

## Yufei Zhong

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Ph.D. Student  
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### EDUCATION

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Ph.D.	Georgia Institute of Technology Organizational Behavior	2019 - 2024 (Expected)
B.S.	The Pennsylvania State University Psychology (Cum Laude)	2014 - 2017

### RESEARCH INTERESTS

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Social hierarchies (power and status), relational identity, meta-analysis

*Dissertation:* Survival of the Flattest: Team Status Differentiation Influences How Team Failure Impacts High-Status Member Addition and Team Performance

*Committee:* Huisi (Jessica) Li (Co-Chair), Katie Badura (Co-Chair), Terry Blum, Eugene Kim, and Eric Anicich

### PUBLICATION

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**Zhong, Y.\* & Li, H.\*** (2023). Do lower-power individuals really compete less? An investigation of covert competition. *Organization Science*. [\[pdf\]](#) \*Denotes equal authorship

### MANUSCRIPT INVITED FOR REVISION

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**Zhong, Y., Sluss, D. M., & Badura, K. L.** “Including the boss in who I am?”: A meta-analytic review of subordinate-to-supervisor relational identification. *2<sup>nd</sup> Round Revision at Journal of Applied Psychology*.

### SELECTED WORK IN PROGRESS

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**Zhong, Y., Li, H., Hays, N. A., Shen, X., & Li, J.** Survival of the flattest: Team hierarchical differentiation influences how failure leads to success. Preparing for submission. Target Journal: *Academy of Management Journal*

Li, H., **Zhong, Y.**, & Bian, L. Socioeconomic status and psychological pain. Preparing for submission. Target Journal: *Organizational Behavior and Human Decision Processes*

**Zhong, Y.**, & Schaerer, M. When and why do managers reward employee’s helping behavior? A power perspective. Two experiments completed. Target Journal: *Organization Science*

Hays, N. A., **Zhong, Y.**, & Li, H. A meta-analysis on multiple bases of social hierarchy. Path model development. Target Journal: *Journal of Applied Psychology*

## CONFERENCE PRESENTATIONS

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**Zhong, Y.,** Li, H., Shen, X., & Li, J. Survival of the flattest: Team hierarchical differentiation influences how failure leads to success.

August 2023. Academy of Management Conference.

- Symposium co-organizer

July 2023. Conference of the International Association for Conflict Management.

Lazaro, V., Li, H., **Zhong, Y.,** & Bian, L. Same stressor, different distress: Children and adults perceive the poor as experiencing stronger psychological pain. Paper presented at The Society for Personality and Social Psychology Annual Convention, Atlanta, GA.

February 2023. The Society for Personality and Social Psychology Annual Convention.

August 2022. Academy of Management Conference.

- Symposium co-organizer

**Zhong, Y.\*,** & Li, H.\* Do low-power individuals really compete less? An investigation of covert competition. In H. Li, & Y. Zhong (Chairs), *Frontiers of hierarchy research: The impacts of low power and changing power*. Symposium presented at the 82<sup>nd</sup> annual meeting of the Academy of Management, Seattle, WA. \*Denotes equal authorship

August 2022. Academy of Management Conference.

- Symposium co-organizer

July 2021. Conference of the International Association for Conflict Management

Sluss, D. M., **Zhong, Y.,** & Badura, K. L. (August 2021). With you I'm better (or maybe not): Relational identification meta-analysis. In D. M. Sluss, Y. Zhong, & K. L. Badura (Chairs), *"With or without you": Relationships and taking stock of their influence on work identity*. Symposium presented at the 81<sup>st</sup> annual meeting of the Academy of Management, Virtual.

*Runner-up for the 2021 Michael Driver Best Symposium Award (CAR Division) and the Best Symposium Award (MOC Division)*

**Zhong, Y.,** Jones, K. S., & Griswold, K. R. (April 2019). The impact of race and social class on applicant reactions to website diversity. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

## TEACHING EXPERIENCE

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### Teaching as Instructor

*Teaching Interests:* organizational behavior; human resource management; research methods and statistics.

Organizational Behavior (Undergraduate required course; Fall 2022; In-Person; 52 students)

*Instructor evaluation: 4.8/5.0*

Organizational Behavior (Undergraduate required course; Spring 2022; In-Person; 48 students)

*Instructor evaluation: 4.9/5.0*

## **Teaching Assistantships**

### *Georgia Institute of Technology*

Organizational Behavior (Spring 2020, 2021, 2023; Summer 2021, 2023; Fall 2020, 2021, 2022)

Negotiations (Spring 2021, 2023; Fall 2021)

Human Resource Management (Fall 2021)

### *The Pennsylvania State University*

Introduction to Psychology (Fall 2017)

## **AWARDS AND RECOGNITIONS**

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### **Research Awards:**

2023 AOM Registration Scholarship

2023 Singapore Management University Lim Kim San Fellowship

- *Travel & Stipend for a four-week collaborative residency*

2021 IACM Registration Scholarship

2017 Penn State University College of the Liberal Arts' Research Grant (\$1,500)

### **Teaching Award:**

2022 Georgia Tech Student Athlete Appreciation: Women's Basketball

## **ACADEMIC SERVICE**

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Reviewer, International Association for Conflict Management, 2021-present

Reviewer, Academy of Management Conference, 2020-present

Coordinator, OBHR Department Research Subject Pool, Fall 2023-present

Co-organizer, OBHR Department Career and Professional Development Series (CAPS), 2020-2023

## **PROFESSIONAL EXPERIENCE**

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Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA

*Research Assistant*, August 2018-July 2019

Penn State University, Department of Psychology, University Park, PA

*Lab Manager*, Diversity Recruitment and Retention Lab (Laboratory of Dr. Kisha Jones),

March 2017-July 2018

*Research Assistant*, The Leadership and Teams Research Lab (Laboratory of Dr. Susan

Mohammed), Summer 2017

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management

Society for Industrial and Organizational Psychology

International Association for Conflict Management

Society for Personality and Social Psychology