

Grace Chun Guo

Curriculum Vita

EDUCATION

Doctor of Philosophy Concentration: Organization Studies Minor: Research Methodology	University of Massachusetts Amherst, Isenberg School of Management, Amherst, MA
Master of Business Administration Major: Management; Minor: Finance	Oklahoma State University, Spears School of Business, Stillwater, OK
Bachelor of Arts Major: English Literature; Minor: French	Sichuan International Studies University, China

ADMINISTRATIVE & ACADEMIC EXPERIENCE

2024.01- 2024.03	Associate Dean, Faculty, Research, and Accreditation	Sacred Heart University, Jack Welch College of Business & Technology, CT
2020 - 2023	Associate Dean, Graduate Programs & Accreditation	Sacred Heart University, Jack Welch College of Business & Technology, CT
2021 - Present	Professor of Management	Sacred Heart University, Jack Welch College of Business & Technology, CT
2016 -2021	Associate Professor of Management	Sacred Heart University, Jack Welch College of Business & Technology, CT
2016 - 2019	Welch MBA Faculty Academic Director	Sacred Heart University, Jack Welch College of Business & Technology, CT
2010 - 2016	Assistant Professor of Management	Sacred Heart University, Jack Welch College of Business & Technology, CT
2013 (summer)	Visiting Professor	University of Saint Joseph, Macau, China
2009 - 2010	Visiting Assistant Professor of International Management	Merrimack College, Girard School of Business and International Commerce, MA

ACADEMIC LEADERSHIP EXPERIENCE

- 2024. Guest co-editor, New England Journal of Entrepreneurship, Special issue “Entrepreneurship & Society”.
- 2023 – Present. Member, AACSB Women Administrators in Management Education (WAME) steering committee.
- 2014 – 2020. Editor-in-Chief, New England Journal of Entrepreneurship
- 2019. Chair, Academy of Management (AoM) Caucus Committee
- 2018 – 2019. Member, Academy of Management (AoM) Caucus Committee
- 2015. Guest co-editor, International Journal of Human Resource Management, special issue “Human Resource Management of International Migrants”

AWARDS & GRANTS

- 2019 Sacred Heart University, Welch College of Business & Technology Faculty Research Award
- 2017-2018 Sacred Heart University, University Research and Creativity Grant (URCG)
- 2016 Sacred Heart University, Welch College of Business Faculty Research Award
- 2015 Sacred Heart University, Welch College of Business Faculty Research Award
- 2014 Sacred Heart University, Welch College of Business Faculty Research Award
- 2013 Sacred Heart University, Welch College of Business Faculty Research Award
- 2012 the Wiley Blackwell Management and Organization Review Young Scholar Award
- 2012 the Academy of Management (AoM) International Management Division Best Reviewer Award
- 2011 the Academy of Management (AoM) International Management Division Best Reviewer Award
- 2011 the Academy of International Business (AIB) 3rd Annual Emerging Scholar Award in Women's Entrepreneurship
- 2011 Sacred Heart University, University Research and Creativity Grant (URCG)
- 2009 The Academy of Management (AoM) International Management Division Best Paper Award in Organizational Behavior/Human Resources Management/Organization Theory
- 2009 UMass College Outstanding Teaching Assistant Award
- 2005 Honor Graduate Student, Oklahoma State University

RESEARCH INTERESTS

International migration and migrant management, global career management, entrepreneurship and corporate entrepreneurship in emerging markets, organizational justice, indigenous Chinese management

INTELLECTUAL CONTRIBUTIONS

Scholarly Books:

1. Ozkazanc-Pan, B., Osorio, A., Dutta, D.K., Gupta, V. K., Javadian, G. & Guo, G. C. (2022). *Modern Classics in Entrepreneurship Studies: Building the Future of the Field*, Palgrave Macmillan, New York, NY.
2. Javadian, G., Gupta, V. K., Duttal, D.K., Guo, G. C., Osorio, A. E., & Ozkazanc-Pan, B (2018). *Foundational Research in Entrepreneurship Studies - Insightful Contributions and Future Pathways*. Palgrave Macmillan, New York, NY.

Articles in Peer-reviewed Academic Journals:

1. Farashah, A., Blomquist, T., Al Ariss, A., & Guo, G. C. (2023). Perceived employability of skilled migrants: a systematic review and future research agenda. *The International Journal of Human Resource Management (SCIMAGO Q1)*, 34(3), 478-528. <https://doi.org/10.1080/09585192.2022.2099226>
2. Guo, G. C., Hakak, L. & Al Ariss, A. (2021) Institutional logics as sources of ascriptive inequality facing international migrant employees, *Human Resource Management Review (SCIMAGO Q1)*, 31(1), 100706. <https://doi.org/10.1016/j.hrmr.2019.100706>.
3. Macari, G. C. & Guo, G. C. (2021). Perceived violations of reward delivery obligations in reward-based crowdfunding. *New England Journal of Entrepreneurship (SCIMAGO Q3)*, 24(1), 43-59. <https://doi.org/10.1108/NEJE-08-2019-0035>
4. Guo, G. C., Al Ariss, A., & Brewster, C. (2020) The forced migration crisis: managerial consequences and policy implications. Accepted by the *Academy of Management Perspectives (SCIMAGO Q1)*, 34(4), 531-545. <https://doi.org/10.5465/amp.2019.0013>

