

CYNTHIA WANG

Northwestern University, Kellogg School of Management
Global Hub, 2211 Campus Dr., Rm 5199, Evanston, IL 60208, USA
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ACADEMIC POSITIONS

- **Northwestern University, Kellogg School of Management**
Executive Director of the Dispute Resolution and Research Center (DRRC) and Clinical Professor of Management and Organizations, 2018-Present
- **Spears School of Business, Oklahoma State University**
Associate Professor and William S. Spears Chair, 2015-present
Associate Professor, 2014-2015
Assistant Professor, 2012-2014
- **NUS Business School, National University of Singapore**
Assistant Professor, 2007-2012
- **National Center for Institutional Diversity and Stephen M. Ross School of Business University of Michigan, Ann Arbor**
Visiting Assistant Professor, 2011-2012
- **Booth School of Business, University of Chicago**
Visiting Scholar, 2009-2010

EDUCATION

- **Northwestern University, Kellogg School of Management**
Ph.D., Management and Organizations, 2007
- **Northwestern University, Kellogg School of Management**
M.S., Management and Organizations, 2004
- **Yale University**
B.A., Psychology with Distinction, 1999

HONORS, AWARDS, and GRANTS

- Academy of Management Conference Best Paper Proceedings, Inclusion strategies: The effect of blacks' perspective-taking in white-dominated spaces, Gender and Diversity Division, 2017
- President's Fellows Faculty Award Finalist, Oklahoma State University, 2016, 2017
- Academy of Management Conference Best Paper Proceedings, Punishment contingency and unethical behavior, Social Issues in Management Division, 2016
- Academy of Management Conference Best Student-Led Paper, Punishment contingency and unethical behavior, 2016
- Inducted as a Society for Experimental Social Psychology Fellow, 2015
- Richard Poole Research Award, Oklahoma State University, 2015; 2016
- Greiner Teaching Award (Graduate Level), Oklahoma State University, 2015
- National Center for Institutional Diversity Fellowship, University of Michigan, 2011
- HSS Faculty Research Fellowship, National University of Singapore, 2010
- Positive Organizational Scholarship Best Paper Finalist, University of Michigan, 2010

- Annual Teaching Excellence Award Nominee, National University of Singapore, 2009
- William H. Newman Dissertation Award for Conflict Management Division, Academy of Management, 2009
- National University of Singapore Research Grant, 2007; 2009
- Northwestern University Dispute Resolution and Research Center Grant, 2006

ARTICLES

1. Whitson, J. A., Kim, J., Wang, C. S., Menon, T. and Webster, B. D. (2018). Regulatory focus and conspiratorial perceptions: The importance of personal control. *Personality and Social Psychology Bulletin*. doi: 10.1177/0146167218775070
2. Wang, C. S., Shih, M. and Ku, G. and Leung, A-k. (2018). The cultural boundaries of perspective-taking: When and why perspective-taking reduces stereotyping. *Personality and Social Psychology Bulletin*, 44(6), 928-943.
3. Whitson, J. A., Anicich, E. M., Wang, C. S. and Galinsky, A. D. (2017). Navigating stigma and group conflict: Identification and self-labeling. *Negotiation and Conflict Management Research*, 10, 88-106. *One of the journal's most downloaded papers (2016-2017)
4. Wang, C. S., Whitson, J. A., Anicich, E. M., Kray, L. and Galinsky, A. D. (2017). Challenge your stigma: How to reframe and revalue negative stereotypes and slurs. *Current Directions in Psychological Science*, 26, 75-80.
5. Ku, G., Wang, C. and Galinsky, A. D. (2015). The promise and perversity of perspective-taking in organizations. *Research in Organizational Behavior*, 35, 79-102.
6. Whitson, J. A., Wang, C. S., See, Y-H. M., Baker, W., and Murnighan, J. K. (2015). How, when, and why recipients and observers reward good deeds and punish bad deeds. *Organizational Behavior and Human Decision Processes*, 128, 84-95.
7. Whitson, J. A., Wang, C. S., Kim, J., Cao, J., and Scrimshire, A. (2015). Responses to normative and norm-violating behavior: Culture, job mobility, and social inclusion and exclusion. *Organizational Behavior and Human Decision Processes*, 127, 24-35.
8. Kopelman, S., Lytle, A. L., Wang, C. S., Lewicki, R. J., Murnighan, J. K., and Bazerman, M. H. (2015). "Done" but not "published": The dissertation journeys of Roy J. Lewicki and J. Keith Murnighan. *Negotiations and Conflict Management Research*, 8, 261-271.
9. Wang, C. S., Tai, K., Ku, G., and Galinsky, A. D. (2014). Perspective-taking increases willingness to engage in intergroup contact. *PLOS ONE*, 9, e85681.
10. Wang, C. S., Ku, G., Tai, K., and Galinsky, A. D. (2014). Stupid doctors and smart construction workers: Perspective-taking reduces stereotyping of both negative and positive targets. *Social Psychological and Personality Science*, 5, 429-435.

