

RICHARD WANG

PhD Candidate, London Business School ◇ Regent's Park, London, NW1 4SA
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EDUCATION

London Business School	2022 – <i>exp.</i> 2027
PhD Candidate, Organizational Behavior	
University of Cambridge	2018 – 2019
MPhil, Economics	
University of Cambridge	2015 – 2018
BA, Economics	

RESEARCH INTERESTS

Organizational identification, microfoundations of decoupling, large-scale field data

RESEARCH

Wang, R. & Peterson, R. [JMP. Organizational identification and decoupling.] (Under Review at *Organization Science*.)

Crilly, D., Huy, Q. & **Wang, R.** [A temporal-based perspective on polarization.] (2nd R&R, *Academy of Management Review*.)

Wang, R. & Lyu, Y. ‘Loss Aversion: Evidence from Expert Chess Tournaments’. (1st R&R, *Journal of Economic Behavior and Organization*.)

Crilly, D. & **Wang, R.** ‘Organizational Decoupling as a Stakeholder Coordination Problem’. (Forthcoming, *Research in the Sociology of Organizations*.)

Wang, R. [Organizational identification, large language models, and turnover.] (*Working paper*.)

Wang, R. & Peterson, R. [Board governance and top management teams.] (*Working paper*.)

Wang, R., Cable, D. & Smith, K. [An intra-organizational field experiment to improve trust and motivation within teams.] (*Working paper*.)

Khan, U. & **Wang, R.** [A large-scale field study on a psychological intervention to improve child education in a developing country.] (*Working paper*.)

CONFERENCES AND PRESENTATIONS

- 2023.** Strategy Research Day. (Imperial Business School, London)
- 2024.** Strategic Management Society Conference. (Istanbul)
- 2025.** Organizational Behavior Research Day. (Bayes Business School, London)

TEACHING EXPERIENCE & SERVICE

- 2023–2026.** Negotiations and Bargaining: Classroom Facilitator for Dr. Ussama Khan.
- 2025–2026.** Organizational Behavior PhD Seminar Series: Organizer.
- 2025.** Trans-Atlantic Doctoral Conference: Co-organizer (with Matthew Ryan).

PROFESSIONAL EXPERIENCE

Oxera LLP, *Oxford* 2019 – 2022

- Conducted cost-benefit analysis supporting the business case for the Diamond-II upgrade program for the Diamond Light Source, securing £519M funding from UK Research and Innovation and the Wellcome Trust.
- Valuation of damages for claims and counterclaims across several major antitrust, litigation, arbitration and commercial dispute cases.

SKILLS AND QUALIFICATIONS

Programming: Stata, Python, R, $\text{\LaTeX}$

Languages: English and Chinese

Qualifications: CFA Level I (2022)

ACADEMIC REFERENCES

Randall Peterson

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Dan Cable

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Ussama Khan

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