

# ZHIYA (ALICE) GUO

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

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

Ph.D., Organizational Behavior and Human Resource Management (Expected May 2022)

Minor: Research Methods

Dissertation: *The Fault with Faultlines: Examining a Fundamental Assumption in the Faultline Literature*

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

Proposal defense in March 2019; Final dissertation defense on August 30, 2021

**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

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Teams | Conflict and Collaboration | Leadership and Hierarchy

## REFEREED PUBLICATIONS

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**Guo, Z.**, Heidl, R., Hollenbeck, J. R., Yu, A., & Howe, M. (in press). When discretionary boundary spanning relationships cease becoming discretionary: The impact of closed ties on informal leadership perceptions. *Journal of Applied Psychology*.

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

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**Guo, Z.**, Ferris, D. L., Yan, M., & Johnson, R. E. [Narcissism and team conflict]. (1<sup>st</sup> R&R). *Journal of Applied Psychology*.

Hays, N., **Guo, Z.**, & Johnson, R. [Rank, power salience, status salience]. (1<sup>st</sup> R&R). *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*

## MANUSCRIPTS UNDER INITIAL REVIEW

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**Guo, Z.**, Awasty, N., Cornfield, B., & Johnson, R. [Task conflict & leadership]. *Personnel Psychology*

Hemslly, R., **Guo, Z.**, Somaraju, A., Burgess, B., & Hays, N. [Decoupling team conflict]. *Administrative Science Quarterly*

## WORKING MANUSCRIPTS

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**Guo, Z.**. The fault with faultlines: Examining a fundamental assumption in the faultline literature. Target: *Academy of Management Journal* (Writing stage) \*Dissertation

Hemslly, R., **Guo, Z.**, Burgess, B., & Hollenbeck, J. Status conflict. Target: *Academy of Management Journal* (Writing stage)

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

Burgess, B., Hemsly, R., **Guo, Z.**, & Hays, N. Status hierarchy. 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)

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## CURRENT RESEARCH PROJECTS

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

**Guo, Z.**, & Hollenbeck, J. Theory paper on team boundary spanning (Conceptual stage)

**Guo, Z.**, Scott, B. & Hollenbeck, J. Theory paper on group faultlines (Conceptual stage)

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

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## CONFERENCE PRESENTATIONS

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Hemsly, R., **Guo, Z.**, Somaraju, A., Burgess, B., & Hays, N. (July, 2021). *Preoccupation or Internalization? Pruning Perspectives on Conflict Coupling Through Temporal and Social Dynamics*. Accepted for presentation at the International Association for Conflict Management.

**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*. Annual Meeting of Society of Industrial and Organizational Psychology (virtual).

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.

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## 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

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### 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)  
Managing Human Resources and Organizational Behavior (Fall 2021; 80 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

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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

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Academy of Management Conference (AOM)  
Interdisciplinary Network for Group Research (INGROUP)  
International Association for Conflict Management Conference (IACM)

## SKILLS

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Proficient in data analyses, including ANOVA, Hierarchical Regression, Multilevel Modeling, Longitudinal Data Analysis, and Social Network Analysis.

Proficient in Mplus and Stata.

## REFERENCES

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For professional letters of recommendation, please contact:

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Frederick S. Addy Endowed  
Distinguished Professor  
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