

Chao Wang

[CUNEF UNIVERSIDAD](#)
Almansa 101, 28040 Madrid Spain
chao.wang@cunef.edu
[CUNEF Website](#)
[Google Scholar](#)
[ORCID](#)

EMPLOYMENT

CUNEF Universidad (Madrid, Spain)

Assistant Professor, Department of Business Management 2026–Present

TBS Education (Barcelona, Spain)

Adjunct Lecturer, Department of Data Science Fall 2025

EDUCATION

Ph.D. in Management Sciences, Esade Business School (Barcelona, Spain), 2026

Visiting Scholar, London Business School (London, UK), 2024

M.Sc. in Business Administration, University of Illinois at Urbana-Champaign (Illinois, USA), 2019

M.A in Enterprise Management (Awarded Distinction), Nanjing University (Nanjing, China), 2013

B.A. in Business Administration, Nanjing University (Nanjing, China), 2010

FIELDS OF INTEREST

Social Norms and Norm Deviations, Precedent, Negotiations, Gender Differences

PUBLICATIONS

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>

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>

WORKING PAPERS

Wang, C. & Schmid, K. The Role of Undesirable Precedents in Negotiations.

Zhou, H., Wang, C., Li, Z., & Yang, Y. Reinstating Pleasantness as a Causal Antecedent of Interest.

Wang, C., Kesebir, S., & Heller, D. Gender and Equity Perceptions.

Jang, D., Wang, C., & Loewenstein, J. Perceptions of Information in Negotiations.

Wang, C. & Schmid, K. Overcoming Undesirable Precedents in Negotiations.

SELECTED ACADEMIC HONOURS AND GRANTS

- 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

SELECTED PRESENTATIONS

CONFERENCES

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.

PROFESSIONAL ACTIVITIES

Research Associate, ShanghaiTech University (Shanghai, China), 2019–2021

Research and Teaching Assistant, China Europe International Business School (CEIBS), 2013–2015