

ZHIYA (ALICE) GUO

Assistant Professor of Management | Jon M. Huntsman School of Business | Utah State University
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ACADEMIC POSITIONS

Utah State University – Jon M. Huntsman School of Business, Logan, Utah
Assistant Professor

July 2022 - Present

EDUCATION

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

Ph.D., Organizational Behavior and Human Resource Management (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 in August 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

Teams | Leadership and Hierarchy | Conflict and Collaboration

REFEREED PUBLICATIONS

Guo, Z., Heidl, R., Hollenbeck, J. R., Yu, A., & Howe, M. (2022). 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

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

Hays, N., **Guo, Z.**, & Johnson, R. [Rank, power salience, status salience]. (1st 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

WORKING MANUSCRIPTS

Hemsly, R., **Guo, Z.**, Somaraju, A., Burgess, B., & Hays, N. Decoupling task conflict and relationship conflict. Target: *Academy of Management Journal* (Rejected at *ASQ* and now we are submitting it to *AMJ*)

Burgess, B., Griffin, D., Hemsly, R., **Guo, Z.**, & Hays, N. Reconceptualize hierarchy. Target: *Academy of Management Journal* (Revising the initial draft)

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

CURRENT RESEARCH PROJECTS

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. & Hollenbeck, J. Theory paper on group faultlines (Conceptual stage)

CONFERENCE PRESENTATIONS

Hemsly, R., **Guo, Z.**, Somaraju, A., Burgess, B., & Hays, N. (August, 2022). *Preoccupation or Internalization? Pruning Perspectives on Conflict Coupling Through Temporal and Social Dynamics*. Accepted for presentation at the annual meeting of the Academy of Management, Seattle, Washington.

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*. Paper presented at the International Association for Conflict Management (virtual).

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.

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; 25 students)

Recitation Section Instructor

Managing Human Resources and Organizational Behavior (Fall 2018~Spring 2022; 15 sections 600 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

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

SKILLS

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

Proficient in Mplus and Stata.

REFERENCES

For professional letters of recommendation, please contact:

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