

## Curriculum Vita

### LEI LAI

A. B. Freeman School of Management  
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#### Education

- Ph. D.           Carnegie Mellon University (August 2008)  
                  Organizational Behavior and Management
- M. S.           Carnegie Mellon University (December 2002)  
                  Information Systems Management (with Honors)
- M. A.           University of Pittsburgh (April 2001)  
                  History of Art & Architecture
- B. A.           Beijing (Peking) University, China (July 1999)  
                  Archaeology

#### Academy Position

7/08 – Present   Assistant Professor of Management  
                  A.B. Freeman School of Business, Tulane University

#### Research Interests

The glass ceiling for women and minorities (mainly Asian Americans)  
Gender and negotiation  
Employment relations and organizational justice (in the context of idiosyncratic deals)  
Social networks  
Emotion and decision making

#### Grants, Awards and Honors

Heinz School Full-Tuition Scholarship, Carnegie Mellon University, 2003-2008  
GuSH Grant for small projects (\$500), Carnegie Mellon University, 2007  
Center for Behavioral Decision Research (CBDR) small grant (\$2,260), Carnegie Mellon University, 2005  
Graduate Student Assembly Travel Grant (\$500), Carnegie Mellon University, 2004  
Heinz School Travel Grant (\$500), Carnegie Mellon University, 2004  
Heinz School First-Year Fellowship, Carnegie Mellon University, 2003-2004  
Chancellor's Fellowship in Chinese Studies, University of Pittsburgh, 1999-2001  
Best Student Paper Award (2<sup>nd</sup>), Beijing University, 1996  
"505" Scholarship, Beijing University, 1995-1996

#### Publications

Bowles, H. R., Babcock, L., & **Lai, L.** (2007). Social incentives for gender differences in the propensity to initiate negotiation: Sometimes it does hurt to ask. *Organizational Behavior and Human Decision Processes*, 103, 84-103.

**Lai, L.,** Rousseau, D. M., & Chang, C. T. (forthcoming). Idiosyncratic deals: Coworkers as interested third parties. *Journal of Applied Psychology*.

### **Working Papers (manuscripts available upon request)**

Bowles, H. R., Babcock, L., & **Lai, L.** *Do you a favor? Social implications of high aspirations in negotiation.*

**Lai, L.** & Krackhardt, D. *A weighted p solution: Meta-analysis over small discrete networks using QAP.*

Chang, C. T., Rousseau, D. M., & **Lai, L.** *Going the extra mile: The role of psychological contracts on knowledge sharing from a social network approach.*

Lerner, J., Taylor, S., & **Lai, L.** *Emotion, physiological reactivity, and visceral self perception.*

**Lai, L.** & Babcock, L. *The glass ceiling for Asian Americans: How perceived competence and social skills explain hiring differentials.* (Dissertation)

### **Ongoing Projects**

*Stereotype threat and the glass ceiling for Asians* (with Raymond N. C. Trau)

*Gender and idiosyncratic deals* (with Denise M. Rousseau)

### **Paper/Poster Presentations at Peer-Reviewed Scientific Meetings**

**Lai, L.,** Rousseau, D. M., & Chang, C. T. (August, 2007). *Idiosyncratic deals: Coworkers as interested third parties.* Paper to be presented at the 2007 annual meeting of the Academy of Management (OB division), Philadelphia, PA.

\*Chang, C. T., Rousseau, D. M., & **Lai, L.** (August, 2007). *Going the extra mile: The role of psychological contracts on knowledge sharing from a social network approach.* Paper to be presented at the 2007 annual meeting of the Academy of Management (OB division), Philadelphia, PA.

Bowles, H. R., Babcock, L., & **Lai, L.** (October, 2005). *It depends on who is asking and who you ask: Social incentives for sex differences in the propensity to initiate negotiation.* Paper presented at the seminar on "Gender and Negotiation: Preferences, Stereotypes and Power", Harvard University, Cambridge, MA.

\*Bowles, H. R., Babcock, L., & **Lai, L.** (November, 2004). *Backlash: Social incentives for gender differences in negotiating behavior.* Paper presented at the annual meeting of the Society for Judgment and Decision Making (SJDM), Minneapolis, MN.

Bowles, H. R., Babcock, L., & **Lai, L.** (November, 2004). *Social implications of high aspirations in negotiation.* Poster presented at the annual meeting of the Society for Judgment and Decision Making (SJDM), Minneapolis, MN.

