

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 2021)

Minor: Research Methods

Dissertation: *The Fault with Faultlines: Examining a Fundamental Assumption in the Faultline Literature*
(Proposal defended in March 2019)

Advisory Committee: Drs. Brent A. Scott (Chair), John R. Hollenbeck, D. Lance Ferris, 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)

RESEARCH INTERESTS

I am fascinated by how teams function and how individuals within teams behave. My unique approach to these research questions is the integration of literatures on interpersonal relationships, diversity, and leadership.

REFEREED PUBLICATIONS

Guo, Z., Heidl, R., Hollenbeck, J. R., Yu, A., & Howe, M. (conditionally accepted). When Discretionary Boundary Relationships Cease Becoming Discretionary: The Impact of Closed Ties on Informal Leadership Perceptions. *Journal of Applied Psychology*.

*Featured empirical article

Matta, F. K., Scott, B. A., **Guo, Z.**, & Matusik, J. G. (2020). Exchanging one uncertainty for another: Justice variability negates the benefits of justice. *Journal of Applied Psychology*, 105(1), 97–110.

REVISE AND RESUBMIT MANUSCRIPTS

Guo, Z., Ferris, D. L., Yan, M., & Johnson, R. E. Title withheld to protect the blind review process. (1st R&R). *Journal of Applied Psychology*.

MANUSCRIPTS UNDER INITIAL REVIEW

Guo, Z., Matusik, J., & Scott, B. Title withheld to protect the blind review process. *Small Group Research*

Hays, N., **Guo, Z.**, & Johnson, R. Title withheld to protect the blind review process. *Organizational Behavior and Human Decision Processes*

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

WORKING MANUSCRIPTS

Guo, Z., Awasty, N., Cornfield, B., & Johnson, R. Task conflict and leadership. Target: *Personnel Psychology* (Preparing for submission)

Hemsly, R., **Guo, Z.**, Somaraju, A., Burgess, B., & Hays, N. Decoupling team conflict. Target: *Academy of Management Journal* (Preparing for submission)

Hemsly, R., **Guo, Z.**, Burgess, B., & Hollenbeck, J. Status conflict. Target: *Journal of Applied Psychology* (Writing stage)

Howe, M., **Guo, Z.**, Hollenbeck, J. R., Heidl, R., & Yu, A. Social networks and employee turnover. Target: *Academy of Management Journal* (Writing stage)

Li, S., Wang, Y., **Guo, Z.**, & Johnson, R. Voice and leadership. Target: *Journal of Applied Psychology* (Writing stage)

CURRENT RESEARCH PROJECTS

Guo, Z., Ferris, D. L., Koval, C. Z., Johnson, R. E., & Rosen, C. The impact of COVID-19. (Data analysis stage)

Guo, Z., Burgess, B., Hemsly, R., & Hays, N. Shared leadership. (Data analysis stage)

Guo, Z., Hollenbeck, J., & Scott, B. A theory paper on refining group faultlines (Conceptual stage)

Hays, N., Chu, J., Neal, Z., & **Guo, Z.** Citation patterns. (Data analysis stage)

CONFERENCE PRESENTATIONS

Guo, Z., Ferris, D. L., Johnson, R. E., & Yan, M. (June, 2020). *Can narcissism be good? Contrastive Effects of Agentic Narcissism and Communal Narcissism in the Workplace*. Accepted for presentation at the Annual Meeting of Society of Industrial and Organizational Psychology, Austin, Texas.

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; 25 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; 73 students)

Managing Human Resources and Organizational Behavior (Spring 2020; 118 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 the Management, the Industrial and Organizational Psychology, and the Human Resources & Labor Relations programs (2019)

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

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Member, Academy of Management

Reviewer for Academy of Management Conference

Reviewer for International Association for Conflict Management Conference

REFERENCES

For professional letters of recommendation, please contact:

Brent A. Scott
Frederick S. Addy Endowed
Distinguished Professor
Michigan State University
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John R. Hollenbeck
University Distinguished Professor
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