

Yiming Claire Huang

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Fisher College of Business, Department of Management & Human Resources
300G Fisher Hall, 2100 Neil Avenue, Columbus, OH 43210

EDUCATION

The Ohio State University

Ph.D. in Business Administration

Columbus, OH

2028 (Expected)

Major: Organizational Behavior

Minor: Quantitative Psychology

Nanjing University

M.A. in Business Administration

Nanjing, China

2023

Tianjin University

B.B.A in Business Administration

Tianjin, China

2020

RESEARCH INTERESTS

- Media-related leisure activities
- Employee well-being
- Interpersonal dynamics

REFEREED PUBLICATIONS

Keeler, K., Barnes, C., **Huang, Y.**, Gunia, B., & Moy, J. Rise and Shine: Morning Blue Light Exposure, Sleep, and Work. Forthcoming at *Journal of Applied Psychology*.

Holtz, B. C., Puranik, H., Harold, C. M., Keeler, K., **Huang, Y.**, Jiang, X., & Ahn, R. Daily Temporal Profiles at Work: State-Level Dynamics in Past, Present and Future Focus. Forthcoming at *Journal of Applied Psychology*.

Bracht, E. M., Keng-Highberger, F. T., Avolio, B. J., & **Huang, Y.** (2021). Take a “Selfie”: Examining How Leaders Emerge from Leader Self-Awareness, Self-Leadership, and Self-Efficacy. *Frontiers in Psychology*, 12, 653.

MANUSCRIPTS UNDER REVIEW

Huang, Y., & Keeler, K. “Evening Vice-Virtue Media Engagement”. Under review in *Academy of Management Journal*.

Lee, H. W., **Huang, Y.**, Keeler, K., McKay, A., & Alwine, C. “Thriving at Work through Music”. Under review in *Journal of Applied Psychology*.

WORK IN PROGRESS

Huang, Y., & Keeler, K. (in progress). “Media Narratives and Work”. Writing phase.

Huang, Y., Lee, H.W., Judge, T., Lee, H., & Krautter, K. (in progress). “Introvert Penalty”. Writing phase.

Huang, Y., & Keeler, K. (in progress). “Evening Activity Profiles”. Data analysis phase.

Huang, Y., & Keeler, K. (in progress). “AI-generated Video”. Data analysis phase.

Lee, H., Tepper, B., Lee, H.W., **Huang, Y.**, & Simon, L. (in progress). “Employee Maintenance”. Manuscript preparation phase.

Keeler, K., **Huang, Y.**, & Lee, H. W. (in progress). “Music Tempo and Flow”. Data analysis phase.

Puranik, H., Keeler, K., **Huang, Y.**, & Yu, Y. (in progress). “Social Media and Microbreak”. Study Design phase.

CONFERENCE PRESENTATIONS (*denotes presenter)

Huang, Y.,* & Keeler, K. Rethinking Evening Recovery in the Digital Age: A Person-Centered Approach to Daily Evening Activity Profiles.

- Annual Meeting of the Southern Management Association, Roundtable Session (2026, St. Pete Beach)

Huang, Y.,* & Keeler, K. When Leisure Feels Wrong: Evening Media Engagement and Subsequent Workplace Behaviors.

- Annual Meeting of the Southern Management Association (2026, St. Pete Beach)
- 86th Annual Meeting of the Academy of Management (2026, Philadelphia)
- Decision Science Collaborative Research Forum, Student Prize (2026, Columbus)

Huang, Y.,* Lee, H.W., Judge, T., Lee, H., & Krautter, K. The Introvert Penalty in Promotion: When Work Passion Is Misperceived and Adaptively Regulated.

- 86th Annual Meeting of the Academy of Management (2026, Philadelphia)
- 3rd Equitable Opportunity Conference, Poster Session & PhD Workshop (2026, Montreal, Canada)
- Diversity in Management and Organizations (DMO) Conference (2026, Singapore/virtual)

Huang, Y.,* & Keeler, K. When the Black Box Enters Leisure: A Cognitive–Affective Dual-Path Model of AI-Generated Video and Recovery.

- Yale FDS AI for Social Science Research Methods Workshop, Poster Session (2026, New Haven)
- Fisher AI Retreat, Poster Session (2026, Columbus)

Huang, Y.* (2025) Hiring for Passion, Penalizing Introverts: Revisiting the Introvert Paradox in Selection. AOM OB Research Incubator Workshop, Copenhagen, Denmark.

Huang, Y.* (2025). How music listening, tempo, and key enhance proactivity, prosocial behavior, and job satisfaction. In. O. Gencay & M. F. Gonzalez (Chairs), *Music and Prosocial Behaviors at Work: Creating Workplace Harmony?*. Symposium presented at the 85th Academy of Management Meetings, Copenhagen, Denmark.

Keeler, K., Barnes, C., **Huang, Y.**, Moy, J., & Gunia, B. (2025). Blue Light Exposure, Sleep, and Work Outcomes. In. A. L. Mackenbach & J. Kühnel (Chairs), *Work, Sleep, Repeat*. Symposium presented at the 85th Academy of Management Meetings (showcase symposium), Copenhagen, Denmark.

Huang, Y.* From Screen to Desk: How Evening Media Engagement Influences Next-Day Workplace Behaviors.