5. Guo, G. C. & Jiang, C. X. (2019). Entrepreneurship and innovation in a global context. *New England Journal of Entrepreneurship (SCIMAGO Q3)*, 22(1), 2-4. <https://doi.org/10.1108/NEJE-05-2019-025>
6. Guo, G. C., Miller, J. K., Woodard, M. S., Miller, D. J., Silvernail, K. D., Aydin, M. D., Lemos, A. H. d. C., Kumpikaite-Valiuniene, V., Nair, S., Donnelly, P. F., Marx, R. D., & Peters, L. M. (2018). Self-concept orientation and organizational identification: a mediated relationship, *Journal of Managerial Psychology (SCIMAGO Q1)*, 33(4/5), 358-371. <https://doi.org/10.1108/JMP-09-2017-0293>.
7. Jiang, C. X., Malik, O. R., & Guo, G. C. (2017). Examining how firm and institutional factors affect lean capability development of emerging market firms, *International Journal of Business and Emerging Markets (not ranked)*, 9(4), 414-436. <https://doi.org/10.1504/IJBEM.2017.087819>
8. Guo, G. C., Jiang, C. X., & Yang, Q. (2017). The effect of government involvement on Chinese firms' corporate entrepreneurial activities: the case of Chinese automobile industry, *New England Journal of Entrepreneurship (SCIMAGO Q3)*, 20(1), 6-16. <https://doi.org/10.1108/NEJE-20-01-2017-B001>
9. Al Ariss, A. & Guo, C. (2016). Job allocations as cultural sorting in a culturally diverse organizational context, *International Business Review (SCIMAGO Q1)*, 25(2), 579–588. <https://doi.org/10.1016/j.ibusrev.2015.09.010>
10. Woodard, M.S., Miller, J. K., Miller, D.J., Silvernail, K., & Guo, C. et al. (2016) A cross-cultural examination of individual preferences for job and organizational attributes, *Journal of Managerial Psychology (SCIMAGO Q1)*, 31(3), 702 – 719. <https://doi.org/10.1108/JMP-09-2013-0289>
11. Gupta, V., Dutta, D., Guo, G. C., Javadian, G., Jiang, C., Osorio, A., & Ozkazanc-Pan, B. (2016). Classics in entrepreneurship research: enduring insights, future promises. *New England Journal of Entrepreneurship (SCIMAGO Q3)*, 19(1), 7-16. <https://doi.org/10.1108/NEJE-19-01-2016-B001>
12. Gupta, V., Ibrahim, S., Guo, G. C., & Markin, E. (2016). Entrepreneurship research in management and organization studies: a contribution-based assessment of the literature, *New England Journal of Entrepreneurship (SCIMAGO Q3)*, 19(1), 69-86. <https://doi.org/10.1108/NEJE-19-01-2016-B005>
13. Guo, C. & Miller, J. K. (2015). Meanings and dimensions of organizational justice and fairness in China: An inductive investigation, *Management and Organization Review (SCIMAGO Q1)*, special issue on “Behavioral ethics, organizational justice, and social responsibility across contexts”, 11(1), 45-68. <https://doi.org/10.1017/mor.2014.1>
14. Guo, G. C. & Al Ariss A. (2015). Human resource management of international migrants: Current theories and future research, *The International Journal of Human Resource Management (SCIMAGO Q1)*, 26(10), 1287-1297. <https://doi.org/10.1080/09585192.2015.1011844>
15. Guo, G. C., Jiang, C., & Yang, Q. (2014). The development of organizational capabilities and corporate entrepreneurial processes: the case of Chinese automobile firms, *Thunderbird International Business Review (SCIMAGO Q1)*, 56(6), 483-500. <https://doi.org/10.1002/tie.21651>
16. Gupta, V. K., Guo, G. C., Canever, M., Yim, H. R., Sraw, G. K., & Liu, M. (2014). Institutional environment for entrepreneurship in rapidly emerging major economies: the case of Brazil, China, India and Korea. *International Entrepreneurship and Management Journal (SCIMAGO Q1)*, 10(2), 367-384. <https://doi.org/10.1007/s11365-012-0221-8>
17. Lawter, L., Rua, T. & Guo, G. C. (2014). The interaction between learning styles, ethics education, and ethical climate. *Journal of Management Development (SCIMAGO Q2)*, 33(6), 580-593. <https://doi.org/10.1108/JMD-04-2014-0030>

