

# KUN WANG

Level 38, 1 Canada Square, E14 5AA, London, United Kingdom

E-mail: kun.wang.20@ucl.ac.uk

## EDUCATION

<b>University College London (UCL), School of Management, London, UK</b>	Present
<b>Ph.D.</b> Candidate in Organizational Behavior	
<b>M.Res.</b> in Management	2021
<b>University of Cambridge, Cambridge, UK</b>	2020
<b>M.Phil.</b> in Finance and Economics	
<b>Central South University (CSU), Changsha, China</b>	2019
<b>B.Econ.</b> in International Economy and Trade	
• <b>University College Dublin, Dublin, Ireland</b>	
Exchange	

## RESEARCH INTERESTS

Social Networks; Workplace Interpersonal Relationships; Personnel Decisions and Biases

## PUBLICATION

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*.

## WORK IN PROGRESS

With Lee S.Y. and Kilduff M. Referral hiring.

With Kilduff M. Brokering.

With Kilduff M. Self-monitoring (invited review for *Annual Review of Organizational Psychology and Organizational Behavior*).

With Zhao Y. and Kesebir S. Employee loyalty.

## CHAired SYMPOSIA

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

Wang K. & Rebekah H. (2024, August). Beyond Skill and Smile: Navigating Interpersonal Evaluations and Dynamics. Symposium will be presented 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.**, Lee S.Y., and Kilduff M. How referrals affect employees' reactions to new hires they have referred.

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
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## **TEACHING EXPERIENCES**

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### *UCL School of Management*

#### **Seminar Instructor**

MSIN0031 Managerial Decision Making (Undergraduate)	Fall 2023
• Teaching evaluation: 4.25/5.0	
MSIN0031 Managerial Decision Making (Undergraduate)	Fall 2022
MSIN0018 Business Research Method (Undergraduate)	Spring 2023

**Dissertation Supervision** (Undergraduate) 2022

Primary Supervisor to 4 undergraduate students

#### **Teaching Assistant**

MSIN0100 Business Research (Master)	Summer 2021-23
MSIN0018 Business Research Method (Undergraduate)	Spring 2023
MSIN0014 Behavioral Science (Undergraduate)	Spring 2022
MSIN0031 Managerial Decision Making (Undergraduate)	Fall 2022-23

## **ACADEMIC SERVICE**

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**Ad-hoc Reviewer**

Academy of Management Annual Conference (2022 - 2024)

**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.

**OTHER EXPERIENCES**

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

**HONORS**

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Academy of Management Registration Scholarship, OB division 2023  
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

**SKILLS**

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**Software:** Statistical (SPSS, Mplus), Social network analysis (R, UCINET), Text analysis (LIWC), Survey Programs (Qualtrics)  
**Language:** Mandarin (native), English (proficient)  
**Other:** Chinese Folk Dance

**PROFESSIONAL AFFILIATIONS**

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