Bowles, H. R., Babcock, L., & **Lai, L.** (June, 2004). *Backlash: Social incentives for gender differences in negotiating behavior.* Paper presented at the annual meeting of the International Association for Conflict Management (IACM), Pittsburgh, PA.

\*Bowles, H. R., Babcock, L., & **Lai, L.** (June, 2004). *Do you a favor? Social implications of high aspirations in negotiation.* Paper presented at the annual meeting of the International Association for Conflict Management (IACM), Pittsburgh, PA.

Babcock, L., Bowles, H. R. & **Lai, L.** (April, 2004). *Backlash toward assertive women negotiators.* Poster presented at the Behavioral Decision Research in Management meeting (BDRM), Durham, NC.

\* Paper presented by co-author.

### **Ad-Hoc Reviewer**

- International Association for Conflict Management (IACM) Annual Conference, 2006 and 2007
- Academy of Management Annual Conference, 2007

### **Professional Affiliations**

- International Association for Conflict Management (IACM)
- Society for Judgment and Decision Making (SJDM)
- Academy of Management (AOM)

### **Selected Teaching/Advising Experience (at Carnegie Mellon University)**

*Instructor (Summer 2005)*

Negotiation (MSPPM, MPM and MISM course)

*Guest Lecturer (June, 2007)*

Organizational Behavior (Lecturing on Social Networks)

*Teaching Assistant (Spring 2002 – Summer 2008)*

Negotiation (MSPPM and MISM course)

Advanced Negotiation in Complex Environments (MBA and MSPPM course)

Organizational Design and Implementation (MSPPM course)

Organizational Power and Influence (full-time MBA course)

Organizational Power and Politics (evening MBA course)

Organizational Change (MPM course)

Organizational Management (MPM and MISM course)

Empirical Methods for Public Policy and Management (MSPPM course)

Introduction to Statistics for Public Policy Analysis (MSPPM course)

Object Oriented Software Analysis and Design (MISM course)

Organizational Communications and Distributed Technologies (MISM course)

Data Warehousing (MISM course)

\*MSPPM – Master of Science in Public Policy and Management

MISM – Masters Programs in Information Systems Management

MPM – Master of Public Management

*Invited Talks or Speeches*

Carnegie Mellon career services workshop on “Negotiating Job Offers” (November 2006)

Panelist on graduate study experience to fellow women graduate students at CMU (Sept. 2007)

*TA Trainer (Spring 2005 – Summer 2008)*

Provide training for over 180 TAs in the Heinz School and MISM/MSIT programs

*Academic Advisor (Fall 2006 – Summer 2008)*

Serve as the academic advisor for 21 masters students in the MSPPM (Master of Science in Public Policy and Management) Program.

**Other Research and Work Experience**

- Research assistant for Professor Linda Babcock on gender and negotiation, 2004 – 2008
- Research assistant for Professor Jennifer Lerner on emotion and decision making, 2006 – 2007
- Research assistant for Professor Michael Johnson on housing policy, 2002
- Database programmer at Cognia Corporation, New York, 2002

**Other Professional Activities**

- Attendee: The 33<sup>rd</sup> OB Doctoral Consortium at the Academy of Management Conference in Philadelphia (August 2007)
- Attendee: The “Gender and Negotiation” Conference at Harvard University, Cambridge, MA (November 2007)
- Attendee: The Academy of Management Annual Conference at Anaheim, CA (July 2008)

**Other Activities and Services**

- Student representative to the PhD Committee of the Heinz School, Carnegie Mellon University (2004-2007)
- Graduate peer mentor for Carnegie Mellon University (<http://www.cmu.edu/adm/gpo/peer/>) (2005-2008)
- Member of the Heinz School Commencement Awards Committee, May 2007
- Tax volunteer for international students and scholars at the University of Pittsburgh and Carnegie Mellon University (2001-2003); received “Outstanding Public Services” certificate from IRS
- Vice president of the Cultural Relics Society at Beijing University (1996-1997); won the Best Student Organization Award

**Popular Press Coverage**

- The *Washington Post* (July 30, 2007): Salary, gender and the social cost of haggling.
- The *National Public Radio* (August 6, 2007): For women, pay negotiation can bear social cost.