

# JASMINE M. HUANG

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St. Louis, MO 63130  
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## EDUCATION

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**Olin Business School, Washington University in St. Louis**  
Ph.D. Candidate in Organizational Behavior

St. Louis, MO  
2014 – Present

**College of Engineering, University of Michigan**  
B.S.E. in Industrial & Operations Engineering  
Minor, Economics  
*Magna cum laude*

Ann Arbor, MI  
2012

## RESEARCH INTERESTS

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Blame and Accountability, Group Dynamics, Gender and Diversity, Negotiation, Perceptions

## DISSERTATION

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Huang, J. M. Blame and Credit in Organizations: Explaining the Responses of Leaders after Failure and Success; Kurt Dirks (Chair), William Bottom (Committee Member), Ashley Hardin (Committee Member)

## MANUSCRIPTS UNDER REVIEW

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Jang, D., **Huang, J. M.**, Bottom, W. P., Schneider, A. K., & Elfenbein, H. A. On the role of personality in negotiation: A multi-method study of conscientiousness.

## RESEARCH IN PROGRESS

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Huang, J. M., and Luckman, E. A. Taking blame: A way to overcome gendered perceptions of leadership. (Additional data collection in progress)

Huang, J. M., Duguid, M., and Sale, H. Supervisor gender, feedback-seeking behaviors, and perceptions of feedback. (Additional data collection)

Gershon, R., and Huang, J. M. Risky hires: Prospect theory and perceptions of women and minorities. (Follow-up study design in progress)

Huang, J. M. and Cummiskey, B. "I think we should see other people": Making a creative comeback. (Late conceptual stage; data collection in progress)

Jang, D., Huang, J. M., and Elfenbein, H. A. Keeping a poker face can help you read a poker face:

Investigating the correlation between emotion recognition and emotion management. (Data analysis in progress)

## CONFERENCE PRESENTATIONS

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**Huang, J. M.** (2017). How Leaders Acknowledge Blame and Credit Following Diffuse Outcomes in Organizations. Paper presented at *The 60<sup>th</sup> Midwest Academy of Management Annual Conference*, Chicago, IL.

**Huang, J. M.** (2017). Taking the Heat or Passing the Buck: Leaders' External Acknowledgments of Blame and Credit Following Diffuse Organizational Outcomes. Paper presented at *The 77<sup>th</sup> Annual Meeting of the Academy of Management*, Atlanta, GA.

**Huang, J. M.**, Jang, D., Schneider, A., Elfenbein, H. A., Bottom, W. (2017). What Makes Professional Negotiators Effective? Examining the Case of Lawyers. Paper presented as part of symposium: *Individual Differences Shape Negotiation Context, Process, and Outcomes* at *The 77<sup>th</sup> Annual Meeting of the Academy of Management*, Atlanta, GA.

**Huang, J. M.** & Luckman, E. A. (2017). Taking Blame: A Way to Overcome Gendered Perceptions of Leadership. Paper presented at *The Interdisciplinary Network for Group Research (INGRoup) Annual Meeting*, St. Louis, MO.

**Huang, J. M.**, Jang, D., Schneider, A., Elfenbein, H. A., Bottom, W. (2017). What Makes Professional Negotiators Effective? Examining the Case of Lawyers. Paper presented at *The International Association for Conflict Management (IACM) Annual Meeting*, Berlin, Germany.

Milovac, M. & **Huang, J. M.** (2016). Sidestepping the Startup Glass Ceiling: Perceived Potential of Women Entrepreneurs Depends on Functional Similarity in Founder Teams. Paper presented at *The Interdisciplinary Network for Group Research (INGRoup) Annual Meeting*, Helsinki, Finland.

Milovac, M. & **Huang, J. M.** (2016). Perceptions of Potential Venture Success of Sex-Heterogeneous Entrepreneurial Teams Depend on Functional Similarity among Team Members. Paper presented at *The International Association for Conflict Management (IACM) Annual Meeting*, New York, NY.

