

Huisi (Jessica) Li

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WORK

Assistant Professor **Georgia Institute of Technology**, 2020.7 - Now
Scheller College of Business, Organizational Behavior

EDUCATION

Ph.D. **Cornell University**, 2015 – 2020
Management and Organizations (Johnson School of Management)

M. S. **Cornell University**, 2013 – 2015
Human Resource Studies (Industrial and Labor Relations School)

M. A. **Stanford University**, 2012 – 2013
International Comparative Education

PUBLICATIONS

Research interest: Status, Power, and Leadership; Ethics; Diversity

Hays, N., **Li, H.**, Yang, X., Oh, J. K.⁺, Yu, A.⁺, Chen, Y.-R., & Hollenbeck, J. R (2021, in press). A Tale of Two Hierarchies: Power Hierarchy and Status Hierarchy Interact to Impact Team Performance. *Organization Science*. (Impact factor: 3.257)

Shen, X.⁺, **Li, H.**, & Tolbert, P. S., (2021, in press) Converging Tides Lift All Boats: Consensus in Evaluation Criteria Boosts Investments in Firms in Nascent Technology Sectors. *Organization Science*.

- 2021 Conference Theme Paper Award from the International Association for Chinese Management Research

Li, H., Hausknecht, J. P., & Dragoni, L. (2020). Initial and Longer-Term Change in Unit-Level Turnover Following Leader Succession: Contingent Effects of Outgoing and Incoming Leader Characteristics. *Organization Science*.

- 2018 Best Micro Paper Award from the International Association for Chinese Management Research

Li, H., Yu, K., Huang, Y.⁺, & Jin, X. (2019). Not All Leaving Is Created Equal: Differentiating the Factors of Organizational and Occupational Turnover Intentions. *Journal of Personnel Psychology*. 18(1), 10-22. (Impact factor: 1.75)

Li, H., Yuan, Y. C., Bazarova, N., & Bell, B. S. (2018). Talk and Let Talk: Effects of Language Proficiency on Speaking Up and Competence Recognition in Multinational Teams. *Group & Organization Management*. 1-37. (Impact factor: 3.104)

- 2015 Best Student Paper Award from the Academy of Management (Gender and Diversity in Organizations Division)
- 2015 Student Transnational Research Award from the Academy of Management (Gender and Diversity in Organizations Division)

Li, H., Chen, Y.-R., & Blader, S. L. (2016). Where is Context? Advancing Status Research with a Contextual Value Perspective. *Research in Organizational Behavior*. 36, 185-198. (Impact factor: 3.955)

⁺ denotes PhD students (at the beginning of the paper)

Hausknecht, J. P., & Li, H. (2015). Big Data in Turnover and Retention. In Tonidandel, King, & Cortina (Eds.), *Big Data at Work: The Data Science Revolution and Organizational Psychology*, 250-271.

Wang, L., & Li, H. (2011). Does Self-Affirmation Always Do the Trick? (E-letter, Commentary), *Science*, sciencemag.org/content/330/6008/1234/reply

PAPERS UNDER REVIEW

Li, H., Chen, Y.-R., & Hildreth, J. A. Lower Power Increases Self-Promotional Lying (2nd R&R at *Organization Science*)

Li, H., Wang, X⁺, Williams, M, Chen., Y.-R., & Brockner, J. My Boss is Younger, Less Educated, and Has a Shorter Tenure: Status (In)congruence and Supervisor Competence Influence Subordinates' Fairness Perceptions and Work Motivation (2nd R&R at *Journal of Applied Psychology*)

- 2021 Best Micro Paper Award from the International Association for Chinese Management Research

Zhu, J⁺ & Li, H. How team performance and its trajectory influence voluntary turnover: A status perspective (2nd R&R at *Organization Science*)

Zhong, Y⁺ & Li, H.* Do Low-Power Individuals Really Compete Less? An Investigation of Covert Competition (1st R&R at *Organization Science*) * Equal contribution

Bai, F., Lin, J., Li, H., Yan, J., & Liu, W. COVID-19 Shapes Our Preference for Leader Profiles of Virtue, Competence, and Dominance: A Person-Centered Investigation (Under review at *Journal of Applied Psychology*)

Lazaro, V. ⁺, Li, H., Zhong⁺, Y., & Bian, L. Same stressors, different distress: Children and adults perceive the poor as experiencing stronger psychological pain (Under review at *Psychological Science*)

