

Hsuan-Che (Brad) Huang

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EDUCATION

Ph.D.	University of British Columbia, Sauder School of Business Business Administration in Organizational Behavior Dissertation: "Understanding Allyship Through a Moral and Justice Lens" ** <i>Recognized with 7 distinguished awards, including from AOM HR, AOM CM, SPSP, SIOP, & RRBM</i>	Vancouver, BC, Canada 2026
	Yale University, School of Management Visiting Scholar in Organizations and Management	New Haven, Connecticut 2025 – 2026
B.S.	National Taiwan University Psychology, <i>Summa Cum Laude</i> with Honor Thesis Life Science (Minor) & Neurobiology and Cognitive Science (Certificate Program)	Taipei, Taiwan 2019
	University of Wisconsin–Madison Visiting International Student Program (Full Scholarship)	Madison, Wisconsin 2018 – 2019

ACADEMIC POSITION

National University of Singapore, NUS Business School Assistant Professor of Management and Organization	Singapore 2026 – Present
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PUBLICATIONS († undergraduate, master, or doctoral student collaborator; * equal contribution)

- Huang, H.-C.**, & Evans, J. B. (2026). Confront in Public, Validate in Private: Effective Male Allyship Responses to Sexist Remarks in Organizations. *Journal of Personality and Social Psychology*, 130(5), 934–956.
***Mary L. Tenopir Scholarship, Society for Industrial and Organizational Psychology, 2026*
***Human Resources Division Dissertation Proposal Award, Academy of Management, 2025*
- Huang, H.-C.**, Götz, F. M., & ten Brummelhuis, L. L. (2026). Biting Off More Than You Can Chew at Work: Measuring Individual Perceptions of Cultural Hard and Excessive Work (I-CHEW). *Personality and Social Psychology Bulletin*.
- Huang, H.-C.** (2026). The OTTER Framework: Willful Ignorance as the Greatest Barrier to Allyship at Work and Five Steps to Overcome It. *Current Opinion in Psychology*, 67, 102153.
- Huang, H.-C.** (2025). Unlocking Creativity with Artificial Intelligence (AI): Field and Experimental Evidence on the Goldilocks (Curvilinear) Effect of Human–AI Collaboration. *Journal of Experimental Psychology: General*, 154(12), 3294–3306.
***Gerard Tellis Award for Excellence in Research, Artificial Intelligence in Management Conference, 2024*
- Voiseux, G.†*, Zhou, T.†*, & **Huang, H.-C.*** (2025). Accepting the Unacceptable in the AI Era: When and How AI Recommendations Drive Unethical Decisions in Organizations. *Behavioral Science & Policy*, 11(2), 20–30.
- Huang, H.-C.**, Shao, R., Tenbrunsel, A. E., Diekmann, K. A., & Skarlicki, D. P. (2025). The Plurality Effect: People are More Dishonest Toward Group than Individual Targets. *Journal of Experimental Social Psychology*, 119, 104746.
***Conflict Management Division Best Paper Award - Empirical or Theoretical, Academy of Management, 2023*
- Huang, H.-C.**, De Souza, L., & Schmader, T. (2025). Cultivating Allyship for a Diverse, Equitable, and Inclusive Academia. *Nature: Human Behaviour*, 9, 426–428.
- Sajjadiani, S., Daniels, M. A., & **Huang, H.-C.** (2024). The Social Process of Coping with Work-Related Stressors Online: A Machine Learning and Interpretive Data Science Approach. *Personnel Psychology*, 77(2), 321–373.
- Huang, H.-C.** (2024). The Importance of Social Rejection as Reputational Sanction in Fostering Peace. *Behavioral and Brain Sciences*, 47, e12.
- Huang, H.-C.***, Yang, Z.†*, & Kung, F. Y. H. (2023). Employees' Mindset Matters: Leveraging Cultural Mindset to Harness the Benefits of Organizational Polyculturalism. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(3), 408–412.
- Huang, H.-C.**, Shao, R., Tenbrunsel, A. E., & Skarlicki, D. P. (2023). People Behave More Unethically Toward Group than Individual Targets. *Academy of Management Best Paper Proceedings (Top 10% accepted submissions)*.
- Huang, H.-C.**, & Skarlicki, D. P. (2022). Forgiving, Fast and Slower: When Forgiveness Leads to Third-Party Moral Outrage. *Academy of Management Best Paper Proceedings (Top 5% accepted submissions)*.