## ORGANIZED SESSIONS AND SYMPOSIA

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**Huang, J. M.**, Knowlton, K. K., Luckman, E. A. (2017). Professional Development Workshop Facilitator: *Developing Each Other: Peer Mentorship and Professional Development for Organizational Behavior Ph.D. Students and Ph.D. Candidates* at *The 77<sup>th</sup> Annual Meeting of the Academy of Management*, Atlanta, GA.

Luckman, E. A. and **Huang, J. M.** (2017). Symposium co-chair: *Women at Work: Getting Things Done Means Acknowledging Our Differences* at *The 77<sup>th</sup> Annual Meeting of the Academy of Management*, Atlanta, GA.

Luckman, E.A., Knowlton, K. K., **Huang, J. M.** (2016). Symposium co-chair: *Moral Drivers of*

*Interpersonal Behaviors at Work at The 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.*

## **TEACHING EXPERIENCE**

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### **Sole Instructor**

- OB 461: Negotiation (Undergraduate course) Fall 2017
- Overall instructor rating  
Average rating: 9.19/10 (departmental average: 8.64/10)  
Median rating: 10/10

### **Curriculum Development**

- MGT 200A: Business Fundamentals for Non-business Students (Undergraduate/graduate course) Fall 2016 – Fall 2017

### **Guest Lecturer**

- MGT 533: Effective Managerial Communication Summer 2017  
*Lecture Topic: Leadership*  
(Specialized master's program course)
- MGT 200A: Business Fundamentals for Non-business Students Spring 2017  
*Lecture Topic: Leadership and teamwork*  
(Undergraduate/graduate course)

### **Teaching Assistant**

- OB 450V/572: Defining Moments: Lessons in Leadership Spring 2017, 2018  
(Undergraduate/MBA course)
- OB 5601: Organizational Behavior Fall 2016, Spring 2017  
(Professional MBA course)
- MGT 200A: Business Fundamentals for Non-business Students Fall 2016, Spring 2017\  
(Undergraduate/graduate course)
- OB 400C/500B: Women and Leadership Fall 2015, 2016  
(MBA course)

## **HONORS AND AWARDS**

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### **Olin Business School, Washington University in St. Louis (Graduate)**

Full-time Doctoral Fellowship

WashU Staff Day Speech Showcase Contest – 2017 Speech of the Year Winner

### **University of Michigan (Undergraduate)**

Society of Women Engineers – Outstanding Performance in Engineering Scholarship

College of Engineering Dean's List

The Epeians Engineering Leadership Honor Society

## **PROFESSIONAL MEMBERSHIPS**

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- Academy of Management

- International Association for Conflict Management
- Interdisciplinary Network for Group Research
- Society for Judgment and Decision Making
- WUSTL Speaks, Toastmasters International (Club Treasurer, 2017 – Present)

## **ACADEMIC SERVICE**

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<b>International Association for Conflict Management</b> Reviewer for Annual Meeting	2016 – Present
<b>Interdisciplinary Network for Group Research</b> Reviewer for Annual Conference	2016 – Present
<b>Co-creator, PhD Life Raft (Phdliferaft.com)</b> Online resource for Organizational Behavior Ph.D. Students	2016 – Present
<b>Academy of Management</b> Reviewer for Annual Meeting	2015 – Present
<b>Co-reviewer (with Hillary Anger Elfenbein)</b> <i>Journal of Personality and Social Psychology</i>	2015

## **PROFESSIONAL EXPERIENCE**

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<b>Washington University Office of Recreation</b> Intramural Athletics Referee	St. Louis, MO 2016 – 2017
<b>J.P. Morgan Chase &amp; Co.</b> Business Analyst Private Bank Technology – Asset Management	New York, NY 2012 – 2014
<b>J.P. Morgan Chase &amp; Co.</b> Business Analyst Intern Private Bank Technology – Asset Management	New York, NY 2011
<b>University of Michigan, Instructional Support Services</b> Student Manager	Ann Arbor, MI 2009 – 2012

Last updated: June 2018