, H., **Wang, C.**, Li, Z., & Yang, Y. (2024, November) Suppressed Pleasure: Reinstating Pleasantness as a Causal Antecedent of Interest. *2024 Annual Conference of Chinese Association of Social Psychology*, Shanghai, China.
- Loewenstein, J. & **Wang, C.** (2019) Respect Fosters Forming Creative Agreements [Paper presentation]. *The 32nd Annual Conference of International Association for Conflict Management (IACM)*, Dublin, Ireland.
- Yang, Y., Tang, C., **Wang, C.**, Qu, X., & Denson, T. F. (2017) Group Facial Width-to-Height Ratio Predicts Intergroup Negotiation Outcomes [Paper presentation]. *The 30th Annual Conference of International Association for Conflict Management (IACM)*, Berlin, Germany.

HONORS & AWARDS

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| • Travel Grant, Esade | 2021–2024 |
| • PhD Scholarship, Esade | 2021–2024 |
| • Block Grant, University of Illinois at Urbana-Champaign | 2015 |
| • Master's Thesis Awarded with Distinction, Nanjing University | 2013 |

SKILLS

- **Programming:** R (Fluent), Python (Basic), L^AT_EX
- **Statistical Software:** Mplus, STATA, SPSS

LANGUAGES

- **Fluent:** Mandarin Chinese (Native), English
- **Basic:** Spanish

SERVICE

- **Reviewer.** Academy of Management (AOM) Conference, International Association for Conflict Management (IACM) Conference, Interdisciplinary Network for Group Research(INGroup) Conference

REFEREES

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