

# Olivia Zhishuang Guan

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## ❖ EMPLOYMENT

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**The Hong Kong Polytechnic University, Faculty of Business** **2023- present**  
Assistant Professor in Management *Hong Kong*

## ❖ EDUCATION

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**University of Maryland, Robert H. Smith School of Business** **2023**  
Ph.D. in Organizational Behavior and Human Resources Management *College Park, MD, USA*  
Minor in Research Methodology

**Peking University, Guanghua School of Management** **2017**  
Master of Management in Organization and Strategic Management *Beijing, China*  
*Distinguished Graduate Award*

**Renmin University of China, School of Labor and Human Resources** **2015**  
Bachelor of Management in Human Resource Management *Beijing, China*  
*Distinguished Graduate Award*

**Cornell University, School of Industrial and Labor Relations** **2013**  
*Undergraduate exchange program* *Ithaca, NY, USA*

## ❖ RESEARCH INTERESTS

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- Employee inclusion      ➤ Newcomer socialization      ➤ Social judgement and decision making
- Knowledge management      ➤ Workplace incivility      ➤ Social network analysis

## ❖ PUBLICATIONS

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- [1] Liao, H., Feng, Q., Zhu, L., & Guan, O. Z. (2022). The award goes to... someone else: A natural quasi-experiment examining the impact of performance award on nominees' workplace collaboration. *Academy of Management Journal* (in press).
- Selected as best paper to include in the Proceedings (top 10% of accepted papers) of the 80th Annual Meeting of the Academy of Management.
  - Featured in Financial Times, Forbes, and AOM Insights
- [2] Farh\*, C. I. C., Liao\*, H., Shapiro\*, D. L., Shin\*, J., & Guan\*, O. Z. (2021). Out of sight and out of mind? Networking strategies for enhancing inclusion in multinational organizations. *Journal of Applied Psychology*, 106(4), 582–598. <https://doi.org/10.1037/apl0000647> (all the authors contributed equally)
- Featured in Tsinghua Business Review (September-October 2021)
- [3] Marquis, C., & Guan, O. Z. (2018). A Better Community (ABC): Developing the NGO Infrastructure in China. *Harvard Kennedy School Case*, 2119.

## ❖ CONFERENCE PRESENTATIONS

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- **Guan, O. Z.** & Liao, H. (2023). Gendered Social Consequences of Job Crafting for Early-Career Talent: Types of Job Crafting, Coworker Support and Job Outcomes. *The 83rd annual meeting of the Academy of Management, Boston.*
- Li, C.\*, **Guan, O. Z.\***, Liao, H., Li., Y., & Li., J. (2021). Benefit from partners' learning: The contingency role of tie strength and brokerage. *The 81st annual meeting of the Academy of Management (Virtual)*
- **Guan, O. Z.**, & Foulk, T. (2020). What makes dirty jokes seem rude? Examining perceptions of rudeness through the lens of role theory. *The 80th annual meeting of the Academy of Management (Virtual)*
- Liao, H., Feng, Q., Chen., **Guan, O. Z.**, & Zhu, L. (2020). The award goes to... someone else: Impact of employee awards on workplace collaboration of the nominees. *The 80th annual meeting of the Academy of Management (Virtual)*
- **Guan, O.Z.**, & Liu, Z. (2018). The curvilinear relationship between strong tie and creative process engagement and the moderating effect of psychological safety. *The International Association for Chinese Management Research (IACMR) Biennial Conference, Wuhan, China.*
- **Guan, O.Z.**, & Deng, X. (2017). Understanding the curvilinear relationship between leader humility and employee creativity. *The 32nd annual conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.*

## ❖ AWARDS AND HONORS

### External research grant

- Tencent Doctoral Research Fellowship (2022)

### University of Maryland, College Park

- Frank T. Paine Doctoral Award for Academic Achievement (2023)
- Graduate Assistantship and Fellowship (2017-2022)
- Academy of Management Best Paper Award (Top 10%) (2020)

### Peking University

- National Scholarship (2017)
  - Granted by The Ministry of Education of the People's Republic of China, Top 0.3% Nationwide
- Academic Excellence Award (2016)
- Guanghua School of Management Case Competition, Second Prize (2014)

### Renmin University of China

- First-prize Scholarship (Top 3%) (2015)

- Excellence Voluntary Service Award- First Prize (2014)

## ❖ RESEARCH GRANTS

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### The Hong Kong Polytechnic University

- PI, Start-up Research Grant (HKD \$500,000) (2023-2026)

## ❖ ACADEMIC SERVICE

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### Administrative Science Quarterly (ASQ Student Blog)

- **Guan, O. Z., & Yan, T. T. (2020).** Huang, X., Chen, L., Xu, E., Lu, F., & Tam, K.-C. (2019). Shadow of the prince: parent-incumbents' coercive control over child-successors in family organizations. *Administrative Science Quarterly Student Blog*.

### University of Maryland, Robert H. Smith School of Business

- Career and Professional Socialization Series (CAPSS)
  - Organizing committee member (2020, 2021)
  - Session organizer: The Dissertation Process (2018)
  - Session organizer: Data Visualization (2017)

## ❖ TEACHING EXPERIENCE

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### University of Maryland, Robert H. Smith School of Business

- Managing People and Organizations
  - **Primary instructor, undergraduate core course** (*Instructor teaching evaluation: 3.80/ 4.00*)  
Spring 2022 (60 students)  
Fall 2021 (55 students)
- Leadership Development taught by Professor Hui Liao
  - **Teaching assistant, MBA level**  
Fall 2018

### Peking University, Guanghua School of Management

- Methods and Design in Management Research taught by Professor Zhi Liu
  - **Teaching assistant, Ph.D. core course**  
Spring 2017

## ❖ PROFESSIONAL AFFILIATIONS

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- Academy of Management (AOM)
- International Association for Chinese Management Research (IACMR)

- Society for Industrial and Organizational Psychology (SIOP)

## ❖ SOFTWARE AND SKILLS

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- SPSS, STATA, R, M-plus(advanced)
- Social network analysis: UCINET (advanced)
- Structural equation modeling: M-plus (advanced)
- Multilevel analysis: M-plus, HLM (advanced)

## ❖ REFERENCES

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### **Hui Liao, PhD**

Smith Dean's Professor in Leadership & Management  
Department of Management and Organization  
Robert H. Smith School of Business  
University of Maryland, College Park  
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