

Jiyin Cao

Management Area

College of Business | Stony Brook University

204 Harriman Hall, Stony Brook, NY, 11794, U.S.A

Email: jiyin.cao@stonybrook.edu

https://www.stonybrook.edu/commcms/business/about/_faculty/profile/jiyc

<http://jiyincao.weebly.com/>

ACADEMIC POSITION

Associate Professor in Management (with tenure), Stony Brook University, 2021- Present

Assistant Professor in Management, Stony Brook University, 2014 to 2021

EDUCATION

Ph. D. Management and Organization, 2014
Kellogg School of Management, Northwestern University

M. S. Industrial/Organizational Psychology
Peking University, China

B. S. Psychology (with High Distinction)
Zhejiang University, China

RESEARCH INTERESTS

The psychology of social networks, Social hierarchy, Culture, Trust, Cooperation

PUBLICATIONS (*denotes equal authorship)

1. **Cao, J.** & Smith, N. S. (2021). Why do high status people have larger social networks? Belief in status-quality coupling as a driver of network broadening behavior. *Organization Science*, 32 (1), 111-132.
2. **Cao, J.***, Kong, D. T.*, & Galinsky, A. D. (2020). Does baking bread produce bigger pies? An empirical extension of shared eating to negotiations and a commentary on Woolley and Fishbach (2019) and an empirical extension of shared eating to negotiations. *Psychological Science*, 31 (10), 1340-1345.
3. **Cao, J.** & Galinsky, A. D. (2020). The DUV (Diversity-Uncertainty-Valence) model of generalized trust development. *Organizational Behavior and Human Decision Processes*, 161,49-64.

- *Nominated for the Carolyn B. Dexter Award at the Academy of Management, 2018*

4. Whitson, J., Wang, C. S., Kim, J., **Cao, J.**, & Schrimphshire, A. (2015) Responses to normative and norm-violating behavior: Culture, job mobility, and social inclusion and exclusion. *Organizational Behavior and Human Decision Processes*, 127, 24-35.
5. **Cao, J.**, Galinsky, A.D., & Maddux, W.W. (2014). Does travel broaden the mind? Breadth of foreign experiences increases generalized trust. *Social Psychological and Personality Science*, 5(5), 517-525.
 - **Winner of the Annual Student Publication Award at the Society of Personality and Social Psychology.**
 - **Media mentions: The Atlantic, New York Times, Boston Globe, Ideas for Leaders, Cultural Intelligence Center, Psypost, Social Science Explorer, Global Traveler and etc.**

PAPERS UNDER REVISE AND RESUBMIT AND REVIEW

6. Kuwabara, K., **Cao, J.**, Ingram, P., & Cho, S.M. [Lay theories of instrumental relations]. 2nd Revise and Resubmit at *Academy of Management Journal*.

SELECTED WORK IN PROGRESS

7. Yu, S.*, **Cao, J.***, Mohliver, A., & Galinsky, A. D. Upper class network and unethical behavior. Working paper.
8. **Cao, J.**, San Martin, A., & Adam, H. Shaker or mover? The effect of professional relational mobility on work desirability. Working paper
9. **Cao, J.***, Yu, S.*, & Sherman, G. Saving lives or saving the economy: Legitimacy frees high status individuals to endorse a utilitarian approach to COVID-19 by enhancing moral relativism. Working paper
10. Carter, J., **Cao, J.**, Phillips, K., & Galinsky, A.D. Team diversity and information acquisition. Working paper.
11. **Cao, J.** & Galinsky, A.D. Diversity and trust. Working paper.
12. **Cao, J.*** Yu, S.*, & Galinsky, A.D. Multicultural network and morality. Data collection.
13. **Cao, J.***, Yu, S.*, & Galinsky, A.D. Job loss during the COVID-19 pandemic, status, and networking strategy. Data collection.
14. **Cao, J.** & Kong, D. T. Rituals and morality. Data collection.

