

Mingyu Li

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EDUCATION

The Hong Kong University of Science and Technology (HKUST)

Ph.D. in Management, 09/2021 – Present

Advisors: T. Bradford Bitterly & Melody M. Chao

The London School of Economics and Political Science (LSE)

M.Sc. in Human Resource Management, 09/2019 – 01/2021

Level 7 CIPD Certification

Shandong University

B.Sc. in Business Administration, 09/2015 – 07/2019

RESEARCH INTERESTS

Trust, AI Management, Future of Work, Negotiation

RESEARCH PUBLICATIONS

Li, M., Bitterly, T. B., Nason, S. W., & Cheung, C. (2026). AI and Negotiation: The Silicon-Carbon Communication Orientation (SILCCO) framework for understanding technology-mediated negotiation, *Conditional acceptance at Current Opinion in Psychology*.

Li, M., & Bitterly, T. B. (2024). How perceived lack of benevolence harms trust of artificial intelligence management. *Journal of Applied Psychology*, 109(11), 1794-1816. <https://doi.org/10.1037/apl0001200>

Cai, D., Wang, H., Yao, L., **Li, M.**, & Men, C. (2022), A relational identification perspective on why and when servant leadership foster employees' extra-role customer service. *Leadership & Organization Development Journal*, 43(5), 705-718. <https://doi.org/10.1108/LODJ-10-2021-0450>

Cai, D., Liu, J., Zhao, H., & **Li, M.** (2020). Could social media help in newcomers' socialization? The moderating effect of newcomers' utilitarian motivation. *Computers in Human Behavior*, 107, 106273. <https://doi.org/10.1016/j.chb.2020.106273>

OTHER PUBLICATIONS

Li, M., & Bitterly, T. B. (2025). AI Managers May be Efficient - But Do Workers Trust Them? *HKUST Business Review*.

Cai, D., Yu, M., **Li, M.** & Cui, M. (2018). Handu Group: Continued Growth through Business Model Innovation. *IVEY Publishing*.

SELECTED RESEARCH IN PROGRESS

Bitterly, T. B., **Li, M.**, Kang, P., & Schweitzer, M. E. The Framing of Power, *manuscript under review at Organizational Behavior and Human Decision Processes*.

Li, M., Bitterly, T. B., & Nason, S. W. How AI Framing and Level of AI Involvement Influence Trust, *manuscript submitted to PNAS*.

Li, M., Bitterly, T. B., & Hagmann, D. Distrust Despite Human Oversight: AI Assistance Undermines Trust in Feedback, *manuscript submitted to Psychological Science*.

Li, M., & Bitterly, T. B. Silicon-Carbon Communication Orientation (SICCO), Emotional Connection and Economic Transfer, *manuscript in preparation for submission to Management Science*.

Li, M., Choi, J. M., Bitterly, T. B., & Chao, M. M. When Expectations Shatter: Investigating Integrity Erosion in Human and AI Decision-makers after Trust Violations, *data collection in progress*.

Wong, K. F. E., Kwong, J. Y., Cai, Y., Chen, Z., & **Li, M.** Nudging and Promoting Employee Green Behaviors via Escalation of Commitment, *data collection in progress*.

RESEARCH GRANTS

Hui, P., Bitterly, T. B., Pang, C., Cheung, C. Digital Humans: Perceptions of Growth and Trust (HSBC GenAI research grant). Amount: 500,000 HKD. *Received March 2024*. Role: research team member

Li, M., & Guo, Y. Fostering Digital Competency in the GenAI-Gen Z Era: A Student-Driven Community of Practice. *September 2024 - July 2026*. Role: co-lead

Bitterly, T. B., Hagmann, D. Are AI Users Cutting-Edge Innovators or Incompetent Slackers? Image Concerns in the Use and Adoption of Generative AI (EDGE02B-23S). Amount: 250,000 HKD. *Received May 2023*. Role: research team member

AWARDS & HONORS

Hong Kong PhD Fellowship Scheme 2023-2027
HKUST RedBird Academic Excellence Award 24-25
HKUST RedBird PhD Award 2023-24
Dare to Care Doctoral Award 2023
HKUST Postgraduate Studentship 2021-2023

Student Representative for the Committee of Postgraduate Studies (CPS) in 2025/26
Student Representative for the HKUST AI & Education Steering Committee

CONFERENCE PRESENTATIONS

August 2026, *Academy of Management Annual Meeting*, **Li, M.**, Bitterly, T. B., & Nason, S. W. How AI Framing and Level of AI Involvement Influence Trust.