11. Galinsky, A. D., Wang, C. S., Whitson, J. A., Anicich, E. M., Hugenberg, K., and Bodenhausen, G. (2013). The reappropriation of stigmatizing labels: The reciprocal relationship between power and self-labeling. *Psychological Science, 24*, 2020-2029.
12. Loyd, D. L.*, Wang, C. S.*, Phillips, K. W., and Lount, R. B. (2013). Social category diversity promotes pre-meeting elaboration: The role of relationship focus. *Organization Science, 24*, 757-772. *The first two authors contributed equally to this work.
13. Schweinsberg, M., Ku, G., Wang, C. S., and Pillutla, M. (2012). Starting high and ending with nothing: The disadvantages of high anchors in negotiations. *Journal of Experimental Social Psychology, 48*, 226-231.
14. Wang, C. S., Whitson, J. A., and Menon, T. (2012). Culture, control, and pattern perception. *Social Psychological and Personality Science, 3*, 630-638.
15. Wang, C. S., Sivanathan, N., Narayanan, J., Ganegoda, D., Bauer, M., Bodenhausen, G. V., and Murnighan, J. K. (2011). Retribution and emotional regulation: The effect of time delay in angry economic interactions. *Organizational Behavior and Human Decision Processes, 116*, 46-54.
16. Wang, C. S., Leung, A. K-y., See, Y-h. M., and Gao, X-y. (2011). The effects of culture and friendship on rewarding honesty and punishing deception. *Journal of Experimental Social Psychology, 47*, 1295-1299.
17. Wang, C. S. and Leung, A. K-y. (2010). The cultural dynamics of rewarding honesty and punishing deception. *Personality and Social Psychology Bulletin, 36*, 1529-1542.
*A version of this paper was a William H. Newman Dissertation Award Nominee; Winner, Conflict Management Division (2009).
18. Ku, G., Wang, C. S., and Galinsky, A. D. (2010). Perception through a perspective-taking lens: Differential effects on judgment and behavior. *Journal of Experimental Social Psychology, 45*, 792-798.
19. Wang, C. S., Galinsky, A. D., and Murnighan, J. K. (2009). Bad drives psychological reactions but good propels behavior: Reactions to honesty and deception. *Psychological Science, 20*, 634-644. *Finalist, Best Published Article, Center for Positive Organizational Scholarship (2010).
20. Galinsky, A. D., Wang, C. S., and Ku, G. (2008). Perspective-takers behave more stereotypically. *Journal of Personality and Social Psychology, 95*, 404-419.
21. Galinsky, A. D., Ku, G., and Wang, C. S. (2005). Perspective-taking: Increasing social bonds and facilitating social coordination. *Group Processes and Intergroup Relations, 8*, 109-124.

