

# KUN WANG

Doctoral Candidate, UCL School of Management  
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## ACADEMIC EMPLOYMENT

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### The Hong Kong Polytechnic University

Assistant Professor of Management

June 2025 (expected)

## EDUCATION

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### UCL School of Management, University College London

Ph.D. Management

2025 (expected)

### University of Cambridge

M.Phil. Finance and Economics

2020

### University College Dublin

Visiting Undergraduate. Business Administration

Spring 2019

### Central South University

B.Econ. International Economy and Trade

2019

## RESEARCH INTERESTS

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Social networks and networking behaviors; Personnel management issues.

## PUBLICATIONS

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Kilduff, M., **Wang, K.**, Lee, S. Y., Tsai, W., Chuang, Y. T., & Tsai, F. S. (2024). Hiding and Seeking Knowledge-Providing Ties from Rivals: A Strategic Perspective on Network Perceptions. *Academy of Management Journal*, (ja), amj-2022.

Kilduff, M., **Wang, K.**, and Tasselli, S. Self-monitoring at work: State of science. (Accepted). *Annual Review of Organizational Psychology and Organizational Behavior*.

## SELECTED WORK IN PROGRESS

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Wang, K., Kilduff, M., Quintane, E., Lee, S.Y. and Zhu, Z.K. Flexibility in brokering.

Wang, K. with Kilduff, M. and Zhu, Z.K. Social network regret.

Wang, K. Referral and bias.

Wang, K. with Savani, K. Mindset and network diversity.

## CHAired SYMPOSIA

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- Wang, K. & Lee, S.Y. (2025, July). Agency and Context in Action: Unpacking the Complexities of Brokerage and Team Dynamics. Symposium accepted at the 85<sup>th</sup> Annual Meeting of the Academy of Management, Copenhagen.
- Wang, K. & Kilduff, M. (2024, August). Frontiers of Social Network Research at the Intersection of the Individual and the Collective. Symposium accepted at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- Wang, K. & Hong, R. (2024, August). Beyond Skill and Smile: Navigating Interpersonal Evaluations and Dynamics. Symposium accepted at the 84<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.

## SELECTED PRESENTATIONS

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- “Flexibility in social network brokering”  
84<sup>th</sup> Annual Meeting of the Academy of Management, Symposium, Chicago. Aug 2024  
Social Networks Conference, London. Jun 2024
- “How referrals affect employees’ reactions to new hires they have referred”  
INSEAD Network Evolution Conference, Fontainebleau. Nov 2023  
UCL School of Management, MPhil to PhD Upgrade. Mar 2023  
82<sup>nd</sup> Annual Meeting of the Academy of Management, Paper session, Seattle. Aug 2022  
Trans-Atlantic Doctoral Conference, Organizational Behavior session. Jun 2022  
East Coast Doctoral Conference, Network and Favoritism session. Apr 2022
- “Promotion as a retention strategy: When and why loyal employees are not properly rewarded”  
London OB Research Day, London. Oct 2023  
83<sup>rd</sup> Annual Meeting of the Academy of Management, Paper session, Boston. Aug 2023
- “Disappoint friends or downplay organizational norms? The influence of workplace friendship trajectory”  
82<sup>nd</sup> Annual Meeting of the Academy of Management, Symposium, Seattle. Aug 2022

## TEACHING EXPERIENCE

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### *UCL School of Management*

#### **Instructor**

- MSIN0100 Business Research: Workshop on Writing Business Dissertation Aug 2024
- Graduate, In-Person.
- MSIN0031 Managerial Decision-Making Fall 2022, 2023
- Undergraduate core course, In-Person.
- MSIN0018 Business Research Method Spring 2023
- Undergraduate core course, In-Person.

## **Supervision**

Research advisor to twenty graduate students (MSc Management)	2024
Primary supervisor to four undergraduate students (BSc Information Management)	2022

## **INVITED TALKS**

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2024 The Chinese University of Hong Kong, Business School  
Hong Kong Baptist University, Business School  
The Hong Kong Polytechnic University, Business School  
The Chinese University of Hong Kong, Shenzhen, School of Management and Economics  
Shanghai Jiao Tong University, Antai College of Economics and Management

## **HONORS & GRANTS**

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Academy of Management Registration Scholarship, OB division	2023, 2024
PhD Student Research Grants, UCL school of management	2020-present
PhD Student Scholarship, UCL school of management	2020-present
Chinese Government Scholarship	2019

## **ACADEMIC SERVICE**

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<b>Ad-hoc Reviewer</b> , Academy of Management Annual Conference	2022-present
<b>Facilitator</b> , PDW Workshop “The PhD Experience: A PDW for Doctoral Students, by Doctoral Students”, 84 <sup>th</sup> Annual Meeting of the Academy of Management, Chicago	2024

## **OTHER EXPERIENCES**

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<b>Princeton University</b> , Research Assistant, Department of Economics	Mar-Jun 2018
<b>Deloitte</b> , Internship, Risk Advisory Department	Oct-Dec 2018

## **SKILLS**

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Statistical (R, SPSS), Social network analysis (R, UCINET), Text analysis (LIWC), Survey Programs (Qualtrics)

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Social Network Society  
International Association for Chinese Management Research