

Siyu Yu

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ACADEMIC APPOINTMENTS

- 2023 — present Stephen M. Ross School of Business, University of Michigan
Assistant Professor of Management & Organization
- 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 (Specialty: Finance) with distinction
B.A. in Laws (Specialty: Sociology)

RESEARCH INTERESTS

Inequality & hierarchy
Conflict
Micro social networks
Diversity
Teams & groups

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*.
- 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. (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, 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

- 2023 Academy of Management Meeting, International Association of Conflict Management
- 2022 Academy of Management Meeting, International Association of Conflict Management
- 2021 Academy of Management, International Association of Conflict Management, Society for Personality and Social Psychology
- 2019 Academy of Management, International Association of Conflict Management
- 2018 Academy of Management, International Association of Conflict Management
- 2017 Academy of Management, International Association of Conflict Management, Trans-Atlantic Doctoral Conference
- 2016 Academy of Management, Trans-Atlantic Doctoral Conference
- 2015 Academy of Management

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 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

Carnegie Mellon, CEIBS, CUHK-Shenzhen, Cornell, Erasmus, Frankfurt School of Finance & Management, Imperial College, Johns Hopkins, LSE, NUS, Peking U, Rice, Shanghai Jiao Tong U, ShanghaiTech U, SMU, SUNY-Stony Brook, Tsinghua U, Tilburg, Tulane, UCL, U of Arkansas, UBC, UC-Berkeley, UCLA, UCSD, U of Kentucky, U of Maryland, U of Massachusetts, U of Michigan, U of Oregon, U of Toronto, U of Washington, Yale.

TEACHING

Ross School of Business, University of Michigan

Behavioral Theory in Management (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

Rice University

Organizational Behavior Area Faculty Search Committee (2020, 2021, 2022)

Organizational Behavior Area PhD Program Development Committee (2022)

Organizer, Working-in-progress (WIP) Brownbag (2020, 2021, 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) (Deutscher)

Molly Kilcullen (I/O Psychology, Rice University) (on-going)

External Service

International Association of Conflict Management

Representative-at-Large (2022-2024)

“Best Conference Paper Award” Committee (2023)

Academy of Management

Conflict Management Division “Best Student Paper Award” Committee (2022)

Editorial Board

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, 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