

Curriculum Vitae

LEI LAI

Department of Management & Marketing
College of Business Administration & Public Policy
California State University, Dominguez Hills
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Employment eligibility: U.S. Citizen

Education

- Ph. D. Carnegie Mellon University (August 2008)
Organizational Behavior and Management
- M. S. Carnegie Mellon University (December 2002)
Information Systems Management (with Honors)
- M. A. University of Pittsburgh (April 2001)
History of Art & Architecture
- B. A. Beijing (Peking) University, China (July 1999)
Archaeology

Academic Position

- 08/2016 – present Associate Professor of Management
Management and Marketing Department
College of Business Administration & Public Policy
California State University, Dominguez Hills
- 7/2008 – 06/2016 Assistant Professor of Management
(Edward H. Austin, Jr. Professorship I in Business Administration; 2008-2012)
A.B. Freeman School of Business, Tulane University
- Newcomb Fellow (02/2009 – 06/2016)
Newcomb College Institute, Tulane University

Research Interests

Negotiations
Disparity (women and Asian Americans)
Workplace flexibility
Newcomer adjustment

Awards, Recognition and Grants

The 2015 Most Influential Article Award, Conflict Management Division, Academy of Management (paper eligible for this award has to be published between 2007-2010)

The Committee on Research (COR) Faculty International Travel Grant (\$1000), Office of Academic Affairs & Provost, Tulane University, March, 2015

Center for Engaged Learning & Teaching Faculty Development Grant (\$1000), Tulane University, October, 2013

Nominated by the Management Area as a recipient for the Freeman School's teaching award, Freeman School of Business, Tulane University, September, 2013

Best paper award in OB/HRM/OT, International Management (IM) Division, Academy of Management, 2012 (out of 491 paper submissions to the IM division)
Skolkovo best paper award finalist, International Management (IM) Division, Academy of Management, 2012
Academy of Management Best Paper Proceedings, 2012 (top 10% of conference papers)
Recognized as a favorite teacher by the Pi Beta Phi sorority, Tulane University, 2011
Heinz School Full-Tuition Scholarship, Carnegie Mellon University, 2003-2008
GuSH Grant for small projects (\$500), Carnegie Mellon University, 2007
Center for Behavioral Decision Research (CBDR) small grant (\$2,260), Carnegie Mellon University, 2005
Graduate Student Assembly Travel Grant (\$500), Carnegie Mellon University, 2004
Heinz School Travel Grant (\$500), Carnegie Mellon University, 2004
Heinz School First-Year Fellowship, Carnegie Mellon University, 2003-2004
Chancellor's Fellowship in Chinese Studies, University of Pittsburgh, 1999-2001
Best Student Paper Award (2nd), Beijing University, 1996
"505" Scholarship, Beijing University, 1995-1996

Peer-Reviewed Journal Publications

Gupta, N., Ho, V., Pollack, J. M., & **Lai, L.** (in press). A multilevel perspective of interpersonal trust: Individual, dyadic, and cross-level predictors of performance. *Journal of Organizational Behavior*.

Ma-Kellams, C., **Lai, L.**, Taylor, S., & Lerner, J. (2016). The contribution of trait negative affect and stress to recall for bodily states. *Physiology & Behavior*, *167*, 274-281.

- The official journal of the *International Behavioral Neuroscience Society*
- This journal has an impact factor of 3.033 (2013)

Fan, J. & **Lai, L.** (2014). Pre-training perceived social self-efficacy accentuates the effects of a cross-cultural coping orientation program: Evidence from a longitudinal field experiment. *Journal of Organizational Behavior*, *35*, 831-850.

- Co-first author with equal contribution.
- An earlier version of the paper won the Best paper award in the OB/HRM/OT at the 2012 Academy of Management conference

Lai, L. & Babcock, L. (2013). Asian Americans and workplace discrimination: The interplay between sex of evaluators and the perception of social skills. *Journal of Organizational Behavior*, *34*, 310-326.