SELECTED WORK IN PROGRESS

Dragoni, L., Li, H., Woodruff, T., Hymer, C⁺, & Young, L. The Impact of Ambidextrous Leadership in Goal Orientation on Teams' Adaptive Performance: A Mixed-Method Paper (Getting friendly reviewed, Target: *Administrative Science Quarterly*)

Lee, A. J., Hays, N. A., Li, H., Galinsky, A. D. Powe and BATNA Usage in Negotiations (Writing stage, Target: *Organizational Behavior and Human Decision Processes*)

Tang, S. & Li, H. How Lay Understanding of (Dis)loyalty Influences Perceptions of Morality, Trust, and Interactions at Work (Reject and Resubmit at *Organizational Behavior and Human Decision Processes*)

Pai, J., Anicich, E. M., Whitson, J. A., & Li, H. Striving for the status quo: Stasis-striving (Three studies completed, Target: *Academy of Management Journal*)

Smith, P., Romero-kornblum, H. ⁺, Zhang, M. ⁺, & Li, H. Is Prosocial Norm Violation a Pathway to Power? (Three studies completed, authorship order undecided)

Shen, X., Li, C., Li, H., & Li., J. When Having a Higher-Status Follower Promotes Exploration: Hierarchical Inconsistency and Exploration in Product Development Teams (One study completed, Target: *Strategic Management Journal*)

Li, H., Shen, X., & Tolbert, P. S., Tell your investor that experts agree on how to evaluate your cutting-edge technology (Target: *Harvard Business Review*)

TEACHING AS INSTRUCTOR

Interests: *organizational behavior, negotiations, Teaching power and politics, leadership, ethics, diversity and inclusion, teams, and research methods and statistics.*

Georgia Institute of Technology

MGT 3101: Organizational Behavior, 1/2021 - 5/2021 and 8/2021 – 12/2021

Required core course in *hybrid* format (i.e., in-person and online) for undergraduate students at the Scheller College of Business

- Student Recognition of Excellence in Teaching CIOS Honor Roll
- Thank-a-Teacher Award, 2022. Center for Learning and Teaching
- Student evaluation: **5/5** and **4.8/5** for 2021 Spring
5/5 and **4.9/5** for 2021 Fall

MGT 6803: Special Topic: Negotiation

- Student evaluation: **5/5** for 2021 Fall

Cornell University

MGMT 6820: Negotiations, 10/2018 - 12/2018

Required core course for *Master of Professional Studies* students at the Dyson School of Applied Economics and Management in the Johnson College of Business

- Student evaluation: **4.9/5**

NBA6660: Negotiations, 10/2016 - 12/2016

Master's-level elective course for master's, Ph.D., undergraduate students and Cornell employees

- Student evaluation: **4.62/5**

TEACHING ASSISTANTSHIPS

Stanford University, Office of the Vice Provost for Graduate Education, 4/2013 - 6/2013,

Master/PhD Level, Experiential Learning Course (Same as MBA Core course):

- *Leadership*

Cornell University

Cornell Johnson School - Tsinghua Finance E-MBA, 6/2015 - 11/2015, 6/2016 - 11/2016, 6/2017 - 11/2017, 9/2018 - 11/2018

- Negotiations
- Organization Behavior: Managing and Leading Organizations
- Internet Innovation: Hackathon: 4/2019 and 4/2020

Johnson School two-year MBA, 3/2016 - 5/2016, 3/2017 - 5/2017, 3/2018 - 5/2018

- Negotiations

Cornell Tech Johnson MBA (in NYC), 3/2016 - 5/2016, 3/2017 - 5/2017, 3/2018 - 5/2018, 3/2019-5/2019

- Negotiations

Peking University, Psychology Department, 9/2009 - 4/2012

Academic Master Level:

- Applied Psychology Seminar: The Art of Scholarly Review (by Peter Bamberger)

Professional Master Level:

- Contemporary Topics in Human Resource Strategy
- Human Resource Management
- Organizational Behavior

ADVISING PH.D. STUDENTS

- Chair for Yufei Zhong (in OB at Georgia Institute of Technology)
- Committee member for Min Young Lee (in OB at Georgia Institute of Technology). Placement: Post-doc at the University of North Carolina

SELECTED HONORS

Thank-a-Teacher Award, 2022. Georgia Institute of Technology. Center for Learning and Teaching

