

ZHIYA (ALICE) GUO

OB/HRM Doctoral Candidate | Broad College of Business | Michigan State University
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EDUCATION

Michigan State University – Broad College of Business, East Lansing, Michigan

Ph.D., Organizational Behavior and Human Resource Management (Expected May 2020)

Minor: Research Methods

Dissertation: *United or Divided? A Study of Cohesion and Dissolution in Faultline-Based Subgroups*
(Proposal defended in March 2019)

Advisory Committee: Dr. Brent A. Scott (Chair)

Dr. John R. Hollenbeck

Dr. D. Lance Ferris

Dr. Nicholas A. Hays

University of Minnesota – Carlson School of Management, Minneapolis, Minnesota

Master of Human Resources and Industrial Relations (2015)

North China Electric Power University – School of Economics and Management, Beijing, China

Bachelor of Human Resource Management (2013)

REFEREED PUBLICATIONS

Matta, F., Scott, B., **Guo, Z.**, & Matusik, J. (*in press*). Exchanging One Uncertainty for Another: Justice Variability Negates the Benefits of Justice. *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW

Guo, Z., Heidl, R., Hollenbeck, J. R., Yu, A., & Howe, M. [Discretionary Boundary Spanning and Informal Leadership]. *Journal of Applied Psychology*.

Guo, Z., Matusik, J., & Scott, B. [Group Affective Tone]. *Journal of Organizational Behavior*.

Wang, Y., **Guo, Z.**, Johnson, R., Zhang, S., & Wang, X. [Leadership and Power Distance Orientation]. *Journal of Applied Psychology*.

MANUSCRIPTS IN PROGRESS

Guo, Z., Awasty, N., Cornfield, B., & Johnson, R. A Depletion Perspective on Situational-Dependent Leader Behaviors. Target: *Academy of Management Journal*. (Preparing for Submission)

Guo, Z., Ferris, D. L., Johnson, R. E., & Yan, M. When Narcissists Meet Conflicts: Contrastive Outcomes of Agentic Narcissism and Communal Narcissism in the Workplace. Target: *Academy of Management Journal* (Writing stage)

Guo, Z., & Scott, B. A. Similarity Attraction or Similarity Repulsion? A Theoretical Reexamination of Demographic Diversity and Group Faultlines. Target: *Academy of Management Review* (Writing stage)

Guo, Z., Lin, S., Pan, L., & Johnson, R. When and Why is Narcissism Beneficial versus Harmful for Creativity? The Role of Construal Level and Action-State Orientation. Target: *Personality and Individual Differences* (Preparing for Submission)

Hays, N., **Guo, Z.**, & Johnson, R. Competing for Attention: the Psychology of Rank and its Association with Power and Status Salience. Target: *Journal of Applied Psychology*. (Preparing for Submission).

**** A symposium (co-chaired) including an earlier version of this paper was awarded for Best Symposium Award at AOM by OB Division**

Howe, M., **Guo, Z.**, Hollenbeck, J. R., Heidl, R., & Yu, A. Embedded in What? Turnover Functionality as a Function of Multidimensional Interpersonal Links. Target: *Academy of Management Journal* (Writing stage)

Wang, Y., **Guo, Z.**, & Johnson, R. One's Meat is Another's Poison? Target: *Academy of Management Journal* (Writing stage)

Hays, N., Chu, J., Neal, Z., & **Guo, Z.** Citation Patterns. Target: *Administrative Science Quarterly* (Data analysis stage)

CONFERENCE PRESENTATIONS

Heidl, R., **Guo, Z.**, Hollenbeck, J. R., Yu, A., & Howe, M. (August, 2018). *Leadership Emergence in Large Scale Collaborative Science: The Role of Simmelian Informal Boundary Spanning Bridges*. Paper presented at the annual meeting of the Academy of Management, Chicago, Illinois.

Hays, N., **Guo, Z.**, & Johnson, R. (July, 2018). *Competing for Attention: Competition, Cooperation, and the Salience of Power and Status*. Paper presented at the International Association for Conflict Management, Philadelphia, Pennsylvania.

Guo, Z. (July, 2018). *Effects of Flat versus Tall Organization Structures: A Social Comparison Theory Perspective*. Paper presented at the International Association for Conflict Management, Philadelphia, Pennsylvania.

Hays, N., **Guo, Z.**, & Johnson, R. (March, 2018). *Do I feel powerful or respected? Competition and cooperation shift power and status salience*. Paper presented at the Society for Personality and Social Psychology, Atlanta, Georgia.

Guo, Z., & Hays, N. A. (Co-Chair, 2017, August). *Interfacing Hierarchies: Investigating the Confluence of Multiple Hierarchies*. Symposium presented at the annual meeting of the Academy of Management, Atlanta, Georgia. * **Best Symposium – Academy of Management Annual Meeting, OB Division**

Guo, Z., Hollenbeck, J. R., Heidl, R., Yu, A., & Howe, M. (June, 2017). *The Impact of Open and Closed Informal Boundary Spanning Ties on Leadership Emergence in the Field of Large Collaborative Science*. Paper presented at the annual meeting of International Network for Social Network Analysis, Beijing, China.

Guo, Z., Lin, S., Pan, L., & Johnson, R. (April, 2016). *When and Why is Narcissism Beneficial Versus Harmful for Creativity? The Role of Construal Level and Action-State Orientation*. Paper presented at the annual meeting of Society of Industrial and Organizational Psychology, Anaheim, California.

AWARDS & GRANTS

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| 2019 | HR Division Doctoral Consortium Nominee, Academy of Management Annual Meeting |
| 2019 | Doctoral Consortium, Interdisciplinary Network for Group Research |
| 2019 | Dissertation Completion Fellowship Award (\$6,000) |
| 2017 | Best Symposium (Co-Chair, Presenter), Academy of Management Annual Meeting, OB Division |
| 2016 | Management Advisory Board STRIDE Fund (Internal Grant, Michigan State University), PI (\$4,000) |

TEACHING EXPERIENCE

Primary Instructor

Managing Human Resources and Organizational Behavior (Summer 2018; 26 students)

Recitation Section Instructor

Managing Human Resources and Organizational Behavior (Fall 2018; 117 students)

Managing Human Resources and Organizational Behavior (Spring 2019; 114 students)

Managing Human Resources and Organizational Behavior (Fall 2019; 78 students)

Teaching Assistant

Managing the Learning Organization (Master-level class)

Managing Diversity in the Workplace (Master-level class)

Fundamentals of HR Staffing (Master-level class)

Managing Human Resources and Organizational Behavior (Master-level class)

SERVICE

Provided a "Growth Curve Modeling" session for Ph.D. students in Management, Industrial and Organizational Psychology, and Human Resources programs (2019)

Provided a "Multilevel Modeling in Mplus" session for Ph.D. students in Management programs (2017)

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Member, Academy of Management

Member, Interdisciplinary Network for Group Research

Reviewer for Academy of Management Conference

Reviewer for International Association for Conflict Management Conference

LETTERS OF RECOMMENDATION

For professional letters of recommendation, please contact:

Brent A. Scott
Frederick S. Addy Endowed
Distinguished Professor
Michigan State University
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(517) 432-7725

John R. Hollenbeck
University Distinguished Professor
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