Lai, L. (2013). The model minority thesis and workplace discrimination of Asian Americans. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *6* (1), 93-96.

Lai, L., Bowles, H. R., & Babcock, L. (2013). Social costs of setting high aspirations in competitive negotiation. *Negotiation and Conflict Management Research*, *6* (1), 1-12.

- The journal is published by the *International Association of Conflict Management*, the premier professional association of negotiation researchers and practitioners.

Lai, L., Rousseau, D. M., & Chang, C. T. (2009). Idiosyncratic deals: Coworkers as interested third parties. *Journal of Applied Psychology*, *94* (2), 547-556.

Bowles, H. R., Babcock, L., & **Lai, L.** (2007). Social incentives for gender differences in the propensity to initiate negotiations: Sometimes it does hurt to ask. *Organizational Behavior and Human Decision Processes*, 103, 84-103.

- Won the 2015 Most Influential Award from the Conflict Management Division of the Academy of Management
- Summarized and included in the Women and Public Policy Program's Gender Action Portal (GAP) by Harvard Kennedy School as leading academic work instrumental in the understanding of how to close gender gaps (<http://gap.hks.harvard.edu/social-incentives-gender-differences-propensity-initiate-negotiations-sometimes-it-does-hurt-ask>)

Other Peer-Reviewed Publications

Fan, J. & **Lai, L.** (2012). *Attribute-treatment interactions in cross-cultural training: Evidence from a longitudinal field experiment*. Academy of Management Best Paper Proceedings (containing top 10% of conference papers).

- Co-first author

Lai, L., Besen, E., Xu, Q., & Sarkisian, N. (2012). *The cultural contradictions of workplace flexibility: A Sino-U.S. comparison*. Conference Proceedings of the International Association for Chinese Management Research, Hong Kong.

Conference Presentations

*Wang, P. & **Lai, L.** (April, 2015). The comparison of the longitudinal effects of flexibility benefits access and utilization. Paper presented at the 44th annual meeting of WDSI, Lahaina, Hawaii.

Lai, L. (November, 2014). *Advancing multiple perspectives on idiosyncratic deals research*. Symposium presenter at the 2014 Southern Management Association Meeting, Savannah, Georgia.

Lai, L. (July, 2014). *Domestic foreigners: Nativity and discrimination against Asian Americans*. Poster presented at the 23rd Biennial Meeting of the International Society for the Study of Behavioural Development, Shanghai, China

* Xu, Q., Besen, E., Xu, Q., Sarkisian, N., & **Lai, L.** (June, 2014). *A cross-national comparison of precarious employment, welfare generosity, cultural individualism and workplace flexibility*. Paper accepted (but not presented) at the First HR Division of the Academy of Management International Conference, Beijing, China.

* Xu, Q., Besen, E., Xu, Q., Sarkisian, N., & **Lai, L.** (January, 2014). *A cross-national comparison of precarious employment, welfare generosity, cultural individualism and workplace flexibility*. Paper presented at the 2014 Annual Conference of the Society for Social Work and Research, San Antonio, TX.

*Gupta, N., Ho, V., Pollack, J. M., & **Lai, L.** (August, 2013). *A multilevel perspective of trust and performance in professional networking groups: Examining individual, group, and dyadic level trust predictors*. Paper presented at the 2013 annual conference of the Academy of Management, Orlando, FL.

Lai, L. (July, 2013). *A weighted p solution: Meta-analysis over small discrete networks using QAP*. Paper presented at the International Network for Social Network Analysis Conference, Xi'an, China.

Lai, L. & Hall, A. (April, 2013). *Domestic foreigners: Nativity assumptions and hiring disadvantages of Asian Americans*. Poster presented at the 28th Annual Conference of the Society for Industry and Organizational Psychology, Houston, TX.

Lai, L. (August, 2012). *Managing job crafters and idiosyncratic work arrangements: A blessing or a nightmare for HRM?* Symposium presenter on the topic of idiosyncratic work arrangements at the 2012 annual conference of the Academy of Management, Boston, MA.

