

# THOMAS TAIYI YAN 闫太一

Organisation & Innovation ▪ School of Management ▪ University College London

Email: [tom.taiyi.yan@ucl.ac.uk](mailto:tom.taiyi.yan@ucl.ac.uk) ▪ [tomtaiyiyan.com](http://tomtaiyiyan.com)

## PROFESSIONAL EXPERIENCE

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**University College London, School of Management**

**London, UK**

Assistant Professor (Lecturer) of Organisation & Innovation

2020-Present

## EDUCATION

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**University of Maryland, Robert H. Smith School of Business**

Ph.D. in Organizational Behavior and Human Resources Management (2020)

Minor in Research Methodology

**University of Illinois Urbana-Champaign**

B.S. in Psychology (2015)

Minor in Statistics

## PEER-REVIEWED PUBLICATIONS

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1. **Yan, T.T.**, Venkataramani, V., Tang, C. & Hirst, G. (2024). Navigating inter-team competition: How information broker teams achieve team innovation. *Journal of Applied Psychology*.
  - **Yan, T.T.**, Venkataramani, V. (2024). Companies like to pit internal teams against each other. Bad idea. *The Wall Street Journal* ([permalink](#))  
[Competition, networks, team innovation]
2. To, C., **Yan, T.T.**, Sherf, E.N. (2022). Victorious and hierarchical: Past performance as a determinant of team hierarchical differentiation. *Organization Science*, 33(6), 2346-2363
  - **Yan, T.T.**, Sherf, E.N. (2023). The downside of success? It can lead to failure. *The Wall Street Journal* ([permalink](#)).  
[Competition, networks, social hierarchy]
3. **Yan, T.T.**, Tangirala, S., Vadera, A., Srinivas, E. (2022). How employees learn to speak up from their leaders: Gender congruity effects in the development of voice self-efficacy. *Journal of Applied Psychology* 107(4):650-667
  - Honor Roll of [Responsible Research in Business and Management](#) (RRMB)  
[Leadership, gender, voice]
4. Badura, K. L., Grijalva, E., Newman, D. A., **Yan, T. T.**, & Jeon, G. (2018). Gender and leadership emergence: An integrative meta-analysis and explanatory model. *Personnel Psychology*, 71, 335-367.
  - Personnel Psychology 2020 Best Paper Award
  - SIOP 2020 Williams A. Owens Scholarly Award Honorable Mention
  - Media mention in [Scientific American](#), [Market Watch](#), [The Economic Times](#)

[Leadership, gender, narcissism]

5. Grijalva, E., Newman, D. A., Tay, L., Donnellan, M. B., Harms, P. D., Robins, R. W., & **Yan, T.** (2015). Gender differences in narcissism: A meta-analytic review.

*Psychological Bulletin*, 141(2), 261- 310.

- Media mention in [Washington Post](#), [Time Magazine](#), [Psychology Today](#), [Business Insider](#)

[Gender, narcissism, leadership]

## WORK UNDER REVIEW & IN PROGRESS

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- Li, N., **Yan, T. T.**, Tangirala, S. (1<sup>st</sup> round R&R at *Journal of Applied Psychology*). Leader narcissism, voice, and team performance.
- **Yan, T. T.**, Goldenberg, A. (*In prep. Target: PNAS*). Wisdom of the crowd in emotion judgment.
- **Yan, T. T.**, Venkataramani, V., Tang, C. (*In prep. Target: Administrative Science Quarterly*). Interpersonal competition, networks, and performance.
- Zhang, Y., **Yan, T. T.**, Zheng X. (*Writing. Target: Academy of Management Journal*). Gender, loneliness, and creativity.
- Sun, H., Wang, J., **Yan, T. T.** (3<sup>rd</sup> study data collection. *Target: Organization Science*). A memory perspective to brokerage and its return.
- **Yan, T. T.**, Landis, B. (*Data analysis*). Creativity, rivalry, and long-term career trajectory in professional chess.
- **Yan, T. T.**, Venkataramani, V., Tangirala, S. (*Data analysis*). Competition, cognition, and performance.