Student Recognition of Excellence in Teaching CIOS Honor Roll, Spring 2021

MGT3101 Organizational Behavior

Grote MS'77 PhD'81 Johnson Professional Scholarship, 2019

One PhD student selected in M&O Department (\$4,000)

The Chinese Government Award for Outstanding Student, 2019

500 students selected in 34 countries (\$6,000)

International Association for Chinese Management Research

Conference Theme Paper Award, 2021

Best Micro Paper Award, 2021

Best Micro Paper Award, 2018

International Association of Conflict Management, 2018

Advanced consortium on cooperation, conflict, and complexity fellow with scholarship (\$1,350)

Academy of Management, 2015

Best Student Paper Award (Gender and Diversity in Organizations Division)

Student Transnational Research Award (Gender and Diversity in Organizations Division)

Stanford University, 2012

Bei Shan Tang Foundation Fellowship (merit-based, \$ 45,000/year)

INVITED TALKS

2021 Shanghai Jiaotong University, Department of Management
2019 Texas A&M University, Department of Management
2019 Georgia Institute of Technology, Department of Organizational Behavior
2019 University of Arkansas, Department of Management
2019 London School of Economics and Political Science, Department of Management
2019 National University of Singapore, Department of Management & Organizations
2019 University of Hong Kong, Department of Management and Strategy
2019 Chinese University of Hong Kong, Department of Management
2019 City University of Hong Kong, Department of Management
2019 Hong Kong Baptist University, Department of Management
2019 Hong Kong University of Science and Technology, Department of Management
2019 The Consulate General of the People's Republic of China (New York)
2018 University of Wisconsin-Madison, Department of Management and Human Resources
2018 Cornell University, Future Leaders Program hosted by CICER
2018 Cornell University, SPARK (Scholars Present about Research and Knowledge) Talks

PRESENTATIONS

Zhong, Y⁺ & **Li, H.** Lacking Power Drives Covert Competition (*Equal Contribution)
2022, August. Academy of Management Conference

- Co-chair of the symposium

2021, July. Conference of the International Association for Conflict Management

Zhu, J⁺. & **Li, H.** How team performance and its trajectory influence voluntary turnover:
A status perspective
2022, August. Academy of Management Conference

- Co-chair of the symposium

Zhong, Y. ⁺, **Li, H.**, Lazaro, V., & Lin, B. The “Panacea Effect” in Judgment about Children and
Adults with Wealth.
2022, August. Academy of Management Conference

- Co-chair of the symposium

Li, H., Shen, X., & Li, J. The Less-Educated Leading the More-Educated: Educational Status
Incongruence in Teams and Outsider's Perceptions and Investment
2020, August. Academy of Management Conference

- Chair of the symposium

2019, May. Annual Johnson College of Business Innovation and Entrepreneurship
Workshop
2019, April. Cornell CICER and Emerging Market Institute Research Day
2019, April. Cornell Innovation, Entrepreneurship, and Technology Workshop

- Shen, X., **Li, H.**, & Tolbert, P. S., Evaluation Schema Consensus Increases Investment in Ventures Using Emerging Technology
 2021, July. 2021. Conference Theme Paper Award from the International Association for Chinese Management Research
 2020, August. Academy of Management Conference
 2020, May. Organization Science Special Issue Conference
- Li, H.**, Chen, Y. R., & Hildreth, J. A. Powerlessness also Corrupts: Lacking Power Increases Self-Promotional Lying.
 2019, February. Society for Personality and Social Psychology Conference, New Orleans, LA
 2019, August. Academy of Management Conference, Boston, MA
- Chair of the showcase symposium
- 2018, July. Conference of the International Association for Conflict Management (IACM), Philadelphia, Pennsylvania.
- Selected as the Advanced Consortium on Cooperation, Conflict, and Complexity (AC4) Fellow with scholarship (\$1,350)
- 2018, May. East Coast Doctoral Conference, New York, NY
 2018, April. Kellogg Culture and Negotiation Conference, Chicago, IL
- Hays, N., **Li, H.**, Jamieson, B., Yang, X., Oh, J. K., Yu, A., Chen, Y.-R., & Hollenbeck, J. R. A Tale of Two Hierarchies: Power Hierarchy and Status Hierarchy Interact to Impact Team Performance.
 2019, August. Academy of Management Conference, Boston, MA
- Chair of the symposium
- 2019, July. Interdisciplinary Network for Group Research, Lisbon, Portugal
 2019, May. Cornell ILR ExPO Lab
 2019, May. East Coast Doctoral Conference, New York, NY
- Li, H.**, Wang, X⁺, Williams, M, Chen., Y.-R., & Brockner, J. My Boss is Younger, Less Educated, and Has a Shorter Tenure: Status (In)congruence and Supervisor Competence Influence Subordinates' Fairness Perceptions and Work Motivation (2nd R&R at *Journal of Applied Psychology*)
 2021, July. Best Micro Paper Award from the International Association for Chinese Management Research
 2019, August. Academy of Management Conference, Boston, MA
 2019, May. Cornell Management & Organizations Research Event
 2019, May. Trans-Atlantic Doctoral Conference, London, UK
 2018, October. Cornell ILR ExPO Lab
- Bell, B., **Li, H.**, & Nishii, L. (2018, May). Building Inclusive Climate Top-down and Bottom-Up. Annual Conference of the Society for Industrial and Organizational Psychology
- Li, H.**, Hausknecht, J. P., & Dragoni, L. (2017, August). Follow the Leader? A Meso-Level Perspective on Leader Exits and Unit-Level Turnover Rates. The 77th Annual Meeting of the Academy of Management