- In. C. Williams & A. A. Bennett (Chairs), *Affect and Emotion at Work: Situation and Time-Based Dynamics*. Symposium presented at the 85th Academy of Management Meetings (2025, Copenhagen, Denmark).
- Edward F. Hayes Graduate Research Forum, Honorable Mentions (2025, Columbus)
- AOM Submission Incubator for Early-Stage Researchers (2024, virtual)

Huang, Y.* Go Gentle into the Cinematic Light: How Engagement with Movies Shapes Identity and Work Meaningfulness.

- Joint AMR and Annals Idea Development Workshop (2025, NYC)
- *Positive Organizational Scholarship* Research Conference, Roundtable Session (2025, Ann Arbor)

Huang, Y.,* Jiang, J., & Law, K. S. Similar to Us or Leading Us? The Contingency Effectiveness of Leader Prototypicality.

- Edward F. Hayes Graduate Research Forum, Finalist (2024, Columbus)
- Society of Personality and Social Psychology Annual Convention (2023, virtual)
- 82nd Annual Meeting of the Academy of Management (2022, virtual)

HONORS & AWARDS

Annual Meeting of the Southern Management Association Travel Grant (\$500)	2026
Yale FDS AI for Social Science Research Methods Workshop Travel Grant (\$800)	2026
Equitable Opportunity Conference Travel Grant (\$1150)	2026
Decision Science Collaborative Research Forum Student Prize, <i>The Ohio State University</i>	2026
Buck-I-SERV 2025-2026 Access Funding, <i>The Ohio State University</i> (\$2,000)	2026
Ray Travel Award for Service and Scholarship, <i>The Ohio State University</i> (\$1,000)	2025

Academy of Management MOC & OB Division Conference Travel Award (\$850)	2025
Positive Organizational Scholarship Research Conference Scholarship (\$199)	2025
Graduate Scholarship Sponsored by Bank of Jiangsu (\$700), <i>Nanjing University</i>	2022
First-Level Scholarship of Outstanding Academic Performance (\$1,700) <i>Nanjing University</i>	2020–2022
Top Undergraduate Overseas Research Thesis Research Scholarship (\$4,500), <i>Tianjin University</i>	2019
Undergraduate “Peiyang-Liming” Scholarship (\$1,100), <i>Tianjin University</i>	2019

GRANTS

The Ohio State University

Decision Sciences Collaborative Small Pilot Grants (\$3,000)	2025
Career Development Grant (\$275)	2025

External Funding

OpenAI API Researcher Access Program Grant (\$1,000)	2025
Graduate Research Innovation Program Grant (\$1,200), <i>Jiangsu Province, China</i>	2022

TEACHING EXPERIENCE

The Ohio State University, *Instructor of Record*

BUSMHR 3200 - Managing Individuals in Organizations: Organizational Behavior and Human Resources

- Summer 2026, 29 undergraduates

Nanjing University (NJU), School of Business, *Teaching Assistant*

- Principle of Management, Undergraduate (Fall 2020, 2022)
- International Economics, MBA (Spring 2021)
- Management of Information Systems, MBA (Fall 2020)

PROFESSIONAL SERVICES

Ad Hoc Reviewer

Student co-reviewer, <i>Organizational Behavior and Human Decision Processes</i>	2026–Present
Student co-reviewer, <i>Journal of Applied Psychology</i>	2024–Present
Bridge Reviewer Program, <i>Academy of Management Review</i>	2024–Present

Conference Reviewer

Academy of Management Conference
Southern Management Association Annual Meeting
Positive Organizational Scholarship Research Conference
Asia Academy of Management Conference

Service in Professional Associations

<i>Academy of Management</i>	
Mentor, “Welcome-A-Member” Conference Program	2025
Mentor, MOC-UP “Student-to-Student Mentoring Program”	2025–2026
Student Ambassador	2025–Present

Service at The Ohio State University

<i>Award Reviewer</i>	
• Award Reviewer, Denman Undergraduate Research Forum	2026
• Award Reviewer, Ray Travel Award for Service and Scholarship	2025–Present
<i>Student Representative</i>	

- PhD Student Representative, OBHR PhD Program Recruitment 2026
- PhD Student Representative, Virtual PhD Programs Showcase 2024

Mentoring

- Research Assistant Supervisor, Kyle Brackenridge (Undergraduate, Psychology) 2025–2026
- Research Assistant Supervisor, Suraj Gajul (Graduate Student, Computer Science) 2025

RESEARCH EXPERIENCE

Massachusetts Institute of Technology , <i>Research Assistant</i>	2022
China Europe International Business School , <i>Research Assistant</i>	2021–2022
University of Colorado Boulder , <i>Research Assistant</i>	2021
Nanyang Technological University , <i>Research Assistant</i>	2020

PROFESSIONAL MEMBERSHIPS

Academy of Management – OB, HR, MOC Divisions
 Southern Management Association
 Society for Industrial and Organizational Psychology

TECHNICAL SKILLS

Technical Proficiencies: Mplus, R, SPSS, Qualtrics, HLM, LaTeX

Research Methods & Data Analysis:

- *Research Design:* survey design; field and laboratory experiments, repeated measures design
- *Statistical Analysis:* regression analysis, multilevel modeling (within-person and longitudinal data), t-tests, ANOVA, factor analysis (EFA/CFA)
- *Advanced Methods:* response surface analysis, latent profile analysis, AI-based content-analysis, quantitative text analysis, basic Bayesian analysis

Languages: English (Fluent); Chinese (Native)