

CURRICULUM VITAE

LILI BAO

Case Western Reserve University
Weatherhead School of Management
Organizational Behavior Department
Cleveland, Ohio 44106

216-394-9445 (Cell)
lili.bao@case.edu (Email)
1922 109th Ave. SE
Bellevue, WA 98004

EDUCATION

Ph.D.	CASE WESTERN RESERVE UNIVERSITY, Cleveland, OH Organizational Behavior	Expected May 2019
M.S.	CASE WESTERN RESERVE UNIVERSITY, Cleveland, OH Operations Research & Supply Chain Management	2012
B.A.	SHANGHAI NORMAL UNIVERSITY, Shanghai, China Human Resource Management	2008

DISSERTATION

Title:	Deep and Diverse: Knowledge Combination of Team Members in Knowledge Production Teams.
Awards:	<i>Finalist – Best Doctoral Student Paper, INGRoup Conference 2018 (Literature Review Chapter of Dissertation Proposal)</i>
Stage:	Data collection completed and at the stage of data analysis
Proposal date:	November 8, 2018
Committee chair:	Dr. Corinne A. Coen
Committee members:	Dr. Ronald Fry, Dr. Melvin Smith, and Dr. Matthew Cronin

RESEARCH INTERESTS

Research Interests:

My scholarly interests focus on interactions and dynamics in teams. Specifically, I examine how team members generate ideas and produce knowledge, collaborate to solve problems, coordinate activities, sustain creativity and innovation at teams, and how to design teams to elicit productive interdependence and cope with complex problems whose ramifications span boundaries.

PUBLICATIONS AND MANUSCRIPTS UNDER REVIEW

Trinh, M. & Bao, L. Events, Episodes, or Emergence? A Critical Review of Intragroup Conflicts. *Frontiers in Psychology*. Stage: Under initial review

Kendall, L. D., Pavez, I., Bao, L., & Laszlo, C. (2015). Ties that bind: How interconnectedness enables business to thrive: a Research Analysis on Behalf of the Goi Peace Foundation. The FUJI Declaration in Action: Business.

Li, C., **Bao, L.**, & Jiang, Q. (2013). Leadership styles of entrepreneurial women in eastern China: Characteristics and differences. *Social Behavior and Personality: An international journal*, 41, 421-432.

MANUSCRIPTS IN PREPARATION (Listed by Proximity to Journal Submission):

Bao, L. & Coen, C. A. Understanding Subgroup Configurations: A Compromise between Efficiency and Performance. Target: *Academy of Management Discoveries*, Stage: Ready to submit.

Bao, L. & Coen, C. A. [Topic: Comparative roles of different team structures & Team Creativity; 2 studies]. Target: *Organization Science*. Stage: design the second study.

Bao, L. & Wei, H. [Topic: Team Member Voice Behavior and Team Creativity; 2 studies]. Target: *Journal of Applied Psychology*, Stage: Post-Data Collection, Manuscript being drafted.

Trinh, M. & **Bao, L.** [Topic: A Dynamic Model of Intragroup Task and Relationship Conflicts]. Target: *Small Group Research*, Stage: Post-Data Collection, Manuscript being drafted.

Wei, H. & **Bao, L.** [Topic: Reject and Being Rejected: Emotional Changes; theoretical paper]. Target: *Journal of Applied Psychology*, Stage: Revised Theoretical Framework and first Manuscript being drafted.

REFEREED CONFERENCE PRESENTATIONS

Bao, L. & Coen, C. A. (2018, July). Deep and diverse: The Knowledge Combination of Team Members in Creative Teams. Paper presented at the 13th INGRoup Conference, Bethesda, Maryland, **Finalist – Best Student Paper.**

Bao, L. & Coen, C. A. (2018, July). Balancing Efficiency and Diversity of Team Problem Solving: The Role of Team Structure. Paper presented at the 13th INGRoup Conference, Bethesda, Maryland.

Bao, L. & Coen, C. A. (2017, August). Understanding Subgroup Network Structure: A Compromise between Efficiency and Performance. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia.

Bao, L. & Trinh, M. (2017, August). What We Know vs. Who We Know: A Dynamic Model of Intragroup Task and Relationship Conflicts. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia.

Trinh, M. & **Bao, L.** (2015, July). A Dynamic Model of Intragroup Conflicts. Paper presented at the INGRoup Conference, Pittsburgh, Pennsylvania.

Rochford, K., Thompson, P., Pavez, I., van Esch, C., & **Bao, L.** (2014, October). Towards a practice theory of sustainability: Carrying out the practice of flourishing. Paper presented at the annual meeting of the Midwest Academy of Management, Minneapolis, Minnesota.

CONFERENCE SYMPOSIA AND PDW'S

Bao, L. & Trinh, M. (2017, August). Application of Computational Simulation in Organizational Research. Symposium co-chair at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia.

Bao, L. (2017, August). Subgroup, Faultline, and Work Relationships. Paper session chair-person at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia.

