

Siyu Yu

6100 Main Street, Houston, TX, 77005

Email: siyu.yu@rice.edu Web: www.siyuyu.org Tel: +1 (510) 408-8634

EDUCATION

Stern School of Business, New York University

2020 Ph.D. in Management

2018 M.Phil. in Management

University of California, Berkeley

2014 M.A. in Sociology

Guanghua School of Management, Peking University

2011 B.A. in Economics (Specialty: Finance) *with distinction*

2011 B.A. in Laws (Specialty: Sociology)

ACADEMIC POSITIONS

Jones Graduate School of Business, Rice University

2020 — present Assistant Professor of Management – Organizational Behavior

RESEARCH INTERESTS

Inequality & hierarchy; social networks; gender & diversity; group dynamics; conflict; ethics

PUBLICATIONS

Yu, S., & Greer, L. L. (Forthcoming). The role of resources in the success or failure of diverse teams: Resource scarcity activates negative performance-detracting resource dynamics in social category diverse teams. *Organization Science*.

**Best Student Paper Award, Conflict Management Division, 78th AOM*

Fernandes, C., Yu, S., Howell, T., Brooks, A., Kilduff, G. J., & Pettit, N. C. (2021). What is your status portfolio? Higher status variance across groups increases interpersonal helping but decreases intrapersonal well-being. *Organizational Behavior and Human Decision Processes*, 165, 56-75.

Yu, S., & Kilduff, G. J. (2020). Knowing where others stand: Accuracy and performance effects of individuals' perceived status hierarchies. *Journal of Personality and Social Psychology*, 119, 159–184.

Yu, S., & Blader, S. (2020). Why does social class impact subjective well-being? The role of status and power. *Personality and Social Psychology Bulletin*, 46, 331–348.

Yu, S., Greer, L. L., Halevy, N., & van Bunderen, L. (2019). On ladders and pyramids: Hierarchy's shape determines relationships and performance in groups. *Personality and Social Psychology Bulletin*, 45, 1717–1733.

Blader, S. & Yu, S. (2017). Are status and respect different or two sides of the same coin? *Academy of Management Annals*, 11, 800-824.

Greer, L. L., van Bunderen, L., & Yu, S. (2017). The dysfunctions of power in teams: A review and emergent conflict perspective. *Research in Organizational Behavior*, 37, 103-124.

- Yu, S., & Xie, Y. (2017). Preference effects on friendship choice: Evidence from an online field experiment. *Social Science Research*, 66, 201-210.
- Kuwabara, K., & Yu, S. (2017). Costly punishment increases prosocial punishment by designated punishers power and legitimacy in public goods games. *Social Psychology Quarterly*, 80, 174-193.
- Kuwabara, K., Yu, S., Lee, A., & Galinsky, A. (2016). Status decreases dominance in the west but increases dominance in the east. *Psychological Science*, 27, 127-137.

SELECTED WORKING MANUSCRIPTS

- Yu, S., & Shea, C. [Women and network status]. *Revise & Resubmit at Organization Science*.
**Dorothy Harlow Best Conference Paper Award, Gender & Diversity in Organization Division, 80th AOM*
**Finalist, William H. Newman Award for Best Paper Based on a Dissertation, 80th AOM*
- Yu, S., Kilduff, G. J., & West, T. [Status accuracy and team performance]. *Revise & Resubmit at Journal of Applied Psychology*.

CHAired CONFERENCES & SYMPOSIA

- Yu, S., Cao, J., Greer, L. L., & Homan, A. (2021). Bringing intragroup processes back to social psychology pre-conference. *The 22nd Society for Personality and Social Psychology's Annual Convention, Austin*.
- Chun, J. S. & Yu, S. (2019). Organizational competition and its risk. *The 79th Annual Meeting of the Academy of Management, Boston*.
- Yu, S., Kilduff, G. J. (2017). Emerging trends on the perceptions of social relations within organizations. *The 77th Annual Meeting of the Academy of Management, Atlanta*.
- Yu, S., & Greer, L. L. (2016). Emerging trends on the micro-effects of resources within organizations. *The 76th Annual Meeting of the Academy of Management, Anaheim*.
- Yu, S. & Blader, S. (2016). It's good to be the king: investigating why people care about hierarchical position. *The 76th Annual Meeting of the Academy of Management, Anaheim*.
- Greer, L. L. & Yu, S. (2015). The Dynamics of Power and Status in Groups. *The 75th Annual Meeting of the Academy of Management, Vancouver*.

SELECTED CONFERENCE PRESENTATIONS

- Yu, S., Cao, J., Mohliver, A. C., & Galinsky, A. The ethical costs of social capital
- Presented at the 22nd Society for Personality and Social Psychology, virtual, 2021
 - Presented at the 34th International Association for Conflict Management, virtual, 2019
- Yu, S., Kilduff, G. J., & West, T. Accuracy in perceiving status, status conflict, and group performance.
- Presented at the 79th Academy of Management Meeting, Boston, 2019
- Yu, S., & Shea, C. The risks of high-status networks.
- Presented at the 79th Academy of Management Meeting, Boston, 2019
 - Presented at the 32nd International Association for Conflict Management, Dublin, 2019
- Yu, S., Greer, L. L., Halevy, N., & van Bunderen, L. On ladders and pyramids: Hierarchy's shape determines relationships and performance in groups.
- Presented at the 32nd International Association for Conflict Management, Dublin, 2019
 - Presented at the 78th Annual Meeting of the Academy of Management, Chicago, 2018