***Fan, J. & Lai, L.** (August, 2012). *Attribute-treatment interactions in cross-cultural training: Evidence from a longitudinal field experiment*. Paper presented at the 2012 annual conference of the Academy of Management, Boston, MA.

Lai, L., Besen, E., Xu, Q., & Sarkisian, N. (June, 2012). *The cultural contradictions of workplace flexibility: A Sino-U.S. comparison*. Paper presented at the International Association for Chinese Management Research 2012 Conference, Hong Kong.

Lai, L. (February, 2012). *Linking I/O Psychology and Organizational Behavior*. Panel discussion presented at the annual meeting of the Southeastern Psychological Association, New Orleans, LA.

***Lai, L. & Hall, A.** (February, 2012). *Domestic foreigners: Nativity and discrimination against Asian Americans*. Poster presented at Tulane Women's Research Day, New Orleans, LA.

Lai, L. & Babcock, L. (February, 2012). *Educational choices and concerns of racial discrimination: The case of Asian Americans*. Paper presented at Tulane Women Faculty Research Day, New Orleans, LA.

Lai, L. (January, 2012). *Job negotiations and gender wage gap*. Paper presented at the Western Business and Management International Research Conference, Honolulu, HI.

Lai, L. (June, 2011). *It pays to ask: The role of negotiation in gender wage gap*. Paper presented at the 20th annual meeting of the International Association for Feminist Economics, Hangzhou, China.

Lai, L. & Krackhardt, D. (October, 2010). *A weighted p solution: Meta-analysis over small discrete networks using QAP*. Paper presented at the first annual Tulane Women Faculty Research Marathon, New Orleans, LA.

Lai, L. (February, 2010). *The glass ceiling for the "Model Minority": The effect of perceived competence and social skills on hiring differentials between Asian and White job candidates*. Paper presented at the 2010 meeting of the International Association of Asian Studies, Baton Rouge, LA.

Lai, L. & Babcock, L. (August, 2009). *The glass ceiling for Asian Americans: How perceived competence and social skills explain hiring differentials*. Paper presented at the 2009 annual meeting of the Academy of Management (Gender & Diversity division), Chicago, IL.

Lerner, J., Taylor, S., & **Lai, L.** (August, 2009). *Emotion, physiological reactivity, and visceral self perception*. Paper presented at the 2009 annual meeting of the Academy of Management (OB and Conflict Management divisions), Chicago, IL.

Bowles, H. R., Babcock, L., & **Lai, L.** (March, 2009). *Social costs of pursuing high aspirations in competitive negotiation*. Paper presented at the 2009 Latin American Research Consortium and Dean's Workshop, New Orleans, LA.

Lai, L., Rousseau, D. M., & Chang, C. T. (August, 2007). *Idiosyncratic deals: Coworkers as interested third parties*. Paper presented at the 2007 annual meeting of the Academy of Management (OB division), Philadelphia, PA.

*Chang, C. T., Rousseau, D. M., & **Lai, L.** (August, 2007). *Going the extra mile: The role of psychological contracts on knowledge sharing from a social network approach*. Paper presented at the 2007 annual meeting of the Academy of Management (OB division), Philadelphia, PA.

Bowles, H. R., Babcock, L., & **Lai, L.** (October, 2005). *It depends on who is asking and who you ask: Social incentives for sex differences in the propensity to initiate negotiation*. Paper presented at the seminar on "Gender and Negotiation: Preferences, Stereotypes and Power", Harvard University, Cambridge, MA.

*Bowles, H. R., Babcock, L., & **Lai, L.** (November, 2004). *Backlash: Social incentives for gender differences in negotiating behavior*. Paper presented at the annual meeting of the Society for Judgment and Decision Making (SJDM), Minneapolis, MN.

