

Siyu Yu

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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

PUBLICATIONS

Yu, S., Kilduff, G. J., & West, T. (Forthcoming). Status acuity: The ability to accurately perceive status hierarchies reduces status conflict and benefits group performance. *Journal of Applied Psychology*.

Yu, S., & Greer, L. L. (2022). 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, in press*.

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.

CHAIRED CONFERENCES & SYMPOSIA

- Yu, S., Cao, J., Homan, A., & Dannals, J. (2022). Bringing intragroup processes back to social psychology pre-conference. *The 23rd Society for Personality and Social Psychology's Annual Convention, San Francisco (virtual)*.
- 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 (virtual)*.
- 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. Social class, networks, and unethical behavior
- 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. Status acuity and team performance.
- Presented at the 79th Academy of Management Meeting, Boston, 2019
- Yu, S., & Shea, C. Gender, networks, and status outcomes.
- 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 31st 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

- 2021 Finalist, J. Richard Hackman Dissertation Award, 17th INGroup
- 2020 Finalist, Best Conference Paper, 16th INGroup
- 2020 Finalist, William H. Newman Award, 80th AOM
- 2020 Dorothy Harlow Best Conference Paper Award, Gender & Diversity in Organization Division, 80th AOM
- 2018 Best Student Paper Award, Conflict Management Division, 78th AOM
- 2018 Ph.D. Dean's Fellowship, Stern School of Business, New York University
- 2017 Finalist, Best Conference Paper, 13rd INGroup
- 2014 Doctoral Fellowship, Stern School of Business, New York University
- 2014 AC4 Graduate Student Scholarship, 28th 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

Cornell University (SC Johnson College of Business)

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)

2020-2021

Carnegie Mellon University (Tepper School of Business; PhD seminar)
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

Internal Service (Rice University)
Jones Graduate School of Business
Organizational Behavior Area Faculty Search Committee (2020, 2021)
Organizational Behavior Area PhD Program Development Committee (2021)
Working-in-progress (WIP) Junior Faculty Brownbag, Organizer (2020, 2021)

Dissertation committee:

Allison Traylor (I/O Psychology, Rice University)
Isabel Bilotta (I/O Psychology, Rice University)
Molly Kilcullen (I/O Psychology, Rice University)
Tiffany M. Bisbey (I/O Psychology, Rice University)

External Service

International Association of Conflict Management
Representative-at-Large (2022-2024) (elected)
Academy of Management
Member, Conflict Management Division “Best Student Paper Award” Committee (2022)

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