

REN LI

Organization and Management
Goizueta Business School, Emory University
Mobile: (646) 342-0640 | Email: ren.li@emory.edu

ACADEMIC EMPLOYMENT

Emory University, Goizueta Business School, Atlanta, GA 2019-Current
Post-Doctoral Fellow, Organization and Management

EDUCATION

University of Maryland, College Park, MD 2019
Doctor of Philosophy, Social, Decision, and Organizational Sciences
Advisor: Michele Gelfand, Ph.D.

Columbia University, Teachers College, New York, NY 2013
Master of Arts, Clinical Psychology

Miami University, Oxford, OH 2010
Bachelor of Arts, Psychology, Minor in Statistics

RESEARCH INTERESTS

- Conflict and Conflict Management Norms in Teams
- Prosocial Behaviors and Behavior Change in Organizations
- Gender Norms in Organizations

PUBLICATIONS AND INVITED REVISIONS

Li, R., Choi, V. K., & Gelfand, M. J. (2020). How to combat tribalism and reduce patient errors in hospital settings (Revision requested at *Proceedings of the National Academy of Sciences*).

Gelfand, M.J., **Li, R.**, Stamkou, E., Denison, E.E., Fernandez, J.R., Choi, V. K., Chatman, J., Jackson, J.C., & Dimant, E. (2020). Nudging conservatives to comply with social distancing: An intervention tournament (Revision requested at *Journal of Experimental Social Psychology*).

Geeraert, N., **Li, R.**, Ward, C., Gelfand, M. J., & Demes, K. (2019). A tight spot: How personality moderates the impact of social norms on sojourner adaptation. *Psychological Science*, 30(3), 333-342.

- Honorable Mention for the 2020 Otto Klineberg Intercultural and International Relations Award

Li, R., Gordon, S., & Gelfand, M. J. (2017). Tightness–looseness: A new framework to understand consumer behavior. *Journal of Consumer Psychology*, 27(3), 377-391.

WORKING PAPERS & RESEARCH IN PROGRESS

Li, R., & Fernandes, C.R. (Writing Stage). Predicting performance in virtual teams: The role of team composition with regard to members' conflict management styles. Target: *Academy of Management Journal*.

Li, R., & Perry-Smith, J. (Data Collection) Fashion vs. Sports: How gendering conversation topics at work affect women's professional image. Target: *Academy of Management Journal*.

- Li, R., & Perry-Smith, J.** (Data Collection) Clothes make the woman: clothing cues affect perceived competence versus warmth. Target: *Journal of Applied Psychology*.
- Li, R., & Gelfand, M.J.** (Additional Data Collection) Normative social nudges across cultures: The impact of injunctive and descriptive social norms in prosocial behavioral change. Target: *Organizational Behavior and Human Decision Processes*.
- Li, R., Gelfand, M.J., & Kang, I.** (Additional Data Collection) Self-awareness and ethical behavior in face and dignity cultures: Implications for reducing dishonesty across culture. Target: *Organizational Behavior and Human Decision Processes*.
- Li, R., & Gelfand, M.J.** (Data Analysis) Third-party conflict contagion: The effect of temporal distance on third party conflict de-escalation. Target: *Journal of Experimental Social Psychology*.

CHAired SYMPOSIA

- Li, R., & Gelfand, M.J.** (2020). Dynamic perspectives of faultlines: moderating conditions and effects over time. The *Academy of Management Conference*.

SELECT CONFERENCE PRESENTATIONS & INVITED TALKS

- Li, R., Choi, V. K., & Gelfand, M. J.** (2020). The joint effect of conflict cultures and faultlines on healthcare quality. Presenter Symposium accepted at the *Academy of Management Conference*.
- Li, R., & Fernandes, C.R** (2020). Predicting performance in virtual teams: The role of team composition in terms of members' conflict management styles. Paper presented at the *International Association for Conflict Management Conference*.
- Li, R. & Gelfand, M. J.** (2019). Explaining incivility in healthcare units: The effect of constructive conflict management cultures. Invited talk at the *Chinese Academy of Sciences, Beijing, China*.
- Li, R. & Gelfand, M. J.** (2019). Demographic faultlines and conflicts in hospital units. Invited talk at the *School of Management, Zhe Jiang University, Hangzhou, Zhe Jiang, China*.
- Li, R., Gordon, S.M., Choi, V.K., Harrington, J.R., & Gelfand, M.J.** (2018). The Importance of understanding conflict cultures in organizations. Talk Presented at the *Culture and Negotiation Conference, Evanston, IL*.
- Li R., Geeraert N., Gelfand M., Demes K., & Ward C.** (2014). For sojourners, not only the journey, but the destination matters. Talk Presented at the *International Association of Cross-Cultural Psychology, Reims, France*.

TEACHING EXPERIENCE

- Emory University, Goizueta Business School** Spring, 2020
 Instructor, Core undergraduate course, Principles of Organization and Management
Overall Instructor Ratings: 4.0/5.0
- University of Maryland, College Park, MD** Winter, 2018 & Summer, 2019
 Teaching Assistant, Undergraduate course, Statistical Method in Psychology
Overall Ratings: 3.31/4

ACADEMIC AWARDS AND FELLOWSHIPS

Dean's Dissertation Research Award	2019
3-Minute Thesis (3MT) Competition Award	2019
Army Research Institute Graduate Fellowship	2015 – 2019
Graduate School Deans Fellowship	2014 – 2017
MURI Graduate Fellowship Army Research Office	2013 – 2015

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
International Association for Conflict Management (IACM)
Society for Industrial and Organizational Psychology (SIOP)
The Association for Psychological Science (APS)

SERVICES

Ad-hoc Reviewer

Journal of Experimental Social Psychology
International Association for Conflict Management Conference

Graduate Student Mental Health & Mentoring Committee Liaison 2018 – present
University of Maryland, College Park

Editor of Annual Departmental Newsletter 2014 – present
University of Maryland, College Park

Consultant 2013 – 2014
Design and Statistics Analysis Laboratory, College Park, MD

Rape Victim Advocate 2008 – 2010
Butler County Rape Crisis Center, Oxford, OH
