

# KUN WANG

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## EDUCATION

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### UCL School of Management, University College London, UK

**Ph.D.** Management 2025 (expected)

### University of Cambridge, UK

**M.Phil.** Finance and Economics 2020

### Central South University (CSU), China

**B.Econ.** International Economy and Trade 2019

- **University College Dublin, Ireland**  
Exchange

## RESEARCH INTERESTS

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Social Networks; Workplace Relationships; Biases in Personnel Decisions; Self-monitoring personality orientation.

## PUBLICATION

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Kilduff, M., **Wang, K.**, Lee, S.Y., Tsai, W. P., Chuang, Y.T., and Tsai, F.S. Hiding and seeking knowledge providing ties from rivals: A strategic perspective on network perceptions.

*Academy of Management Journal*. [\[link\]](#)

- Featured by *UCL School of Management News* [\[link\]](#)

## WORKING PAPERS

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**Wang, K.**, Kilduff, M., Quintane, E., and Lee, S.Y. Flexibility in social network brokering. (*Job market paper. Target: Administrative Science Quarterly*)

**Wang, K.**, Lee, S.Y., and Kilduff, M. Excess deference at work? How referrals affect employees' reactions to new hires they have referred. (*Revising for submission to Journal of Applied Psychology*)

## WORK IN PROGRESS (Note: \*denotes equal contribution)

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Kilduff, M., **Wang, K.**, and Tasselli, S. Self-monitoring at work: State of science. (*Invited review for Annual Review of Organizational Psychology and Organizational Behavior*)

Wang, K. \*, Zhao, Y. \*, and Kesebir, S. Promotion as a retention strategy: When and why loyal employees are not properly rewarded. (*Data collection in progress*)

## **CHAired SYMPOSIA**

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Wang, K. & Kilduff, M. (2024, August). Frontiers of Social Network Research at the Intersection of the Individual and the Collective. Symposium accepted at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.

Wang, K. & Hong, R. (2024, August). Beyond Skill and Smile: Navigating Interpersonal Evaluations and Dynamics. Symposium accepted at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.

## **CONFERENCES & PRESENTATIONS** (Note: \*denotes equal contribution)

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Wang, K., Kilduff, M., Quintane, E., and Lee, S.Y. Flexibility in social network brokering. Social Networks Conference, London. Jun 2024

Wang, K., Lee, S.Y., and Kilduff, M. How referrals affect employees' reactions to new hires they have referred. Personnel Psychology Paper Development Workshop, King's College London. Jun 2024  
INSEAD Network Evolution Conference, Fontainebleau. Nov 2023  
UCL School of Management, MPhil to PhD Upgrade. Mar 2023  
82nd Annual Meeting of the Academy of Management, Paper session, Seattle. Aug 2022  
Trans-Atlantic Doctoral Conference, Organizational Behavior session. Jun 2022  
East Coast Doctoral Conference, Network and Favoritism session. Apr 2022  
UCL School of Management, OI&SE reading group. Feb 2022

Wang, K. \* and Zhao, Y. \* Promotion as a retention strategy: When and why loyal employees are not properly rewarded. London OB Research Day, London. Oct 2023  
83rd Annual Meeting of the Academy of Management, Paper session, Boston. Aug 2023

Wang, K. Disappoint friends or downplay organizational norms? The influence of workplace friendship trajectory. 82nd Annual Meeting of the Academy of Management, Symposium, Seattle. Aug 2022

## **TEACHING EXPERIENCE**

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### *UCL School of Management*

#### **Seminar Instructor**

Managerial Decision-Making Fall 2023

- Undergraduate core course, In-Person, 45 students.
- Teaching evaluation: 4.25/5.0, rated by 16 out of 45 students.

Managerial Decision-Making Fall 2022

- Undergraduate core course, In-Person, 32 students.

Business Research Method Spring 2023  
• Undergraduate core course, In-Person, 28 students.

### **Dissertation Supervisor**

Research advisor to twenty graduate students (MSc Management) 2024  
Primary supervisor to four undergraduate students (BSc Information Management) 2022  
• Three students achieved distinctions.

### **Teaching Assistant**

Business Research (Graduate) Summer 2021-24  
Business Research Method (Undergraduate) Spring 2023  
Behavioral Science (Undergraduate) Spring 2022  
Managerial Decision Making (Undergraduate) Fall 2022-23

## **HONORS & GRANTS**

OB Doctoral Consortium Nominee, Academy of Management Annual Conference 2024  
Academy of Management Registration Scholarship, OB division 2023, 2024  
PhD Student Research Grants, UCL school of management 2020-present  
PhD Student Scholarship, UCL school of management 2020-present  
Chinese Government Scholarship 2019  
National-level Project Research Grants, Undergraduate on Innovation &  
Entrepreneurship Practice, Chinese Ministry of Education 2018

## **ACADEMIC SERVICE**

**Ad-hoc Reviewer**, Academy of Management Annual Conference, 2022 - present  
**Facilitator**, PDW Workshop “The PhD Experience: A PDW for Doctoral Students, by  
Doctoral Students”, 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, 2024

## **OTHER EXPERIENCES**

**Princeton University**, Research Assistant, Department of Economics Mar-Jun 2018  
**Deloitte**, Internship, Risk Advisory Department Oct-Dec 2018

## **SKILLS**

**Software:** Statistical (R, SPSS, Stata), Social network analysis (R, UCINET), Text analysis (LIWC), Survey Programs (Qualtrics)  
**Language:** Mandarin (native), English (proficient)

## **PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM) membership (2021 – ongoing)  
Social Network Society (2023 – ongoing)

## REFERENCES

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**Martin Kilduff**

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UCL School of Management  
University College London  
[m.kilduff@ucl.ac.uk](mailto:m.kilduff@ucl.ac.uk)

**Eric Quintane**

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