## TEACHING

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### University College London

- Leading High-Performing Teams - MSc Management 2023-2025
- Global Leadership - UCL-PKU joint MBA 2023-2025
- Leading Global Teams – UCL MBA Global Management 2022 - 2023
- Managerial Decision Making – BSc in Information Mgmt in Business 2020 - 2022
- *Student Choice Award Nomination for Inspiring Teaching Delivery Award and Exceptional Feedback Award (2021)*

### University of Maryland

- Managing People and Organization, BSc in Management 2018 - 2019
- *Distinguished Teaching Award (2018)*

## AWARDS AND HONORS

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### University College London

- Student Choice Award Nomination for Inspiring Teaching Delivery Award
- Student Choice Award Nomination for Exceptional Feedback Award

### University of Maryland

- Allan N. Nash Outstanding Doctoral Student Award
- Distinguished Teaching Award, 2018-2019 (Top 10% teaching award for undergraduate core)
- Graduate Assistantship and Fellowship, 2015-2020

#### **University of Illinois Urbana- Champaign**

- Outstanding Undergraduate Researcher Award – Quantitative Psychology
- James. E. Spoor Scholarship – Undergraduate Honors
- Edmund J. James Honors Scholar 2011 – 2014
- Harry Triandis Award for Undergraduate Research

#### **CONFERENCE PRESENTATIONS**

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- Zhang, Y., **Yan, T. T.**, Zheng X. (2024). Breaking Conformity: How Loneliness Can Fuel Women's Creativity. Creativity Collaboratorium. London, UK.
- **Yan, T.T.**, Venkataramani, V. & Tang, C. (2024). Competition Structural Holes and Its Performance Disadvantage. 84<sup>th</sup> annual conference of Academy of Management. Chicago, IL.
- Sun. H., Wang. J, **Yan, T. T.** (2024). Cognitive Search and Social Networks. Social Network Society Conference. London, UK.
- Sun. H., Wang. J, **Yan, T. T.** (2024). Cognitive Search and Social Networks. Experimental Organizational Science Conference.
- **Yan, T.T.**, Venkataramani, V. & Tang, C. (2023). Competition Structural Holes and Its Performance Disadvantage: an Alter Coalition Perspective. Israeli Organizational Behavior Conference (IOBC), Tel Aviv, Israel.
- **Yan, T.T.**, Venkataramani, V. & Tang, C. (2022). Competition Brokerage: An Altercentric Perspective on Structural Holes in Negative Networks. The 82<sup>nd</sup> annual conference of Academy of Management: A Hybrid Experience.
- To, C., **Yan, T.T.** & Sherf E.N. (2021). Victorious and Hierarchical, Defeated and Flat: When Team Hierarchies Change Following Success or Failure. The 81<sup>st</sup> annual conference of Academy of Management, a Virtual Experience.
- To, C., **Yan, T.T.** & Sherf E.N. (July 2020). Victorious and Hierarchical, Defeated and Flat: When Team Hierarchies Change Following Success or Failure. The 32<sup>nd</sup> annual conference of International Associate of Conflict Management, Charleston, South Carolina.
- **Yan, T.T.**, Venkataramani, V., Tang, C. & Hirst, G. (April 2020). Brokering the Competition: How Information Brokerage Mitigates the Adverse Effects of Inter-Team Competition on Team Innovation. The 35<sup>th</sup> annual conference of the Society of Industrial and Organizational Psychology, Austin, Texas.
- **Yan, T.T.**, Tangirala. S., Vadera, A.K. & Ekkirala, S. (August 2019). Unethical Pro-Organizational Behavior and Its Contagion: How and Why It Occurs. The 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.

- **Yan, T.T.**, Tangirala, S., Vadera, A.K. & Ekkirala, S. (August 2018). Developing Voice Efficacy: How Gender and Voice of the Supervisors Affects Employees' Voice. The 78th annual meeting of the Academy of Management, Chicago, IL
- **Yan, T.T.**, Tangirala, S., Vadera, A.K. & Ekkirala, S. (May 2018). Developing Voice Efficacy: How Gender and Voice of the Supervisors Affects Employees' Voice. The 18th Trans-Atlantic Doctoral Conference, London, UK.
- Badura, K. L., Grijalva, E., Newman, D., **Yan, T. T.**, & Jeon, G. (August 2017). Gender and Leadership Emergence: An Integrative Meta-Analysis and Explanatory Model. The 77th annual meeting of the Academy of Management, Atlanta, GA.