BEST PAPER PROCEEDINGS

22. Scott, E., Smith, A. N., and Wang, C. S. (2017). Inclusion strategies: The effect of blacks' perspective-taking in white-dominated spaces. *Academy of Management Proceedings, 2017*(1). doi: 10.5465/AMBPP.2017.182

23. Bonner, J. M., Wang, C. S., and Greenbaum, R. L. (2016). Punishment contingency and unethical behavior: The role of uncertainty and justice perceptions. *Academy of Management Proceedings*, 2016(1). doi: 10.5465/ambpp.2016.70

CHAPTERS

24. Tan, Y. W., Tai, K., and Wang, C. S. (2016). Culture and the elicitation, experience, and expression of envy. In Merlone, U., Duffy, M., Perini, M., and Smith, R. (Ed.), *Envy at Work and in Organizations: Research, Theory, and Applications*. pp. 243-266, Oxford University Press.
25. Pang, K. and Wang, C. S. (2011). Ethics in negotiations. In Benoliel, M. (Ed.), *Negotiation Excellence: Successful Deal Making*, pp. 261-275. Singapore: World Scientific Publishing.
26. Wang, C. S. and Thompson, L. L. (2006). The negative and positive psychology of leadership and group research. In Thye, S. R. and Lawler, E. J. (Eds.), *Advances in Group Processes: Social psychology of the workplace*, vol. 23, pp. 31-61. Amsterdam: JAI Press.

PAPERS SUBMITTED FOR PUBLICATION

- Huang, Y., Greenbaum, R. L., Bonner, J. M., and Wang, C. S. Why sabotage customers? A social intuitionist approach to understanding moral disengagement. *Conditional acceptance at Journal of Applied Psychology*.
- Greco, L., Whitson, J. A., O'Boyle, E., Kim, J., and Wang, C. S. An eye for an eye: A meta-analysis of negative reciprocity in organizations. *Second round revise and resubmit invitation at Journal of Applied Psychology*.
- Bonner, J., Wang, C. S., Greenbaum, R. L., and Whitson, J. A. Punishment contingency and unethical behavior: The role of uncertainty and justice perceptions. *Under review*.
- Deng, Y., Tai, K., Huang, Y., and Wang, C. S. Caging the green-eyed monster: Culture, and envy expression. *Under review*.

PAPERS IN PREPARATION

- Kim, J., Wang, C. S., and Bonner, J. Valuing the intangible: The unethical consequences of calculative mindset and bottom-line mentality and the mitigating role of time orientation.
- Wang, C. S., et al. Stress decreases the acceptance of gay rights.
- Wang, C. S. Smith, A. N., Ku, G., Scott, E., and Galinsky, A. D. The minority perspective-taking model of inclusion: Understanding how minorities achieve inclusion in the workplace.
- Whitson, J. A., Wang, C. S., and Scrimshire, A. J. When forms of compensatory control collide: Luck-related superstitions, status, and task performance.

TEACHING CASES

- Sanchez-Burks, J., Rees, L. and Wang, C. S. “Havana Plants.” Kellogg Dispute Resolution Research Center Case and Teaching Notes 341 (2012).

TEACHING EXPERIENCE

Undergraduate Level

Oklahoma State University, Spears School of Business

Negotiations Effectiveness, 2012-present (Best Instructor Rating: 4.0/4.0)

MBA Level

Oklahoma State University, Spears School of Business

Negotiations Effectiveness, 2016-present (Best Instructor Rating: 4.9/5.0)

Organizational Theory and Behavior, 2013-present (Best Instructor Rating: 3.9/4.0)

University of Michigan, Ann Arbor, Ross School of Management

Negotiations, 2012 (Instructor Rating: 4.7/5)

National University of Singapore, NUS Business School

Cross-Cultural Management, New York University Exchange, 2010 (Instructor Rating: 4.4/5)

Negotiations, 2008-2010 (Best Instructor Rating: 4.8/5)

