

Olivia Zhishuang Guan

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EMPLOYMENT

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

EDUCATION

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

RESEARCH INTERESTS

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

PUBLICATIONS

- [1] Liao, H., Feng, Q., Zhu, L., & Guan, O. Z. (2023). The award goes to... someone else: A natural quasi-experiment examining the impact of performance award on nominees' workplace collaboration. *Academy of Management Journal*, 66, 1303-1333. <https://doi.org/10.5465/amj.2021.0662>
- *An earlier version was elected 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.

SELECTED CONFERENCE PRESENTATIONS

- **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.*

RESEARCH GRANTS

2024-2026	PI, Research Productivity Reward Scheme for UTD Journals (HKD \$240,000)
2024-2026	PI, Early Career Scheme, Research Grants Council of Hong Kong (HKD \$405,500)
2023-2026	PI, Start-up Grant, The Hong Kong Polytechnic University (HKD \$500,000)

AWARDS AND HONORS

External Fellowship

- Tencent Doctoral Research Fellowship (2022-2023)

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

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- 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)

ACADEMIC/PROFESSIONAL SERVICES

The Hong Kong Polytechnic University

- Panel Member for Program Admission Interview
 - MSc in Business Management (MSc BM) program (2024)
- Doctoral Dissertation Review Panel Member for Doctor of Management Programs
 - Doctor of Management Program with RUC (2024; 5 students)
 - Doctor of Management Program with SUSTech (2024; 2 students)

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

The Hong Kong Polytechnic University, Faculty of Business

- Management and Organization
 - ***Instructor, undergraduate core course***
 - Fall 2023 (145 students)
 - Spring 2025 (149 students)

University of Maryland, Robert H. Smith School of Business

- Managing People and Organizations
 - *Instructor, undergraduate core course*
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

- Academy of Management (AOM)
- International Association for Chinese Management Research (IACMR)
- Society for Industrial and Organizational Psychology (SIOP)