Bowles, H. R., Babcock, L., & **Lai, L.** (November, 2004). *Social implications of high aspirations in negotiation*. Poster presented at the annual meeting of the Society for Judgment and Decision Making (SJDM), Minneapolis, MN.

Bowles, H. R., Babcock, L., & **Lai, L.** (June, 2004). *Backlash: Social incentives for gender differences in negotiating behavior*. Paper presented at the annual meeting of the International Association for Conflict Management (IACM), Pittsburgh, PA.

*Bowles, H. R., Babcock, L., & **Lai, L.** (June, 2004). *Do you a favor? Social implications of high aspirations in negotiation*. Paper presented at the annual meeting of the International Association for Conflict Management (IACM), Pittsburgh, PA.

Babcock, L., Bowles, H. R. & **Lai, L.** (April, 2004). *Backlash toward assertive women negotiators*. Poster presented at the Behavioral Decision Research in Management meeting (BDRM), Durham, NC.

* Paper or poster presented by co-author.

Editorial Board Member

- Journal of Organizational Behavior (2012-current) (This journal has an acceptance rate of 7% and an impact factor of 3.626 in 2013.)

Ad-Hoc Reviewer (partial list)

- International Association for Conflict Management (IACM) Annual Conference (2006-2007)
- Academy of Management Annual Conference (2007-2009)

- Sex Roles (2008)
- Personnel Psychology (2008)
- Human Resource Management (2009-2012)
- Journal of Organizational Behavior (2009-2012)
- Society of Industrial and Organizational Psychology Annual Conference (2010-2011)
- International Journal of Conflict Management (2010)
- Journal of Management Studies (2010)
- Southwest Academy of Management Conference (2011)
- Western Decision Sciences Institute Conference (2013)
- Journal of Management (2015)
- Negotiation and Conflict Management Research (2015)
- Western Decision Sciences Institute - WDSI (2016)

Professional Affiliations (Past and Present)

- International Association for Conflict Management (IACM)
- Society for Judgment and Decision Making (SJDM)
- Academy of Management (AOM)
- American Psychological Association (APA)
- Society for Industrial and Organizational Psychology (SIOP; elected member)
- International Association of Chinese Management Research (IACMR)

Courses Taught at California State University, Dominguez Hills

MGT 312: Organizational Behavior (Undergraduate; 3 credits; delivery modality: face to face; online)
 MGT 416: Leadership (Undergraduate; 3 credits; delivery modality: face to face)

Courses Taught at Tulane University

MGMT 4170: Negotiations (Undergraduate; 3 credits)
 Latest course ratings: median = 7; mean = 6.2 (7 = highest rating possible)
 MGMT 7110: Negotiations (full-time MBA; 3 credits)
 Latest course ratings: median = 7; mean = 6.5 (7 = highest rating possible)
 MGMT 6120: Management Negotiations (Professional MBA; 2 credits)
 Latest course ratings: median = 5; mean = 5.2 (7 = highest rating possible)
 MGMT 7910: Studies in Management Negotiations (MBA – independent study)
 GMBA 4720: Global Negotiations (Global MBA; 3 credits; Beijing, China; June 2015)
 GMBA: Business Dynamics (3 credits; Lima, Peru; January 2017)

DRLA 6110: Psychological and Behavioral Leadership Sciences (guest lecturer on conflict resolution in March and November, 2011; October, 2012; November, 2013)

Selected Teaching/Advising Experience (at Carnegie Mellon University)

Instructor (Summer 2005)

Negotiation (MSPPM, MPM and MISM course)

Guest Lecturer (June, 2007)

Organizational Behavior (Lecturing on Social Networks)

TA Trainer (Spring 2005 – Summer 2008)

Provide training for over 180 TAs in the Heinz School

Academic Advisor (Fall 2006 – Summer 2008)

Serve as the academic advisor for 21 masters students in the MSPPM (Master of Science in Public Policy and Management) Program.

