

# ZHIYA (ALICE) GUO

OB/HRM Doctoral Candidate | Broad College of Business | Michigan State University  
Phone: (612) 615-1188 | Email: guo1@broad.msu.edu

## 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: *The Fault with Faultlines: Challenging a Fundamental Assumption in the Faultline Literature*

Status: Data Analysis (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. (2019). Exchanging One Uncertainty for Another: Justice Variability Negates the Benefits of Justice. *Journal of Applied Psychology*.

## REVISE AND RESUBMITTED MANUSCRIPTS

---

**Guo, Z.**, Heidl, R., Hollenbeck, J. R., Yu, A., & Howe, M. Title withheld to protect the blind review process. (revise-and-resubmit, 1<sup>st</sup> round) *Journal of Applied Psychology*.

## MANUSCRIPTS UNDER REVIEW

---

**Guo, Z.**, Matusik, J., & Scott, B. Title withheld to protect the blind review process. *Journal of Organizational Behavior*.

## WORKING MANUSCRIPTS

---

**Guo, Z.**, Awasty, N., Johnson, R., & Cornfield, B. What managers ought to do versus what they can do: A self-regulation perspective of task-based conflict and leadership behavior. Target: *Journal of Applied Psychology* (Preparing for submission).

**Guo, Z.**, Ferris, D. L., Johnson, R. E., & Yan, M. Can Narcissism Be Communal? Target: *Academy of Management Journal* (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)

**Guo, Z.**, Scott, B. A., & Hollenbeck, J. A Theoretical Reexamination of Group Faultlines. Target: *Academy of Management Review* (Conceptual stage)

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., Zhang, S., & Wang, X. To be Participative or Laissez-Faire? Supervisors' Reaction to Cognitive Depletion Depends on their Power Distance Orientation. Target: *Personnel Psychology*. (Preparing for Submission).

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

---

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)

Management Skills (Undergraduate-level class)

Negotiations (Undergraduate-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 the Management program (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  
scott@broad.msu.edu  
(517) 432-7725

John R. Hollenbeck  
University Distinguished Professor  
Michigan State University  
jrh@msu.edu  
(517) 355-2413

D. Lance Ferris  
Associate Professor  
Michigan State University  
ferrisd1@broad.msu.edu  
(517) 432-3515