Northwestern University, Kellogg School of Management

Negotiations, 2006-2007

Leading High Impact Teams, 2006

INVITED PRESENTATIONS

- 2017: Oklahoma State University, Women’s Faculty Research Council
Oklahoma State University, School of Hospitality and Tourism Management
- 2016: University of Toronto, Organizational Behaviour and HR Management
- 2015: University of Illinois (UIUC), Department of Business Administration
- 2011: Oklahoma State University, Department of Management
Northern Illinois University, Management Department
University of Michigan, Ann Arbor, Management and Organizations Department
- 2010: Illinois Institute of Technology, Management Department
- 2009: American University, Management Department
University of Chicago, Management Department
Washington University, Management Department
- 2008: Singapore Management University, School of Social Sciences.
- 2007: National University of Singapore, Management and Organisation Unit
Singapore Management University, Department of Organisational Behaviour
University of Texas, Austin, Management Department

CONFERENCE PRESENTATIONS

- Wang, C. S., Scott, E., Smith, A. N., Ku, G., and Galinsky, A. D. (2018). When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate. To be presented at the 2018 Society of Experimental Social Psychology Conference, Seattle, WA.

- Deng, Y., Tai, K., Huang, Y., and Wang, C. S. Caging the green-eyed monster: Culture, and envy expression. Academy of Management Conference, Chicago, IL.
- Scrimshire, A., Wang, C. S. and Edwards, B. (2018) With help from my (imaginary) friends: Perspective-taking, self-efficacy, and employee engagement. Academy of Management Conference, Chicago, IL.
- Scott, E., Wang, C. S., Smith, L., Ku, G., and Galinsky, A. D. (2018). When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate. International Association for Conflict Management Conference, Philadelphia, PA.
- See, Y. H. M., Tan, J. H. M., Bu, C., Haas, I.J., and Wang, C. S. (2018). The when and how of intergroup bias. Society for Personality and Social Psychology, Atlanta, GA.
- Whitson, J. A., Bonner, J., Wang, C. S., and Greco, L. (2018). Interpersonal consequences of existential threats: punishment, unethical behavior, religiosity, and stereotyping. Society for Personality and Social Psychology, Atlanta, GA.
- Whitson, J. A., Kim, J., Wang, C. S., Menon, T. and Webster, B. D. (2017). Regulatory focus and resistance to conspiracy theories: The immunizing effects of a sense of control. Society of Experimental Social Psychology, Boston, MA.
- Deng, Y., Huang, Y., Wang, C. S., Tai, K., Tan, Y. (2017). The expression of envy: Culture, fairness perceptions, and counterproductive work behavior. Southern Management Association, St. Petersburg Beach, FL.
- Kim, J., Kim Y., Wang, C. S., Aime, F., Greenbaum, R. L., and Utley, J. (2017). Behaving unethically for the organization. International Association for Conflict Management, Berlin, Germany.
- Scott, E., Smith, A. N., and Wang, C. S. (2017). Inclusion strategies: The effect of blacks' perspective-taking in white-dominated spaces. Academy of Management, Atlanta, GA.
**Judged as one of the best accepted papers.*
- Wang, C. S., Kim, Y. and Aime, F. (2016). Always an eye for an eye? Culture, regulatory focus, and the escalation of giving and taking. International Association of Conflict Management, New York City, NY.
- Wang, C. S., Shih, M. and Ku, G. and Leung, A-k. (2016). The cultural boundaries of perspective-taking: When and why perspective-taking reduces stereotyping. Academy of Management, Anaheim, CA.
- Wang, C. S., Whitson, J. A., Kim, J., Menon, T. and Webster, B. D. (2016). Who believes in conspiracies and why? Regulatory focus and the cultural antecedents of conspiracy theories. Academy of Management, Anaheim, CA.
- Bonner, J., Wang, C., and Greenbaum, R. L. (2016). Punishment contingency and unethical behavior: The role of uncertainty and justice perceptions. Academy of Management,

Anaheim, CA, 2016. *Judged as one of the best accepted papers and was awarded the best student-led paper.