Wei, H. & **Bao, L.** (2015, August). Sharpen Your Skills: Preparing to Teach Graduate Level Research Methods. PDW at Academy of Management, Vancouver, British Columbia, Canada.

Trinh, M. & **Bao, L.** (2015, August). Studying Emergence in Teams Using Multiple Methods. Symposium at Academy of Management, Vancouver, British Columbia, Canada.

TEACHING EXPERIENCE

Teaching Interests (In no particular order)

Organizational Behavior, Team Dynamics, Organization Theory, Sustainability, Business Ethics and Social Responsibility, Human Resources, Leadership, Research Methods, Business Analytics

Instructor

Case Western Reserve University: Weatherhead School of Management, Cleveland, OH

Full responsibility for course development, teaching and grading

- MGMT 201 Contemporary Business and Communications, Undergraduate, Spring 2015 (36 students; Overall course rating: 3.69/5.0; Overall instructor rating: 4.56/5.0)

Teaching Assistant

Case Western Reserve University: Weatherhead School of Management, Cleveland, OH

Responsibilities included lecture planning and delivery, grading, coaching, and advising students

- Leadership Assessment & Development (MBA), MBAP 401, Summer, Fall 2011
- Managing Organizations and People II (Undergraduate), ORBH 251, Fall 2012
- Women in Organizations (Graduate), ORBH 370, Spring 2013
- Leadership Assessment & Development (MBA), MBAP 401, Summer 2013
- T-Groups: Developing Interpersonal Skills for Managers (MBA), ORBH 403, Spring 2014, 2015
- Managing teams and leadership III (Global MBA program), GMBA 404C, Fall 2014
- Executive Leadership (MBA), ORBH 450, Fall 2014
- Positive Organization Development and Change (MBA), MPOD11, Fall 2014
- Leading People (Undergraduate), ORBH 250, Spring 2015

HONORS AND AWARDS

Finalist – Best Doctoral Student Paper, INGRoup Conference, 2018

Graduate Student Travel Award, Case Western Reserve University, 2018

Doctoral Consortium, Academy of Management TIM Division, 2018

Merit-Based Graduate Scholarship for Master Program, Case Western Reserve University, 2010-2012

Merit-Based Undergraduate Scholarship, Shanghai Normal University, 2004-2008

PROFESSIONAL SERVICES

PhD Admissions Committee Member

Case Western Reserve University, Department of Organizational Behavior (2015 & 2016).

Reviewing

- Review Editor in Editorial Board of Organizational Psychology Section of Frontiers in Communication and Frontiers in Psychology (2018)
- Reviewer, Annual conference of the Academy of Management (2013-Present)
- Reviewer, INGRoup Conference (2014-Present)
- Reviewer, Annual conference of the Midwest Academy of Management (2014-2015)

Professional Associations

- Academy of Management
- INGRoup Conference
- Midwest Academy of Management

NON-ACADEMIC EXPERIENCE

Select Managerial Experience

- 2008-2010: HR Specialist, Trina Solar Co., Ltd. Shanghai, China

Select Consulting Engagements

- 2014-2015: Researcher, **Fowler Center for Sustainable Value /Case Western Reserve University; Sustainable Value Partners**
- 2015: Researcher, **Business as an Agent of World Benefit Research Project Funded by Goi Peace Foundation, Japan**
- 2013-Present: Executive Coach, **Case Western Reserve University, Weatherhead School of Management.**

ANALYTICAL SOFTWARE

- Frequentist statistics: Mplus, SPSS, AMOS, SmartPLS, and STATA
- Agent based modeling: JAVA, NetLogo
- Qualitative data analysis: Atlas.ti, Dedoose, NVivo

OTHER CERTIFICATIONS

- Six-Sigma (black belt), Case Western Reserve University
- Certificate in developing leadership through emotional intelligence; Case Western Reserve University
- Certificate in Executive Coach; Case Western Reserve University

REFERENCES

From Case Western Reserve University:

Corinne Coen, Ph.D.

Associate Professor of Organizational Behavior
Weatherhead School of Management
Case Western Reserve University
Phone: 216-368-3034
Email: Corinne.Coen@Case.edu

Ronald Fry, Ph.D.

Professor of Organizational Behavior
Weatherhead School of Management
Case Western Reserve University
Distinguished Guest Faculty
Center for Values Driven Leadership
Benedictine University
Phone: 216-368-2060
Email: Ronald.Fry@case.edu

Melvin Smith, Ph.D.

Professor of Organizational Behavior
Weatherhead School of Management
Case Western Reserve University
Phone: 216-368-6534
Email: Melvin.Smith@Case.edu

Diana Bilimoria, Ph.D

KeyBank Professor
Department Chair of Organizational Behavior
Professor of Organizational Behavior
Phone: 216-368-2115
Email: diana.bilimoria@case.edu

External to Case Western Reserve University:

Matthew A. Cronin, Ph.D.

Associate professor of management
School of Business
George Mason University
Phone: 703-993-1783
Email: mcronin@gmu.edu