Invited speaker or Panelist

- Carnegie Mellon career services workshop on “Negotiating Job Offers” (November 2006)
- Panelist on graduate study experience to fellow women graduate students at CMU (Sept. 2007)
- Speaker at BIRCWH (Building Interdisciplinary Research Careers in Women’s Health) workshop on “Negotiations: Best Practices with Special Implications for Women”, Tulane University (January, 2011)
- Speaker at a research workshop on “Idiosyncratic Deals”, the School of Management, Zhejiang University, China (June, 2011)
- Panelist at the Tulane Chapter for the NAWMBAs (National Association of Woman MBAs) on women and salary/contract negotiation, Tulane University (December, 2011)
- Colloquium speaker on “Asian Americans and workplace discrimination,” Department of Psychology, Auburn University, Alabama (October, 2012)
- Speaker on “Asian Americans: model minority or perpetual foreigners,” Auburn University Chinese Professional Association, Auburn, Alabama (October, 2012)
- Talk on “A Cross-cultural Comparison on Workplace Flexibility,” University of Leuven (KU Leuven), Belgium (November, 2013)
- Workshop on “Negotiating Effectively: Common Pitfalls to Avoid,” Urban Land Institute (Louisiana Chapter) (May, 2014)

PhD Committees Served While at Tulane University

Domestic/Regular Doctoral Program

- Shanna R Daniels (committee member)

Latin American Doctoral Program

- Ann M Arboleda Arango (committee member)
- Alfredo Molina Ortiz (committee member)

Doctoral Committee Served for Students outside Tulane

- Elise Marescaus, University of Leuven (KU Leuven), Belgium (committee member)

Doctoral Students Advised at Tulane University

- Shanna R Daniels (graduated in 2012)
- Taisha Penn (not in the program any more)
- Alison Hall
- Chunqiao Luo (not in the program any more)

Other Research and Work Experience

- Research assistant for Professor Linda Babcock on gender and negotiation, 2004 – 2008
- Research assistant for Professor Jennifer Lerner on emotion and decision making, 2006 – 2007
- Research assistant for Professor Michael Johnson on housing policy, 2002
- Database programmer at Cognia Corporation, New York, 2002

Other Professional Activities

- Attendee: The 33rd OB Doctoral Consortium at the Academy of Management Conference in Philadelphia (August 2007)
- Attendee: The “Gender and Negotiation” Conference at Harvard University, Cambridge, MA (November 2007)
- Attendee: The Academy of Management Annual Conference at Anaheim, CA (July 2008)

- Attendee: The Society for Judgment and Decision Making Annual Conference at Chicago, IL (November 2008)
- Attendee: The CARMA Class at Richmond, VA (January 2009 and May 2009)
- Attendee: The Society for Industrial and Organizational Psychology Annual Conference at New Orleans, LA (April 2009)
- Attendee: The Society for Industrial and Organizational Psychology Annual Conference at Atlanta, GA (April 2010)
- Participant: Professional grant writing workshop by the Grant Training Center, Tulane University, New Orleans, LA (May, 2010)
- Participant: Statistics.com online course on meta-analysis (May, 2010)
- Discussant: Human Resources session, The Southwest Academy of Management, Houston, TX (March, 2011)
- Attendee: The Society for Industrial and Organizational Psychology Annual Conference at Chicago, IL (April 2011)
- Chair: The 20th Annual Meeting of the International Association for Feminist Economics at Hangzhou, China (June, 2011)
- Attendee: The Academy of Management Annual Conference at Chicago, IL (August 2011)
- Attendee: The Center for Engaged Learning and Teaching workshop on “setting boundaries with students,” Tulane University (September, 2011)
- Attendee: Negotiation and Teamwork Teaching Workshop, Northwestern University, Chicago, IL (November, 2011)
- Chair: The 2012 Latin American Research Consortium and Dean’s Workshop, New Orleans, LA (March, 2012)
- Attendee: The 2014 International Higher Education Teaching and Learning Conference, Anchorage, AK (May-June, 2014)
- Pro bono expert consultation on a discrimination law suit: EEOC office, Birmingham, Alabama (2014)
- Attendee: Academy of Management Annual Conference at Vancouver, BC, Canada (August 2015)
- Attendee: The Society for Industrial and Organizational Psychology Annual Conference at Anaheim, CA (April 2016)

