

Mengying Li

Ph.D. Candidate

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EDUCATION

2022 – Present	Ph.D. in Management Major: Leadership and Organizational Science Binghamton University, State University of New York
2020	Master of Advanced Management (STEM) Yale University
2019	Master of Business Administration National University of Singapore
2015	Bachelor of Business Administration Double Specialization: Accountancy and Finance National University of Singapore

RESEARCH FOCUS

Team Dynamics
Team Synergy
Conflict Dynamics in Virtual Teams
Multimodal Embeddings and Team Emergence

Leadership
Leadership Measurement
Leadership Emergence
Strategic Leadership

PAPERS UNDER REVIEW

Jin, F., **Li, M.**, Tsai, C.-Y., Liu, Y., Taras, V. “Conflict in Virtual Teams: Multilevel Emergence and Performance Implications”. Received a second-round revise-and-resubmit at *Personnel Psychology* before the process was discontinued; currently under review at *Journal of Applied Psychology*.

Marshall, J., **Li, M.**, Braccia, C.J. & Tsai, C.-Y. “Building a Bridge to Strategic Leadership Island.” Under Review at *Academy of Management Discoveries*.

CONFERENCE PROCEEDINGS AND PRESENTATIONS

Li, M. & Acton, B. (2023). “Emotional tone embedded in leadership scales and memory processing: Implications for leadership measurement.” *In Sonia Taneja (Ed.), Proceedings of the Eighty-third Annual Meeting of the Academy of Management. Online ISSN: 2151-6561. <https://doi.org/10.5465/AMPROC.2023.187bp> *Best Paper Award in Organizational Behavior Division*

Li, M. & Acton, B. (2025) “Why some rise and others rejected: Unraveling leadership emergence through the lens of regulatory focus”. *Southern Management Association Conference* (Presentation)

Li, M. & Acton, B. (2025) “When the good outlasts the bad: A positivity recall bias in leadership questionnaires”. *Presenter Symposium: Follower Dynamics in Leadership: Their Role in Leader Authenticity, Granting Power, and Measurement. Academy of Management Conference, 85.*

Li, M. & Acton, B. (2025) “Leading, following, and regulatory focus: A multilevel examination of leadership emergence”. *Academy of Management Conference, 85.*

Jun, M., Eckardt, R., Li, M., Jin, F., Kim, J., Tsai, C. Y., Dionne, S. D. (2024). “The measure of complementarities/synergies: A systematic review of the organizational science literature.” *Southern Management Association Conference* (Presentation).

Marshall, J., Li, M., Braccia, C.J. & Tsai, C.-Y. (2024). “Building a bridge to strategic leadership island.” *Southern Management Association Conference* (Presentation).

Li, M. & Acton, B. (2024). “AI nomological nets: Identifying the overlap between leadership items using word embedding models.” *Presenter Symposium: Leadership Questionnaires in the Age of AI: From Traditional Roots to AI & Data Science. Academy of Management Conference, 84* (Presentation; Symposium co-organizer).

Marshall, J., Li, M., Braccia, C.J. & Tsai, C.-Y. (2024). “Building a bridge to strategic leadership island.” *Improving Leadership Research around the Globe: A Mentoring Session. Academy of Management Conference, 84, Leadership PDW* (Proposal).

Li, M. & Acton, B. (2023). “Unpacking the leading-following process: The role of regulatory focus.” *PDW: Improving Leadership Research around the Globe: A Mentoring Session. Academy of Management Conference, 83.* (Proposal).

Li, M. & Acton, B. (2022). “Emotional tone embedded in leadership scales and memory processing: Implications for leadership measurement.” *Improving Leadership Research around the Globe: A Mentoring Session. Academy of Management Conference, 82, Leadership PDW.* (Proposal).

PAPERS IN PROGRESS

Li, M., Tsai, C.-Y., R Eckardt, & Y Lee, “Tangent slope analysis: Methodological and theoretical implications.” *Target: Organizational Research Methods*. August 2025.

Jun, M., Eckardt, R., **Li, M.**, Jin, F., Kim, J., Tsai, C. Y., Dionne, S. D. (2024). “The measure of complementarities: A systematic review of the organizational science literature.” *Target: Journal of Applied Psychology*. October 2025.