- Li, H.** & Chen, Y.-R. (2016, August). Effects of Subordinate Warmth and Competence and Manager Need to Belong on Manager's Justice. The 76th Annual Meeting of the Academy of Management
- Dragoni, L., **Li, H.**, Woodruff, T., & Young, L. (2016, August). The Impact of Ambidextrous Leadership in Goal Orientation on Teams' Adaptive Performance. The 76th Annual Meeting of the Academy of Management
- Li, H.**, Yuan, Y., Bazarova, N. & Bell, B. (2015, August). Talk and Let Talk: The Effects of Language Proficiency on Speaking Up and Expertise Recognition in Multinational Teams. The 75th Annual Meeting of the Academy of Management
- 2015 *Best Student Paper Award* at Academy of Management (Gender and Diversity in Organizations Division)
 - 2015 *Student Transnational Research Award* at Academy of Management (Gender and Diversity in Organizations Division)
- Li, H.** (2015, April). Not All Leaving Is Created Equal: Differentiating the Antecedents of Changing Organizations versus Switching Occupations. The 30th Annual Conference of the Society for Industrial and Organizational Psychology
- Chair of the symposium
- Li, H.**, & Adams, J. (2013, March). Turnover Issue in Rural Chinese Teachers. Conference of the Comparative International Education Society
- Li, H.**, & Wang, L. (2011, July). The Decision Tendency of Maximizing and Subjective Well-being in Chinese Adults. Poster presented at the 9th Biennial Conference of Asian Association of Social Psychology
- Li, H.**, & Wang, L. (2010, June). When Does Employee Organizational Citizenship Behavior Lead to Customer Satisfaction? Charismatic Leadership as the Moderator. Presented at the 27th International Conference of Applied Psychology

SERVICE

- Co-chair, Georgia Tech OB group faculty search committee, 2022
- Organizer, IACM Virtual Seminar Series, 2022-2023
- Moderator, IACM Virtual Seminar Series, 2021-2022
- Organizer, CAPS (Career and professional development workshops for Ph.D. students) at the Georgia Institute of Technology (OB area)
- Ad hoc reviewer, Organizational Behavior and Human Decision Processes
- Ad hoc reviewer, PLOS One
- Ad hoc reviewer, European Journal of Social Psychology
- Reviewer, Academy of Management Conference, 1/2014 - Present
- Reviewer, Interdisciplinary Network for Group Research Conference, 1/2018 - Present
- Reviewer, International Association for Conflict Management Conference, 1/2018
- Author, Administrative Science Quarterly Blog, 2018
- Coordinator, Advanced Workshop of Applied Psychology and Management, Peking University, 5/2011

INDUSTRY EXPERIENCE

- Analyst, Millward Brown Marketing Consulting Co., Beijing, 2012

User Experience Researcher, Baidu Inc., Headquarters in Beijing, 2011
Management Intern, MassMutual Financial Group, Asian Headquarters in HK, 2011

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
International Association for Conflict Management (IACM)
Society for Personality and Social Psychology (SPSP)
Society for Industrial and Organizational Psychology (SIOP)
Interdisciplinary Network for Group Research (INGRoup)