Professional Development and Committee Services at California State University, Dominguez Hills

- Represented the management department for the Academic & Student Services Fair at “A Day at Dominguez Hills” (fall open house for 2017 applicants) (Oct. 29, 2016)
- Work with Johna Taylor at the library by offering suggestions for library acquisitions in supporting research and teaching activities (Oct. – Nov., 2016)
- Participated in workshop “Grading made easier: Strategies for surviving the heavy grading season” (Oct., 2016)
- Serve at the AACSB – Closing the Loop Committee at the College Level; served as the course coordinator for MGT 310 (2016-2017)
- Service to recognized student organizations: Faculty advisor on the Society for the Advancement of Management (2016-2017)
 - Attend the student organization advisor orientation (October, 2016)
- Participate in the Faculty Learning Community “Best Practices for Teaching Online Courses” (five workshops, \$500 stipend, Sept. 2016 – Dec. 2016); created a training video in documenting best online teaching practices.
- Participated in the CSUDH 2016 Fall Convocation (September, 2016)
- Certificate of Completion on Eliminate Campus Sexual Misconduct course (August, 2016)

- Attended Faculty Success Program, CSUDH (August – December, 2016; workshop meetings on every other Friday on improving teaching, research and services)
- Attended workshop on “Blackboard-Secret Tips to Make your Life Easier” to improve teaching effectiveness (August, 2016)
- Attended New Faculty Orientation, which contains multiple workshops on professional development (August, 2016)

Significant Committee Services at Tulane

- Member of the BSM (Bachelor of Science in Management) curriculum committee (2012-present)
- Alternate voting member of the Tulane University Social/Behavioral IRB (2012-2015)
- Faculty volunteer in the Destination Tulane program for attracting high school seniors to Tulane (March and April, 2011; March and April, 2012)
- Faculty volunteer in the Louisiana Week for attracting high school students to Tulane (2011-2013)
- Faculty managing the behavioral research lab for the Management Area at the Freeman School of Business, Tulane University (2009-2016)
- Member of the Honor Code Advisory Committee at the Freeman School of Business, Tulane University (2010-2016)
- Member of the Committee on Studies in Management at the Freeman School of Business, Tulane University (2008-2011)
- Management area faculty who fully participate in recruiting doctoral students and faculty members every year (2008-2016)

Other Services before Tulane

- Student representative to the PhD Committee of the Heinz School, Carnegie Mellon University (2004-2007)
- Graduate peer mentor for Carnegie Mellon University (<http://www.cmu.edu/adm/gpo/peer/>) (2005-2008)
- Member of the Heinz School Commencement Awards Committee, May 2007
- Tax volunteer for international students and scholars at the University of Pittsburgh and Carnegie Mellon University (2001-2003); received “Outstanding Public Services” certificate from IRS
- Vice president of the Cultural Relics Society at Beijing University (1996-1997); won the Best Student Organization Award

Popular Press Coverage

- The *Washington Post* (February 13, 2014): Author, N. Va. Native Helen Wan on the “Bamboo ceiling” (by Krissah S Thompson): http://www.washingtonpost.com/lifestyle/magazine/author-n-va-native-helen-wan-on-the-bamboo-ceiling/2014/02/12/89cc0b76-5151-11e3-9e2c-e1d01116fd98_story.html
- The *ETTV America* (August, 2009): Glass ceilings and Chinese Americans
- The *Academy of Management* (August, 2009): Glass ceiling for “model minority” – Women tend to fault Asian-Americans on workplace social skills, study suggests.
- The *National Public Radio* (August 6, 2007): For women, pay negotiation can bear social cost.
- The *Washington Post* (July 30, 2007): Salary, gender and the social cost of haggling.