

REN LI

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ACADEMIC EMPLOYMENT

- The Hong Kong Polytechnic University, Hong Kong** 2021 - present
Assistant Professor
- Emory University, Goizueta Business School, Atlanta, GA** 2021
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

- Li, R.,** Choi, V.K. & Gelfand, M. J. (2023). Ripple Effects of Hospital Team Faultlines on Patient Outcomes. *Proceedings of the National Academy of Sciences*, 120 (47) e2302341120.
- Bianchi, E. C., Martin, C. C., & **Li, R.** (2023). Does job satisfaction rise and fall with the economy? Cross-sectional, longitudinal, and experimental evidence that job satisfaction increases during recessions. *Academy of Management Journal*, 66(2), 688-709.
- Gelfand, M. J., **Li, R.**, Stamkou, E., Pieper, D., Denison, E., Fernandez, J., ... & Dimant, E. (2022). Persuading republicans and democrats to comply with mask wearing: An intervention tournament. *Journal of Experimental Social Psychology*, 101, 104299.
- 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.

Gelfand, M. J., **Li, R.,** & Gordon, S. (2017). Tightness-looseness and consumer behavior: The road ahead. *Journal of Consumer Psychology*, 27(3), 405-407.

SELECT CONFERENCE PRESENTATIONS & INVITED TALKS

Li, R., Hu, X., & Perry-Smith, J. E. (2023). Singled Out at Work: An Exploratory Investigation on the Stigma and Challenges Single and Childless Women Face. Presenter Symposium accepted at the *Academy of Management Conference*.

Li, R., McClanahan, K., & Brands, R. A. (2022). Unintended consequences: #MeToo, salience of accusations, and women's exclusion from networks. Presenter Symposium accepted at the *Academy of Management Conference*.

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

The Hong Kong Polytechnic University, Hong Kong Spring, 2022 & Spring, 2023
Instructor, Core undergraduate course, Management and Organization

Emory University, Goizueta Business School Spring, 2020 & Spring, 2021
Instructor, Core undergraduate course, Principles of Organization and Management

University of Maryland, College Park, MD Winter, 2018 & Summer, 2019
Teaching Assistant, Undergraduate course, Statistical Method in Psychology

GRANTS

2023-2025	PI, Research Grants Council Early Career Scheme (HK\$ 538,500)
2022-2025	CO-PI, Departmental Strategic Area Fund (HK\$ 243,840)
2022-2025	PI, Start-up Grant, Hong Kong Polytechnic University (HK\$ 300,000)

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

Proceedings of the National Academy of Sciences (PNAS)
Journal of Experimental Social Psychology
Academy of Management Annual Conference
International Association for Conflict Management Conference

Panel Member for MSc in Business Management Admission Interview 2022
The Hong Kong Polytechnic University, Hong Kong

Graduate Student Mental Health & Mentoring Committee Liaison 2018 – 2020
University of Maryland, College Park

Editor of Annual Departmental Newsletter 2014 – 2020
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