CONFERENCE PRESENTATIONS

- **Cao, J.,** San Martin, A., & Adam, H. (2020). Shaker or mover? The effect of professional relational mobility on work desirability. Paper presented at Annual Conference of Academy of Management.
- **Cao, J.,** San Martin, A., & Adam, H. (2020). Shaker or mover? The effect of professional relational mobility on work desirability. Paper presented at Annual Conference of International Association of Conflict Management.
- **Cao, J. & Smith, N.** (2019). Why do high status people have larger social networks? Belief in status-quality coupling as a driver of social networking behavior. Paper presented as a part of a symposium at the Annual Conference of Academy of Management. Boston, U.S.A.
 - *The symposium receives the best symposium award in the OB division*
- **Cao, J., & Maddux, W. W.** (2019). Multicultural experiences increase lie-detection accuracy. Paper presented as a part of a symposium at the Annual Conference of Academy of Management. Boston, U.S.A.
- **Cao, J. & Smith, N.** (2019). Why do high status people have larger social networks? Belief in status-quality coupling as a driver of social networking behavior. Paper presented at the Annual Conference of International Association of Conflict Management, Dublin
- **Kuwabara, K. & Cao, J.** (2019). Implicit theory of social relationships: Implication for network homophily and multiplexity of work relations. Paper presented at the Annual Conference of Academy of Management. Boston, U.S.A.
- **Cao, J. & Kuwabara, K.** (2017). Implicit theory of social relationships: Implication for network homophily and multiplexity of work relations. Paper presented at the Annual Conference of Academy of Management. Atlanta, U.S.A.
- **Cao, J. & Galinsky, A. D.** (2016). A DUV model of generalized trust development. Paper presented at the Annual Conference of Academy of Management. Anaheim, U.S.A.
- **Cao, J. & Galinsky, A. D.** (2016). A DUV model of generalized trust development. Paper presented at the Annual Conference of International Association of Cross-Cultural Psychology. Nagoya, Japan.
- **Cao, J. & Galinsky, A. D.** (2016). A DUV model of generalized trust development. Chair of a symposium and paper presented as part of the symposium at the Annual Conference of International Association of Conflict Management. New York, U.S.A
- **Cao, J. & Galinsky, A. D.** (2014). A DUV model of generalized trust development. Paper presented at the Annual Conference of Academy of Management. Philadelphia, U.S.A.
- **Cao, J.,** Galinsky, A. D. & Maddux, W. W. (2014). Does travel truly broaden the mind? Breadth but not depth of foreign experiences increases generalized trust. Data blitz at the conference of Society for Personality and Social Psychology, Austin, U.S.A (4.5% acceptance rate)

- Wang, C. S., Whitson, J., Kim, J., **Cao, J.**, & Schrimphshire, A. (2013). Culture, mobility, and the selection of norm enforcement strategies. Paper presented at Academy of Management Annual Meeting, Orlando, U.S.A.
- **Cao, J.**, Galinsky, A. D., & Maddux, W. W. (2013). Do people trust more when they travel more? Breadth of traveling experiences abroad predicts generalized trust. Paper presented at the International Association of Conflict Management Conference, Tacoma, U.S.A
- **Cao, J.** & Galinsky, A. D. (2013). Don't want to be deceived? Being cautious and detail-focus: Regulatory focus and level of processing predict lie-detection accuracy. Poster presented at the International Association of Conflict Management Conference, Tacoma, U.S.A
- **Cao, J.** & Phillips, K. W. (2012). Team diversity and information acquisition: How and when do homogeneous teams set themselves up to have less information than diverse teams? Paper presented at the International Association of Conflict Management Conference, Cape Town
- **Cao, J.** & Galinsky, A. D. (2012). How to prevent being deceived: The effect of regulatory focus on lie detection accuracy. Poster presented at the annual conference of Society for Personality and Social Psychology, San Diego, U.S.A.

TEACHING EXPERIENCES

- Negotiations, Stony Brook University, 2014-2020
 - MBA level, achieved rating: 4.85/5
 - MBA level, online, achieved rating: 4.95/5
 - Undergraduate level, achieved rating: 5/5
- Organizational Behaviors, Stony Brook University, 2014-2020
 - Undergraduate level, achieved rating: 4.6/5
 - Undergraduate level, online, achieved rating: 4.5/5

AWARDS & HONORS

- Stony Brook Trustees Faculty Award, 2020
- Annual Student Publication Award at the Society of Personality and Social Psychology, 2016
- Society of Personality and Social Psychology (SPSP) Graduate Student Travel Award, 2014
- Dispute Resolution Research Center Travel Award, Northwestern University, 2011-2013
- SSRN's Top Ten download list for: MRN Negotiations & Dispute Resolution Network, 2011, for

“How to prevent being deceived: The effect of regulatory focus on lie detection accuracy.”

- Dispute Resolution Research Center Research Grant (\$4000), Northwestern University, 2010

ACADEMIC SERVICE

Program Chair of the Annual Conference for IACM (International Association of Conflict Management), 2022

Organizer of the Preconference at SPSP:
Bringing Intragroup Processes back to Social Psychology, 2021, 2022

Ad-Hoc Reviewer:
Organization Science
Journal of Experimental Social Psychology
Perspectives on Psychological Science
Journal of Cross-Cultural Psychology
Academy of Management Conference: Organizational Behavior & Conflict Management Divisions
International Association of Conflict Management Conference
Trans-Atlantic Doctoral Conference

UNIVERSITY/COLLEGE SERVICE

- Member of the Research Advocacy Committee at College of Business, Stony Brook University
- Member of the selection committee for the Presidential Mini-Grant for Departmental Diversity Initiatives at Stony Brook University

PROFESSIONAL AFFILIATIONS

Academy of Management
International Association of Conflict Management
Association for Psychological Science
Society for Personality and Social Psychology

WORKING EXPERIENCES

Lonely Planet

Consulting editor, 2013

Responsible for selecting the content of the Chinese version of Lonely Planet U.S.A

Accenture

Business Analyst, 2007

Responsible for building a leadership model for a state owned company