Marshall, J., Braccia, C.J., **Li, M.** & Tsai, C.-Y. “Missing the boat: How strategic leadership research is failing students and faculty”. *Target: Academy of Management Learning & Education*. August 2025.

Li, M., Eckardt, R., Tsai, C.-Y., & MCB Lyle. “Team synergy: What we know and where we can go from here”. *Target: Journal of Applied Psychology*. June 2026.

Li, M., Eckardt, R., Tsai, C.-Y., & MCB Lyle. “Unveiling the link between team configuration and team synergy: An abductive exploration”. *Target: Academy of Management Journal*. June 2026.

Acton, B., Eckardt, R., Kojaku S., **Li, M.** “Measuring team emergent through high-dimensional language representations: A trajectory-based framework for capturing team states.” *Target: Academy of Management Journal*. June 2026.

RELATED NEWS STORIES

[Binghamton University Graduate Student Award for Excellence in Teaching](#), Binghamton SOM
[Research: Employee surveys may miss out on uncovering toxic leadership practices](#), BingUNews
[A Well-Rounded MAM Journey](#), Yale School of Management

COURSES OF INSTRUCTION

Graduate Student Award for Excellence in Teaching, Binghamton University, 2025

Instructor, Binghamton University, State University of New York
Graduate and Undergraduate Level

<u>Semester</u>	<u>Course</u>	<u>Instructor Rating</u>	<u>Class Size</u>
Fall 2025	MGMT 508 Organizational Behavior	TBD	38
Fall 2024	MGMT 508 Organizational Behavior	4.82/5	32
Spring 2024	LEAD 552 Team Leadership	4.63/5	53
Fall 2023	LEAD 552 Team Leadership	4.03/5	42

Guest Lecturer, Binghamton University, State University of New York

Undergraduate Level

<u>Semester</u>	<u>Topic</u>
Fall 2023	Social Network Analysis (Course: MKTG 480N Digital Analytics)
Fall 2022	Introduction to R Programming (Online)

PROFESSIONAL SERVICE ACTIVITIES

2025 – Present	Academy of Management Student Community Ambassador
2022 – Present	Consortium for the Advancement of Research Methods and Analysis (CARMA) Student Ambassador
2024 – Present	Information Systems Frontiers Student Reviewer
2023 – Present	International Association for Chinese Management Research (IACMR) Volunteered Reviewer
2022 – Present	Academy of Management (AOM) Volunteered Reviewer
2022 – Present	Southern Management Association (SMA) Volunteered Reviewer

WORK EXPERIENCE

2015 – 2018	Senior Audit Associate Ernst & Young LLP, Singapore
2019	Strategy Consultant Dell Inc., Singapore
2020	Research Assistant School of Management, Yale University
2021 – 2023	Research Assistant School of Management, Binghamton University
2023 – Present	Instructor School of Management, Binghamton University

PROFESSIONAL AFFILIATIONS

2024 – Present	Southern Management Association (SMA)
2022 – Present	Academy of Management (AOM)
2021 – Present	Consortium for the Advancement of Research Methods and Analysis (CARMA)
2018 – Present	Institute of Singapore Chartered Accountants (ISCA)

HONORS, AWARDS, CERTIFICATIONS

Graduate Student Award for Excellence in Teaching, Binghamton University, 2025
Provost's Doctoral Summer Fellowship, Binghamton University, 2021 – Present

83rd AOM Annual Conference, Best Paper Award in Organizational Behavior Division, 2023
Academy of Management Best Reviewer Award, Organizational Behavior Division, 2025
Academy of Management (AOM) OB Doctoral Consortium (OBDC), 2025
RMD-CARMA Doctoral and Junior Faculty Consortium, 2025
Southern Management Association (SMA) Late-Stage Doctoral Consortium, 2024
Academy of Management (AOM) Leadership Doctoral Student Consortium, 2024
Chartered Accountant (CA) of Singapore, ISCA, 2018 – Present
16th Singapore Tertiary Literature Awards, Literary Critics, 2nd Prize, 2014

TECHNICAL SKILLS

R, Python

ACADEMIC REFERENCE

For professional letters of recommendation, please contact:

Rory Eckardt, Ph.D.

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Chou-Yu (Joey) Tsai, Ph.D.

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