July 2026, *International Association for Conflict Management*, **Li, M.**, Bitterly, T. B., & Nason, S. W. How AI Framing and Level of AI Involvement Influence Trust.

June 2026, *Behavioral Decision Research in Management*, **Li, M.**, Bitterly, T. B., & Hagmann, D. The Warmth Penalty: Recipient Resistance to Superior Feedback from Human-in-the-Loop Systems.

July 2025, *Academy of Management Annual Meeting*, **Li, M.**, Bitterly, T. B., & Hagmann, D. The Warmth Penalty: Recipient Resistance to Superior Feedback from Human-in-the-Loop Systems.

July 2025, *Academy of Management Annual Meeting*, **Li, M.**, Choi, J. M., Bitterly, T. B., & Chao, M. M. When Expectations Shatter: Investigating Integrity Erosion in Human and AI Decision-makers after Trust Violations.

July 2025, *International Association for Conflict Management*, **Li, M.**, Bitterly, T. B., & Hagmann, D. Human-AI Augmentation: Is Human Oversight a Help or Hindrance in AI Management.

June 2025, *International Association for Chinese Management Research*, **Li, M.**, Bitterly, T. B., & Hagmann, D. Taming the Bots: Human-AI Collaboration in the Workplace.

August 2022, *Academy of Management Annual Meeting*, **Li, M.**, & Bitterly, T. B. How Perceived Lack of Benevolence Harms Trust of AI Management.

July 2022, *International Association for Conflict Management*, **Li, M.**, & Bitterly, T. B. How Perceived Lack of Benevolence Harms Trust of AI Management.

INVITED PRESENTATIONS

June 2026, *First International Network of Trust (FINT)*, **Li, M.**, Bitterly, T. B., & Hagmann, D. The Warmth Penalty: Recipient Resistance to Superior Feedback from Human-in-the-Loop Systems.

April 2025, *Chinese University of Hong Kong Department of Management*, **Li, M.**, & Bitterly, T. B. How Perceived Lack of Benevolence Harms Trust of Artificial Intelligence Management.

April 2025, *HKUST Center for Education Innovation (CEI) Workshop*. **Li, M.**, Guo, Y., Huang, X. Cyber-scholar Survival Kit: A Step-by-Step Guidance for Using AI in Research

July 2024, *Shandong University Department of Management*, **Li, M.**, & Bitterly, T. B. How Perceived Lack of Benevolence Harms Trust of Artificial Intelligence Management.

May 2024, *HKUST Center for Education Innovation (CEI) Workshop*. **Li, M.**, Bitterly, T. B., & Hagmann, D. The Tin Man Dilemma: Why AI Needs a Heart to Win Our Trust.

March 2024, *HKUST Center for Education Innovation (CEI) Podcast*. **Li, M.**, Bitterly, T. B., & Hagmann, D. Are AI Users Cutting-Edge Innovators or Incompetent Slackers? Image Concerns in the Use and Adoption of Generative AI.

PROFESSIONAL SERVICE

Journal Reviewer

- *Nature Scientific Reports*
- *Nature Humanities and Social Sciences Communications*
- *Journal of Trust Research*
- *Journal of Business Ethics*
- *British Journal of Social Psychology*

TEACHING

HKUST Business School – Course Taught

MGMT1110 Introduction to Management (Summer 2024)

1 Section, Rating of 4.36/5.0

REFERENCES

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