- Ku, G., Wang, C. S., and Galinsky, A. D. (2016). A mixed-motive model of perspective-taking. Society for Personality and Social Psychology, San Diego, CA.
- Whitson, J. A., Anicich, E., Wang, C. S., and Galinsky, A. D. (2016). What's in a name? The powerful effects of labels for others and the self. Society for Personality and Social Psychology, San Diego, CA.
- Huang, Y., Greenbaum, R., Bonner, J., and Wang, C. S. (2015). Why sabotage customers? The role of moral disengagement and ethical leadership. American Marketing Association, Chicago, IL.
- Scrimshire, A. J., Wang, C. S., and Whitson, J. A. (2015). But this quarter is supposed to be lucky! The effects of status on luck transference. International Association of Conflict Management, Clearwater, FL.
- Whitson, J. A., Wang, C. S., Kim, J., Webster, B. D., and Menon, T. (2015). Who believes in conspiracies and why? Regulatory focus and the cultural antecedents of conspiracy theories. Society for Personality and Social Psychology, Long Beach, CA.
- Wang, C. S. (2014). The power of words: The role of re-naming, re-labeling, and self-labeling. Academy of Management, Philadelphia, PA. *All Academy Theme
- Wang, C. S. (2013). Lipstick Feminists: Understanding the processes of re-labeling. Society of Experimental Social Psychology, Berkeley, CA.
- Mayer, D., Ong, M., and Wang, C. S. (2013) Did I do that? The impact of one's own transgressions on the punitiveness of others' identical and comparable transgressions. Academy of Management Conference, Orlando, FL.
- Wang, C. S., Whitson, J.A., Kim, J., Cao, J., and Scrimshire, A. (2013). Culture, mobility, and the selection of norm enforcement strategies. Academy of Management, Orlando, FL.
- Ganegoda, D., Wang, C. S., Narayanan, J., Zyphur, M., and Nosek, B. (2013). Precursors to disgust and conservatism: The role of stress and cortisol. Society for Personality and Social Psychology, New Orleans, LA.
- Wang, C. S., Whitson, J. A., and Murnighan, J. K. (2012). Direct versus third-party rewards and punishments. Society for Personality and Social Psychology, San Diego, CA.
- Wang, C. S., Ku, G., and Galinsky, A. D. (2012). Seeing doctors as less compassionate: Perspective-taking results in more negative views of positive targets. Society for Personality and Social Psychology, San Diego, CA.
- Narayanan, J., Wang, C. S., Sivanathan, N., Ganegoda, D., Bauer, M., Bodenhausen, G. V., and Murnighan, J. K. (2011). The effect of time delay in angry economic interactions. International Association of Conflict Management, Istanbul, Turkey.

