

THOMAS TAIYI YAN 闫太一

Organisation & Innovation ▪ School of Management ▪ University College London

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PROFESSIONAL EXPERIENCE

University College London, School of Management

London, UK

Assistant Professor (Lecturer) of Organisation & Innovation

2020-Present

EDUCATION

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

AWARDS AND HONORS

- Outstanding Reviewer Award (2025), *Organization Science*
- Best 40-Under-40 MBA Professors (2025), *Poets and Quants*
- Student Choice Award Nomination for Brilliant Research-Based Education (2025), *UCL*
- Student Choice Award Nomination for Inspiring Teaching Delivery (2021), *UCL*
- Student Choice Award Nomination for Exceptional Feedback (2021), *UCL*
- Allan N. Nash Outstanding Doctoral Student Award, *University of Maryland*
- Distinguished Teaching Award, 2018-2019 (Top 10% teaching award for undergraduate core), *University of Maryland*
- Best Paper Award (2020), *Personnel Psychology*
- Graduate Assistantship and Fellowship, 2015-2020, *University of Maryland*
- Williams A. Owens Scholarly Award Honorable Mention, *SIOP*
- Harry Triandis Award for Undergraduate Research, *UIUC*
- Outstanding Undergraduate Researcher Award – Quantitative Psychology, *UIUC*
- James. E. Spoor Scholarship, *UIUC*
- Edmund J. James Honors Scholar 2011 – 2014, *UIUC*

PEER-REVIEWED PUBLICATIONS

1. **Yan, T. T.**, Venkataramani, V., Tang, C., & Hirst, G. (2025). Navigating inter-team competition: How information broker teams achieve team innovation. *Journal of Applied Psychology*, 110(1), 27–48.
 - **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, team 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

- Li, N., **Yan, T. T.**, Tangirala, S. (*Finalizing for OBHDP submission*). Leader narcissism, voice, and team performance.
- **Yan, T.T.**, Venkataramani, V., Tang, C. (*Finalizing for Administrative Science Quarterly*). Interpersonal competition, networks, and performance.
- Zhang, Y., **Yan, T. T.**, Zheng, X, Liu, X. (*Writing. Target: Administrative Science Quarterly*). Social disconnectedness, gender, and creativity.
- **Yan, T. T.**, Goldenberg, A. (*Writing. Target: PNAS*). Collective emotional intelligence)
- Sherf, E. N. & **Yan, T. T.** (*Model creation. Target: Academy of Management Journal*). A computational model of the relationship between micro and macro fairness.
- Sun. H., Wang. J, **Yan, T. T.** (*3rd 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

University College London

- Leading High-Performing Teams - MSc Management 2023-2025
- Global Leadership - UCL-PKU joint MBA 2023-2025
- Delivering Results Through People – BSc in Management Science
- Leading Global Teams – UCL MBA Global Management 2022 - 2023
- Managerial Decision Making – BSc in IMB 2020 - 2022

University of Maryland

- Managing People and Organization, BSc in Management 2018 – 2019

INVITED PRESENTATIONS

- INSEAD, Gender Initiative (2025)
- National University of Singapore (2025)
- University of North Carolina, Chapel Hill (2025)
- Cambridge University (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 (human capital consulting, 2023)
- Durham University Business School (2023)
- Digital Emotions 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 , 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)

CONFERENCE PRESENTATIONS

- Sherf, E. N. & Yan, T. T. Two Sides of Distributive Fairness in Organizations: Reconciling Micro and Macro Standards. (accepted). 85th annual conference of Academy of Management. Copenhagen, Denmark.

- Li, N., **Yan, T. T.**, Tangirala, S. Ego Unleashed: How and When Leader Narcissism Affects Member Voice and Team Perform. (accepted). 85th annual conference of Academy of Management. Copenhagen, Denmark.
- Zhang, Y., **Yan, T. T.**, Zheng X. (accepted). Breaking Conformity: How Social Disconnectedness Fuels Women's Creative Idea Generation. 85th annual conference of Academy of Management. Copenhagen, Denmark.
- **Yan, T. T.**, Goldenberg, A. (2025). Collective Emotional Intelligence. 38th Annual conference of International Association of Conflict Management. Burlington, VM.
- Zhang, Y., **Yan, T. T.**, Zheng X. (2024). Breaking Conformity: How Social Connectedness Can Fuel Women's Creativity. Diversity Day. London, UK.
- 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. 84th 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 82nd 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 81st 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 32nd 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 35th 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 79th 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

- **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.

ACADEMIC SERVICE

Editorial board:

- Organization Science
- Organizational Behavior and Human Decision Processes

Ad hoc review:

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

Academy of Management

- OB Division Award Committee, 2023, 2024
- Carolyn Dexter Award Committee, 2025

University College London, School of Management

- PhD admission committee, 2025
- Faculty recruitment committee member, 2022, 2025
- Research technician recruitment lead, 2025
- O&I external speaker series coordinator, 2022-2025
- O&I and S&E Reading Group coordinator, 2021-2023
- School of Management safety committee member, 2021-2025
- UCL School of Management ethics review ad hoc reviewer, 2024-2025
- Specialized research assistant recruitment committee member: 2020-2025
- MRes & PhD student upgrade panel member: Velvetina Lim (2022), Kun Wang (2023), Jingze Wang (2024), Carisa Lam (2025), Jake Venet (2025)
- Master's thesis supervisor, Management MSc, 2024-2025
- Undergrad thesis supervisor, Information Management for Business BSc, 2022-2025

- Undergrad thesis supervisor, Human Sciences, Caroline Meng (2021), Jeanne Cavil (2025)

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