

HEATHER Hee Jin YANG

Bocconi University, Via Roentgen 1, 20136, Milan, Italy

Heather.yang@unibocconi.it

www.heatherhjang.com

ORCID: 0000-0003-1526-2786

ACADEMIC POSITIONS

Bocconi University, Milan, Italy Sept 2021 - Present
Assistant Professor (tenure track), Department of Management and Technology
Invernizzi Center for Research on Innovation, Organization, and Strategy (ICRIOS) Fellow
BELSS Lab Affiliate

EDUCATION

Massachusetts Institute of Technology, Sloan School of Management
PhD in Behavioral & Policy Sciences (Micro - Organizational Behavior) June 2021

Master of Science in Management Research 2017

Carleton College, Northfield, Minnesota 2012
B.A. in Psychology, *Magna cum laude*
Study Abroad: Prague, Czech Republic (Fall 2010) & Madrid, Spain (Fall 2009)

ACCEPTED AND PUBLISHED WORK

Magni, F., **Yang, H.**, Gong, Y. (2023). The Facets and Consequences of Uncertainty in Human-AI interaction. In M. A. Griffin, & G. Grote (Eds.), *The Oxford Handbook of Uncertainty Management in Work Organizations*. Oxford University Press. (Forthcoming)

Moore, D. A., Smith, S. A., Minster, A., Mellers, B., Ungar, L. H., Tetlock, P., **Yang, H.**, & Tenney, L. (2017). Confidence Calibration in a Multiyear Geopolitical Forecasting Competition. *Management Science*, 63(11), 3552-3565.

Moore D. A., Carter, A., & **Yang, H.** (2015). Wide of the mark: Evidence on the underlying causes of overprecision in judgment. *Organizational Behavior and Human Decision Making Processes*, 131, 110-120.

SELECTED RESEARCH IN PROGRESS

Yang, H. & Gosline, R. R. Deliberative vs. Intuitive Thinking Precludes Algorithmic Aversion. (*Reject and resubmit at Management Science*)

Yang, H. “Yes, sir” vs. “Sure, darling”: The role of status and gender stereotypes in preference for artificially intelligent agents. (*Data Collection in Progress, three studies*)

Ryu, J.* & **Yang, H.*** Artificial intelligence as an equalizer for marginalized groups. (*Data Collection in Progress, one study*) *indicates shared first-authorship

Yang, H. “Anti-Algorithmic Advice: Stereotypic bias leads to lower judgements of advice quality”. (*Data Collection in Progress, three studies*)

Duhaime, E.*, & **Yang, H.*** Diverse teams bring greater informational accuracy. *Data Collection in Progress.*

Nagpal, M., DeCremer, D., ... **Yang, H.** Cross-National Variations in Technosolutionism and Technology Ethics. (*Data Collection from over 27 country samples completed and Data Analysis in Progress*)

Yang, H. & Jago, A. Age of Augmented Work: Perceptions of Persuasion using Generative AI. (*Data Collection in Progress, one study*) *indicates shared first-authorship

SELECTED PRESENTATIONS & CHAIRED SYMPOSIA

* Denotes presenter

Yang, H.* (Upcoming: February, 2024).

“*Mechanisms Driving Aversion and Appreciation of AI in the Digital Age.*” Society for Personality and Social Psychology annual meeting symposium, San Diego, CA.

Speakers: Matthew Leitao, Dunigan Folk, Jackson Lu.

Yang, H.* (November, 2023).

“*Who resists algorithmic advice? Cognitive style correlates with algorithmic aversion.*” Departmental seminar, ETH Zurich, Chair of Work and Organizational Psychology.

Yang, H.* (August, 2023).

“*Human Workers at the Center: Algorithm Aversion and Appreciation as Reactions to AI in Organizations.*” Academy of Management annual meeting. (**Showcase Symposium, top 10% of all submissions**)

Discussant: Kurt Gray.

Speakers: Rachel Schlund, Maya Cratsley, Federico Magni, Arthur Jago.

Yang, H.* (Cancelled due to C-19; May, 2020). “*Yes, sir*” vs. “*Sure, Darling*”: *The role of status and gender stereotypes in preference for artificially intelligent agents.* Talk accepted for the “Leveraging Technology to Understand Intergroup Conflict” Symposium at the 32nd annual Association for Psychological Science conference, Chicago, IL.