## ORGANIZED SYMPOSIA

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- **Yan, T.T.**, Umphress, E.E. & Bingham., J.B. (2019). New Directions in Unethical Prosocial Behavior: Its Antecedents and Consequences. Accepted by the OB, MOC and SIM Divisions. The 79th annual meeting of the Academy of Management, Boston, MA.

## INVITED PRESENTATIONS

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- University of North Carolina Chapel Hill (Scheduled 2025)
- Cambridge University, Judge School of Business (2025)
- Beijing Normal University 北京师范大学(2024)
- Peking University 北京大学 (2024)
- London School of Economics and Political Science (2024)
- Peking University, 北京大学 (2023)
- Tsinghua University, 清华大学 (2023)
- Technion University (2023)
- I-Select (management/human capital consulting, 2023)
- Durham University Business School (2023)
- Amit Goldenberg Lab, Harvard Business School (2022)
- Century Game Publishing 点点互动 (mobile game developer, 2021)
- Tsinghua University, 清华大学 (2021)
- Shanghai University of Finance and Economics 上海财经大学 (2021)
- School of Psychology, Beijing Normal University 北京师范大学 (2021)
- School of Management, UCL (2020)
- Hong Kong University of Science and Technology (HKUST), 2020
- City University of Hong Kong (2019)
- Chinese University of Hong Kong (2019)
- Beijing Normal University 北京师范大学(2019)
- University of Chinese Academy of Science 中国科学院大学(2018)
- Beijing Normal University 北京师范大学 (2018)

## ACADEMIC SERVICE

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### Editorial board:

- Organization Science
- Organizational Behavior and Human Decision Processes

### Ad hoc review:

- Academy of Management Journal
- Academy of Management Review
- Personnel Psychology
- Strategic Entrepreneurship Journal
- Responsible Research in Business & Management (RRBM) Honor Roll

### Academy of Management

- OB division award committee, 2023, 2024

### University College London, School of Management

- PhD admission committee, 2025-2026
- MRes & PhD student upgrade panel member: Velvetina Lim (2022), Kun Wang (2023), Jingze Wang (2024), Carisa Lam (2025)
- Undergrad thesis supervisor, Information Management for Business BSc, 2022-2024
- Faculty recruitment committee member, 2022-2023
- O&I external speaker series coordinator, 2022-2023
- O&I and S&E Reading Group coordinator, 2021-2022, 2022-2023
- School of Management safety committee member, 2021-2022, 2022-2023
- Research assistant recruitment committee member: 2020-2022

### Administrative Science Quarterly (ASQ Student Blog)

- Guan, Z., & **Yan, T.T.** (2020). Huang, Chen, Xu, Lu, & Tam (2019). Shadow of the Prince: Parent-incumbents' Coercive Control over Child-successors in Family Organizations. *The Administrative Science Quarterly Blog*.
- Drewry, J., & **Yan, T. T.** (2018). Baumann, Eggers, & Stieglitz (2018). Colleagues and Competitors: How Internal Social Comparisons Shape Organizational Search and Adaptation. *The Administrative Science Quarterly Blog*.
- He, T., & **Yan, T. T.** (2018). Clement, Shipilov, & Galunic (2018). Brokerage as a Public Good: The Externalities of Network Hubs for Different Formal Roles in Creative Organizations. *The Administrative Science Quarterly Blog*.

### Panel of ASQ Editor's Blog Chinese Team

- Edited “*Dark Shirts and Symbolic Management* 库克的深色衬衫，苹果的企业文化”.
- Edited “*Using Subordinates to Manage Managers: Influence Tactics that Work* 通过下属管理其领导者的策略”
- Edited “*Multicultural Individuals and Organizational Innovation: More is Better* 员工多元文化背景与组织创新：锦上添花还是多此一举？”

### University of Maryland

- Association of Doctoral Students (ADS), Executive Board Member, 2016-2018.

- Co-Organizer, Career and Professional Socialization Series (CAPSS)
  - Job Market Reflection
  - Our PhD Program: A Holistic View
  - The Dissertation Process