- Yu, S., & Kilduff, G. J. Knowing where others stand: Accuracy and performance effects of individuals' perceived status hierarchies.
- Presented at the 31th International Association of Conflict Management, Philadelphia, 2018
 - Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, 2017
 - Presented at the 17th Annual Trans-Atlantic Doctoral Conference, London, 2017
- Yu, S., & Greer, L. L. The role of resources in the success or failure of diverse teams.
- Presented at the 78th Annual Meeting of the Academy of Management, Chicago, 2018
 - Presented at the 30th International Association of Conflict Management, New York, 2017
 - Presented at the 16th Annual Trans-Atlantic Doctoral Conference, London, 2016
- Yu, S., Pettit, N. C., Howell, T., & Kilduff, G. J. Status variance and psychological well-being.
- Presented at the 18th Annual Trans-Atlantic Doctoral Conference, London, 2018
 - Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, 2017
- Yu, S., & Blader, S. Why does social class impact subjective well-being? The role of status and power.
- Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, 2017
- Yu, S. & Blader, S. Taking the self seriously: A self and identity based model of social status.
- Presented at the 76th Annual Meeting of the Academy of Management, Anaheim, 2016

AWARDS, RECOGNITIONS, & FELLOWSHIPS

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| 2020 | Finalist, Best Conference Paper, 16 th INGroup |
| 2020 | Finalist, William H. Newman Award, 80 th AOM |
| 2020 | Dorothy Harlow Best Conference Paper Award, Gender & Diversity in Organization Division, 80 th AOM |
| 2018 | Best Student Paper Award, Conflict Management Division, 78 th AOM |
| 2018 | Ph.D. Dean's Fellowship, Stern School of Business, New York University |
| 2017 | Finalist, Best Conference Paper, 13 th INGroup |
| 2014 | Doctoral Fellowship, Stern School of Business, New York University |
| 2014 | AC4 Graduate Student Scholarship, 28 th IACM |
| 2013 | Research Grant, Chazen Institute of International Business, Columbia Business School (Co-Investigator: Ko Kuwabara) |
| 2013 | Xlab Research Grant, Haas School of Business, UC Berkeley |
| 2013 | Departmental Fellowship, Department of Sociology, UC Berkeley |
| 2013 | Summer Research Grant, Center of Chinese Studies, UC Berkeley |
| 2013 | Summer Research Grant, Department of Sociology, UC Berkeley |
| 2013 | Small Research Grant, Department of Sociology, UC Berkeley |
| 2012 | Summer Research Grant, Center of Chinese Studies, UC Berkeley |
| 2011 | The Regents' Intern Fellowship, UC Berkeley |
| 2011 | Distinguished Graduate Student Award, Peking University |
| 2008 | President Funding for Student's Independent Research, Peking University |
| 2007 | Mingde Fellowship, Peking University |

ACADEMIC SEMINARS & TALKS

2021-2022

Rice University (Department of Psychological Sciences)
Singapore Management University (Lee Kong Chian School of Business)
University of California Berkeley (Institute of Personality and Social Research) (scheduled)

2020-2021

Carnegie Mellon University (Tepper School of Business)
University of California Los Angeles (Anderson School of Management)

2019-2020

Erasmus University (Rotterdam Business School)
Imperial College London (Business School)
Johns Hopkins University (Carey Business School)
London School of Economics and Political Science (Department of Management)
National University of Singapore (Business School)
Rice University (Jones Graduate School of Business)
ShanghaiTech University (School of Entrepreneurship and Management)
Stony Brook University (College of Business)
Tulane University (Freeman School of Business)
University College London (School of Management)
University of Arkansas (Walton College of Business)
University of British Columbia (Sauder School of Business)
University of California San Diego (Rady School of Management)
University of Kentucky (Gatton College of Business and Economics)
University of Massachusetts Amherst (Isenberg School of Management)
University of Oregon (Lundquist College of Business)
Yale University (School of Management)

TEACHING

Jones Graduate School of Business, Rice University
Power & Influence in Organizations (MBA)
Power, Influence, and Organizations Changes (UG)
Leading People in Organizations (UG)

Stern School of Business, New York University
Management & Organizations (UG)

PROFESSIONAL SERVICE

Rice University:

Organizational Behavior Area Faculty Search Committee (2020, 2021)

Dissertation committee:

Isabel Bilotta (I/O Psychology, Rice University)
Tiffany Bisbey (I/O Psychology, Rice University)

Allison Traylor (I/O Psychology, Rice University)

Ad-hoc reviewer:

Academy of Management Journal
Administrative Science Quarterly
Group Processes and Intergroup Relations
Journal of Applied Psychology
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Management Science
Organizational Behavior and Human Decision Processes
Organizational Psychology Review
Organization Science
Personality and Social Psychology Bulletin
Psychological Review
Science Advances
Social and Personality Psychology Compass
Social Science Research

NON-ACADEMIC EXPERIENCE

2013 Research Associate, China Development Bank, Beijing

MEMBERSHIPS

Academy of Management
INGRoup
International Association of Conflict Management
Society for Personality and Social Psychology