Speakers: Susannah Chandok, Monica Gamez-Djokic, Jennie Qu-Lee (Chair)

Yang, H.* (November, 2019). “*Yes, sir*” vs. “*Sure, Darling*”: *The role of status and gender stereotypes in preference for artificially intelligent agents.* Talk presented at the Psychology of Technology annual conference, UVA-Darden, VA.

Yang, H.* (September, 2019). *Cognitive style determines preference for interaction with human vs. artificial actors*. Talk presented at the Department of Psychology, McGill University.

Yang, H., & Gosline, R. R.* (May, 2019). *The Behavioral Lens: Decision-Making Systems & Human-AI Integration*. Talk presented at the Institute for the Digital Economy, MIT, Cambridge.

Wallsten, T.*, Tidwell, J.*, Tenney, E. R., **Yang, H.,** Logg, J. M., & Moore, D. A. (November, 2013). *Forecasting Future Values of Quantitative Variables: Galton Meets Goldberg*. Talk presented to the Good Judgment Project Team, Wharton School, University of Pennsylvania, Philadelphia.

Wallsten, T.*, Nataf, C., Tidwell, J., Shlomi, Y., Tomlinson, T., Moore, D. A., Tenney, E. R., **Yang, H.,** & Logg, J. M. (November, 2013). *Forecasting Future Values of Quantitative Variables: Galton Meets Goldberg*. Talk presented at the Center for Behavioral & Decision Science Research, Carnegie Mellon University, Pittsburgh.

Tenney, E. R.*, **Yang, H.,** Logg, J. M., & Moore, D. A. (August, 2013). *Estimating Values of Quantitative Variables Using Probability and Percentile Elicitation*. Presentation to the Good Judgment Project Team, Wharton School, University of Pennsylvania, Philadelphia.

Yang, H.* (April, 2012). *Give Me or Else: Power Dynamics in Food Sharing by Tamarin Monkey Breeding Pairs*. Presentation at the Minnesota Undergraduate Psychology Conference, Gustavus Adolphus College, St. Peter, MN.

AWARDS, HONORS, and GRANTS

Bocconi Junior Researcher Award, €10,000	2023
Bocconi Teaching Innovation Grant, €2500	2023
Psychology of Technology Institute Dissertation Award	2020
Student Poster Award, Society for Judgment and Decision Making, Montréal	2019
<i>Honorable Mention, out of 319 posters.</i>	
MIT International Science and Technology Initiatives Travel Grant	2016
MIT Walter A. Rosenblith Presidential Fellow	2014-2015
John K. Bare Prize in Psychology	2012
Distinction in Major (Psychology)	2012
Distinction in Senior Thesis	2012
Sigma Xi	2012
Multicultural Alumni Network Fellow	2011
<i>Enabled summer research at the Dept. of Psychology, Stanford University</i>	

TEACHING EXPERIENCE

Teaching evaluation scores are for the most recent semester taught.

Bocconi University (Professor):

Artificial Intelligence, Algorithms, & Organizational Behavior (20849) *Spring 2022 - present*
Master/MBA level course on principles of OB applied to novel technologies.
Teaching evaluation rating: 10/10

Fundamentals of Organizational Behavior (30008) *Spring 2022 - present*
Core course on foundational concepts of organizational behavior. Undergraduate students.
Teaching evaluation rating: 9.3/10

Leadership and Managerial Skills Seminar (30288) *Spring 2022 - present*
Experiential short course on effective communication, influence, team building, and negotiation.
Undergraduate students.
Teaching evaluation rating: 9.3/10

Organizational Theory and Analysis (30153) *Spring 2022 - 2023*
Analysis based course on organizational theory. Undergraduate students.
Teaching evaluation rating: 9.6/10

Massachusetts Institute of Technology (Teaching Assistant):

Global Strategy (15.707) *Fall 2018 - Spring 2020*
Executive MBA. Providing entrepreneurs and managers framework to navigate global expansion.
Teaching evaluation rating: 6.1/7

Global Organizations Lab (15.708) *Spring 2016, Spring 2019-20*
Executive MBA. Six-month, team-based capstone course involving collaboration with
multinational organization.
Teaching evaluation rating: 5.7/7

Intro to Operations Management (15.761) *Summer 2018*
Dual degree MBA & Masters of Engineering. Case-based core course on the design, analysis, and
execution of firm operational capabilities.
Teaching evaluation rating: 6.6/7

Entrepreneurship Lab (15.599) *Fall 2017, Fall & Spring 2018*
MBA. Team-based, action-learning course partnered with massively scalable, high-tech startups.
Teaching evaluation rating: 6/7

Business Model Innovation (15.232) *Fall 2015*
MBA. Case-based course on innovative business models for startups in frontier markets.

