Siyu Yu

701 Tappan Ave., Ann Arbor, MI 48109

Email: siyuyu@umich.edu   Web: www.siyuyu.org   Tel: +1 (734) 764-6088

ACADEMIC APPOINTMENTS

2023 — present   Stephen M. Ross School of Business, University of Michigan
Assistant Professor of Management & Organizations

2020 — 2023   Jesse H. Jones Graduate School of Business, Rice University
Assistant Professor of Management – Organizational Behavior

EDUCATION

2020   Leonard N. Stern School of Business, New York University
Ph.D. in Management

2018   Leonard N. Stern School of Business, New York University
M.Phil. in Management

2014   University of California, Berkeley
M.A. in Sociology

2011   Guanghua School of Management, Peking University
B.A. in Economics and Laws

RESEARCH OVERVIEW

My research centers on two fundamental social structures that pervade organizational life: hierarchies and networks. I revisit long-held assumptions about their implications, revealing overlooked liabilities and potential benefits by examining how these structures interact. At the individual level, I study how individual differences in accurately perceiving status hierarchies influence workplace outcomes; how, when, and why advantageous networks yield both benefits and hidden costs; and how different bases of hierarchy—status and power—produce divergent personal consequences. At the team level, my work advances the conflict perspective of hierarchy by highlighting how team members' mental representations of team environments can either amplify or mitigate dysfunctional intrateam dynamics.

PUBLICATIONS

Yu, S., & Shea, C. (2024). The company she seeks: How the prismatic effects of ties to high-status network contacts can reduce status for women in groups. *Organization Science, 35, 853-887.*

Yu, S., Kilduff, G. J., & West, T. (2023). Status acuity: The ability to accurately perceive status hierarchies reduces status conflict and benefits group performance. *Journal of Applied Psychology, 108, 114–137.*

Yu, S., & Greer, L. L. (2023). 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, 34, 24-50.*

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., & Mooijman, M. (2023). Bringing intragroup processes back to social psychology pre-conference. *The 24th Society for Personality and Social Psychology's Annual Convention.*

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.*

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.*

Chun, J. S. & Yu, S. (2019). Organizational competition and its risk. *The 79th Annual Meeting of the Academy of Management.*

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.*

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.*

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.*

Greer, L. L. & Yu, S. (2015). The dynamics of power and status in groups. *The 75ᵗʰ Annual Meeting of the Academy of Management.*

CONFERENCE PRESENTATIONS

Artificial Intelligence in Management Conference (2025)
Society for Personality and Social Psychology (2024)
Academy of Management Meeting (2015 – 2024)
International Association of Conflict Management (2017 – 2024)
Trans-Atlantic Doctoral Conference (2016, 2017)

AWARDS, RECOGNITIONS, & FELLOWSHIPS

2025	Sanger Research Grant, Ross School of Business, University of Michigan
2024	Ross Internal Research Grant, Ross School of Business, University of Michigan
2024	Outstanding Reviewer Award, Organization Science
2024	Sanger Research Grant, Ross School of Business, University of Michigan
2023	Sanger Research Grant, Ross School of Business, University of Michigan
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 Organizations 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, 13ᵗʰ 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

INVITED ACADEMIC SEMINARS & TALKS

2024-2025

Carnegie Mellon University (Tepper School of Business) (invited & rescheduled)

University of Southern California (Marshall School of Business) (invited & rescheduled)

University of Chicago (HOPE Lab at Booth School of Business)

Washington University in St. Louis (Olin School of Business) (invited & rescheduled)

2023-2024

China Europe International Business School (OBHR Management)

Chinese University of Hong Kong, Shenzhen (School of Management and Economics)

Peking University (Guanghua School of Management)

Shanghai Jiao Tong University (Antai College of Economics and Management)

Tilburg University (School of Economics and Management)

Tsinghua University (School of Economics and Management)

2022-2023

Cornell University (School of Industrial and Labor Relations)

Frankfurt School of Finance & Management (Management Department)

University of Maryland (Smith School of Business)

University of Michigan (Ross School of Business)

University of Toronto (Rotman School of Management)

University of Washington (Foster School of Business)

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

Ross School of Business, University of Michigan
Behavioral Theory in Management (UG)
Positively Leading People & Organizations (UG)

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

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

PROFESSIONAL SERVICE

University of Michigan
Management & Organization Area Speaker Series Coordinator (2023 — present)
Ross Integrative Semester Curriculum Coordinator (2023 — present)

Rice University
Organizational Behavior Area Faculty Search Committee (2020 — 2022)
Organizational Behavior Area PhD Program Development Committee (2022)
Organizer, Working-in-progress (WIP) Brownbag (2020 — 2022)
Dissertation committee:
Allison Traylor (I/O Psychology, Rice University) (2021) (placed at Postdoctoral Researcher at Clemson University)
Tiffany M. Bisbey (I/O Psychology, Rice University) (2022) (placed at Assistant Professor at George Washington University)
Isabel Bilotta (I/O Psychology, Rice University) (2023) (Deutser)
Molly Kilcullen (I/O Psychology, Rice University) (on-going)

External Service
Academy of Management

Conflict Management Division "Best Student Paper Award" Committee (2022)
Conflict Management Division "New Direction Award" Committee (2024)

International Association of Conflict Management
Representative-at-Large (2022 — 2024)
"Best Conference Paper Award" Committee (2023)

Editorial Board

Organizational Behavior and Human Decision Processes (2024 — present)
Organization Science (2023 — present)

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
Journal of Personality and Social Psychology
Management Science
Organizational Behavior and Human Decision Processes
Organizational Psychology Review
Organization Science
Personality and Social Psychology Bulletin
Personnel Psychology
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