

# Yiming Claire Huang

[huang.5336@osu.edu](mailto:huang.5336@osu.edu) | (1) 380-895-4845

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

## EDUCATION

---

<b>The Ohio State University</b>	<b>Columbus, OH</b>
Ph.D. in Business Administration	2028 (Expected)
<i>Major: Organizational Behavior</i>	
<i>Minor: Quantitative Psychology</i>	
<b>Nanjing University</b>	<b>Nanjing, China</b>
M.A. in Business Administration	2023
<b>Tianjin University</b>	<b>Tianjin, China</b>
B.B.A in Business Administration	2020

## RESEARCH INTERESTS

---

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

## REFEREED PUBLICATIONS

---

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

---

Lee, H. W., **Huang, Y.**, Keeler, K., McKay, A., & Alwine, C. “Thriving at Work through Music”. 2<sup>nd</sup> round under review in *Academy of Management Journal*

Keeler, K., Barnes, C., **Huang, Y.**, Gunia, B., & Moy, J. “Blue Light Exposure, Sleep, and Work Outcomes”. 2<sup>nd</sup> round R&R in *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”. 3<sup>rd</sup> round under review in *Journal of Applied Psychology*

## WORK IN PROGRESS (MEDIA ENGAGEMENT)

---

**Huang, Y.**, & Keeler, K. (in progress). “Evening Vice-Virtue Media Engagement”. 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.

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

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

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

Lount, R., Keeler, K., **Huang, Y.**, & Rathjens, J. (in progress). “Music and Negotiations” Data collection phase.

## WORK IN PROGRESS (OTHERS)

---

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

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

## CONFERENCE PRESENTATIONS (\*denotes presenter)

---

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

- 86th Annual Meeting of the Academy of Management (Aug 2026, Philadelphia)
- Decision Science Collaborative Research Forum, Student Prize (Apr 2026, Columbus)

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

- 86th Annual Meeting of the Academy of Management (Aug 2026, Philadelphia)
- 3rd Equitable Opportunity Conference, Poster session & PhD workshop (May 2026, Montreal, Canada)
- Diversity in Management and Organizations (DMO) Conference (Apr 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 (May 2026, New Haven)
- Fisher AI Retreat, Poster Session (Apr 2026, Columbus)

**Huang, Y.\*** Hiring for Passion, Penalizing Introverts: Revisiting the Introvert Paradox in Selection. AOM OB Research Incubator Workshop (July 2025, 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 (July 2025, Copenhagen, Denmark).
- Edward F. Hayes Graduate Research Forum, Honorable Mentions (Feb 2025, Columbus)
- AOM Submission Incubator for Early-Stage Researchers (Dec 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 (Jan 2025, NYC)
- *Positive Organizational Scholarship* Research Conference, Round table (May 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 (Feb 2024, Columbus)
- Society of Personality and Social Psychology Annual Convention (Feb 2023, virtual)
- 82nd Annual Meeting of the Academy of Management (Aug 2022, virtual)

## 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), *Jiangsu Province, China* 2022

## HONORS & AWARDS

---

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

## **RESEARCH EXPERIENCE**

---

<b>Massachusetts Institute of Technology</b> , <i>Research Assistant</i>	2022
<b>China Europe International Business School</b> , <i>Research Assistant</i>	2021–2022
<b>University of Colorado Boulder</b> , <i>Research Assistant</i>	2021
<b>Nanyang Technological University</b> , <i>Research Assistant</i>	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
Reviewer, <i>Southern Management Association Annual Meeting</i>	2026–Present
Reviewer, <i>Academy of Management Conference</i>	2023–Present
Reviewer, <i>Positive Organizational Scholarship Research Conference</i>	2025
Reviewer, <i>Asia Academy of Management Conference</i>	2022

### **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	2025–2026

### **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
<i>Mentoring</i>	
• Research Assistant Supervisor, Kyle Brackenridge (Undergraduate, Psychology)	2025–2026
• Research Assistant Supervisor, Suraj Gajul (Graduate Student, Computer Science)	2025

## **PROFESSIONAL MEMBERSHIPS**

---

Academy of Management – OB, HR, MOC Divisions
Southern Management Association
Decision Sciences Collaborative, <i>The Ohio State University</i>
Positive Organizational Scholarship, <i>University of Michigan</i>

## **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)