- Tai, K., Wang, C. S., Xue, Z., and Ku, G. (2011). The effect of timing of first offers on final offers. International Association of Conflict Management, Istanbul, Turkey.
- Wang, C. S., Tai, K., Ku, G., and Galinsky, A. D. (2011). Perspective-taking and the willingness to engage in intergroup contact. Society for Personality and Social Psychology, San Antonio, TX.
- Galinsky, A. D., Wang, C. S., and Whitson, J. A. (2010). Say it proudly: Gaining power by reappropriating stigmatizing labels. Academy of Management, Montreal, Canada.
- Whitson, J. A., Wang, C.S., and Menon, T. (2010). Cross-cultural differences in sense-making after losing control. International Association of Conflict Management, Boston, MA.
- Wang, C. S., Sivanathan, N., Narayanan, J., Ganegoda, D, and Murnighan, J. K. (2010). The promise and peril of diminishing negative emotions in economic exchange. Society for Personality and Social Psychology, Las Vegas, NV.
- Wang, C. S. (2009). When bad equals good: Cross-cultural reactions to honesty and deception. Academy of Management, Chicago, IL. **William H. Newman Dissertation Award Nominee – Winner, Conflict Management Division*
- Tong, Y. K., Wang, C. S. and McAllister, D. (2009). Conceptualizing the body work of executives: A thematic treatment. Academy of Management, Chicago, IL.
- Wang, C. S., Narayanan, J., and Ganegoda, D. (2008). Cool if off: Delay reduces ultimatum rejections. International Association of Conflict Management, Chicago, IL.
- Wang, C. S. (2007). Rewarding honesty and punishing deception. International Association of Conflict Management, Budapest, Hungary.
- Wang, C. S., Phillips, K. W., Lewin, D. L., and Lount, R. B. (2006). Social similarity and opinion conflict: The impact of relationship concerns. International Association of Conflict Management, Montreal, Canada.
- Wang, C. S., Lount, R. B., Lewin, D. L., and Phillips, K. W. (2005). The battle between how we feel and how we think: The impact of social similarity on affective and cognitive reactions to opinion conflict. Academy of Management, Honolulu, HI.
- Galinsky, A. D., Wang, C. S., and Ku, G. (2005). The defecting perspective-taker: The impact of stereotypes and perspective-taking in a prisoner's dilemma. International Association of Conflict Management, Seville, Spain.
- Wang, C. S., Galinsky, A. D., Hugenberg, K. and Bodenhausen, G. (2004). The reappropriation of stigmatizing labels: Self-labeling and re-labeling. Academy of Management, New Orleans, LA.
- Galinsky, A. D., Wang, C. S., and Ku, G. (2004). Smarter and slower: Self-other merging and stereotype judgment/behavior dissociation following perspective-taking. International Association of Conflict Management Conference, Pittsburgh, PA.

MEDIA

Inc.; USA Today; Wired; The Atlantic; Vanguard Magazine (Research at Oklahoma State University); Washington Post; Scientific American; Huffington Post; Business Times; Straits Times; OKCupid

ACADEMIC SERVICE

Dissertation Advising

Chair: 2017 - Alex Scrimshire (Xavier University), Ed Scott (Point Park University); 2016 - Joongseo Kim (Pennsylvania State University - Erie); Expected - Karina Kim, Yingli Deng
Member: 2017 - Jim Utley, Sandy Huang, Haemi Kim; 2016 - Justin Keeler; 2015 - Jessica Curtis; 2013 - Kenneth Tai; 2010 - Yew Kwan Tong

Professional Activities

Co-Program Director (with Don Conlon), Keith Murnighan Memorial Conference, 2017
Board of Representative, International Association for Conflict Management, 2016-2018
Program Chair, International Association for Conflict Management Conference, 2015
Co-advisor, Taiwanese Student Association, Oklahoma State University, 2015-18
Best Publication Committees, International Association for Conflict Management, 2015-18
Best Paper Committee, Academy of Management Conference, Conflict Management, 2018

Editorial Board

Organizational Behavior and Human Decision Processes, 2013-present

Ad Hoc Journal Reviewer

Academy of Management Journal, Academy of Management Review, British Journal of Management, European Journal of Social Psychology, Group and Organization Management, Group Decision and Negotiation, Group Processes and Intergroup Relations, Israel Science Foundation, Journal of Business Ethics, Journal of Experimental Social Psychology, Organizational Behavior and Human Decision Processes, Social Cognition

PROFESSIONAL AFFILIATIONS

Academy of Management, International Association of Conflict Management, Society for Experimental Social Psychology, Society of Personality and Social Psychology

MANAGERIAL/WORK EXPERIENCE

Imagitas Corporation, Government-Oriented Marketing Services, Waltham, MA

- Marketing Product Manager, 2000-2002
- Business Analyst, 1999-2000

CONSULTING

MediaTek, Seventy Seven Energy, Communication Certificate for Managers (Tulsa organizations), OKCupid