Teaching evaluation rating: 6/7

Negotiation and Influence (15.S41/15.S61)

January 2015

MBA and undergraduate students. Core negotiation strategies and principles of influence taught through simulations and lectures.

Teaching evaluations were not collected by Sloan for this course prior to 2016

SELECTED COMPETITIVE WORKSHOP ACCEPTANCES

AOM Organizational Behavioral Doctoral Student Consortium	2020
AOM Technology, Innovation, and Management Doctoral Student Consortium	2019
Harvard Kennedy School – Harvard Business School <i>Behavioral Insights Group Ideas Doctoral Workshop</i>	2019
Medici Summer Institute, MIT-HEC Paris-Bologna Business School	2016

SERVICE

Reviewing

- *Journals*: Management Science, Organization Science, American Journal of Sociology, Organization Studies, Human Resource Management, Journal of Public Policy and Marketing
- *Conferences and prizes*: INFORMS Dissertation Prize, Academy of Management Conference, Society of Personality and Social Psychology Student Prize Competition, Bocconi Assembly for Innovation & Cooperation Conference 2022 & 2023.
- *Grants*: Russell Sage Foundation, Government of Chile – Chilean National Research Agency (ANID).

Outreach and Science Communication

- Panelist, August, 2023. *Princeton Academic Job Materials Seminar*. Department of Psychology, Princeton University.
- Panelist, April, 2023. “*Generative AI for SMEs: Separating the Chit and the ChatGPT*”, Digital for SMEs Knowledge event, Organisation for Economic Co-operation and Development (OECD).
- Interviewee, February 2023. Knowledge @ Bocconi, “Chat GPT: Handle with Care and Don’t Be Fooled Into Thinking It’s Human”, by Fabio Todesco. In [Italian](#) and [English](#).

Institutional positions

- Lab Director, Yang Lab at Bocconi University, 2023-present

Trained 8 undergraduates with 2-week intensives on conducting literature reviews, writing, survey creation, data analysis. Mentor to 5+ undergraduate students.

- Course Director, Bocconi University, Artificial Intelligence, Algorithms, and Organizational Behavior (20849), 2022-present
- Graduate Women at MIT, Departmental Representative for Sloan School of Management, 2017-2018

Symposia Organizing

- Co-organizer and presenter, Psychology of Technology Institute Tech Talk Seminar, October, 2020: “*Algorithms and Decision-Making Data Blitz*”, with Jennifer Logg and Arthur Jago.
- Chair, organizer, and presenter, Academy of Management annual meeting, August, 2020: “*Resisting Artificial Intelligence: When do decision-makers avoid or use algorithmic input.*”. (**Showcase Symposium, top 10% of all submissions**)
 - Speakers: Jennifer Logg, Michael Yeomans, Donna Hoffmann, Christian Hildebrand, Berkeley Dietvorst (Discussant)

Thesis Advising

Undergraduate level: Enrico Maria Lima, Domenico Ferro, Federico Genta, Margarita Papageorgiou, Alessia Corti, Teodora Bunea, Cristiana Nobile, Cristina Mazza, Rima Shahab Kayali, Diego Folin, Mariana Osorio Rojas, Charles Delvallee, Rares Oprean, Heinz Wohlkonig.

Graduate level: Stefano Braitto, Fiammetta Santoni, Annabell Ostenfeld (joint advisee), Johannes Heinemann, Zsofia Luca Trapp, Lian Lyu.

PhD second-year paper reviewer: Clara de Palma.

ASSOCIATION MEMBERSHIPS

- Member, Academy of Management
- Member, Society of Judgment and Decision Making
- Member, Society of Personality and Social Psychology
- Member, American Psychological Society

CITIZENSHIP

- New Zealand, citizen
- US, Permanent Resident/Green Card holder