18. Guo, C., Porschitz, E. T., & Alves, J. (2013). Exploring career agency during self-initiated repatriation: A study of Chinese sea-turtles, *Career Development International (SCIMAGO Q1)*, 18 (1), 34 – 55. <https://doi.org/10.1108/13620431311130>
19. Guo, C., & Miller, J. K. (2012). Understanding survivors' reactions to downsizing in China, *Journal of Managerial Psychology (SCIMAGO Q1)*, 27(1), 27-47. <https://doi.org/10.1108/02683941211193848>
20. Jiang, C. X., Zimmerman, M. A. & Guo, C. (2012). [Growth of women-owned businesses: The effects of intangible resources and social competence](#), *Journal of Business Diversity (not ranked)*, 12(1).
21. Guo, C. & Miller, J. K. (2010). Guanxi dynamics and entrepreneurial firm creation and development in China. *Management and Organization Review (SCIMAGO Q1)*, 6(2), 267-291. <https://doi.org/10.1111/j.1740-8784.2010.00180.x>
 - Recipient of 2012 the Wiley Blackwell Management and Organization Review Young Scholar Award
 - Reprinted in 2012 *Research in Emerging Economy Contexts*, a virtual issue of Selected papers. Edited by Will Mitchell, Co-Editor, *Strategic Management Journal* and Anne S. Tsui, Editor-in-Chief, *Management and Organization Review*.
22. Guo, C., Ruane, S. G., Galli-Debicella, A., Nguyen, P. A., & Manz, C. C. (2008). [Dynamic leadership: Toolbox for the value-based entrepreneurship](#). *The Journal of Values Based Leadership (not ranked)*, 1(2): 26-40.

Best Paper Proceeding:

1. Guo, C. & Giacobbe-Miller, J. K. (2009). Organizational justice and fairness in China: an inductive analysis of the meaning and dimensions. *Best Paper Proceedings of the 2009 Academy of Management Annual Conference*, Chicago, IL.
 - IM Division Best Paper Award in OB/HRM/OT
 - IM Division Samsung Best Paper Award Finalist

Book chapters:

1. Yang, Q. & Guo, G. C. (2022). A Reflection on “Emerging Issues in Corporate Entrepreneurship” by Dess, Ireland, Zahra, Floyd, Janney and Lane (2003), book chapter in *Modern Classics in Entrepreneurship Studies: Building the Future of the Field*, edited by Ozkazanc-Pan, B., Osorio, A., Dutta, D.K., Gupta, V. K., Javadian, G. and Guo, G. C., Palgrave Macmillan, New York, NY.
2. Guo, G. C. (2018). Entrepreneur as a Person at Crossroads – A Reflection on Kets de Vries 1977, book chapter in *Foundational Research in Entrepreneurship Studies - Insightful Contributions and Future Pathways*, edited by Javadian, G., Gupta, V. K. Guo, C., Osorio, A. E. Ozkazanc-Pan, B., and Dutta, D. Palgrave Macmillan, New York, NY.
3. Gupta, V. K., Guo, C., & Ozkazanc-Pan, B. (2018) Introduction. book chapter in *Foundational Research in Entrepreneurship Studies - Insightful Contributions and Future Pathways*, edited by Javadian, G., Gupta, V. K. Guo, C., Osorio, A. E. Ozkazanc-Pan, B., Dutta, D. Palgrave Macmillan, New York, NY.
4. Giacobbe-Miller, J.K. & Guo, C. (2013). Recruitment: International cross-cultural perspective, book chapter in *The Oxford Handbook of Recruitment*, edited by D. Cable and T. Yu. Oxford University Press, New York, pp.402-422.
5. Porschitz, E., Guo, C. & Alves, J., (2013). The “Paths” and “Ladders” of “Sea Turtles:” How Do Young Chinese Returnees Understand Their Careers? Book chapter in *Managing the New Workforce: International Perspectives on the Millennial Generation*, edited by E. Ng, S. Lyons, and L. Schweitzer, E. Elgar, pp. 86-106.

6. Lawter, L., Guo, C., & Rua, T. (2011). The disconnect between business ethics education and putting it into practice: How do we fix it? In *Effectively Integrating Ethical Dimensions into Business Education* edited by A. Stachowicz-Stanusch and C. Wankel, Information Age Publishing, Charlotte, North Carolina, pp. 233-251.

Monograph:

1. Guo, G. C. (2015). Cultural convergence, divergence, crossvergence, monograph in Volume 6 *International Management of The Wiley Encyclopedia of Management*, edited by Vodosek, M., Hartog, D. N. D., & McNett, J. M., Wiley, pp.92-93.
<https://doi.org/10.1002/9781118785317.weom060049>

Case Study with Teaching Notes:

1. Roberto, M., Guo, C., & Jiang, C. X. (2011). Chang'an Automobile and the Chinese Automotive Industry, *Emerald Emerging Markets Case Studies*, 1(4), 1-17.
<https://doi.org/10.1108/20450621111187380>

Non-refereed Publications:

1. Alves, J. C., Osorio, A. E., Guo, G. C., & Khong, Y. W. (2019). Cross Border Entrepreneurship: Macau, Zhuhai, and Hengqin (October 11, 2019). Available at SSRN:
<https://ssrn.com/abstract=3468328> or <http://dx.doi.org/10.2139/ssrn.3468328>

Papers under Review & Work in Progress:

1. Horak, S., Berger, R. & Guo, G. C. "Networking Abroad: Perspectives on Networking and Developing Social Relationships in International Management". Book proposal accepted by Palgrave.
2. Lin, L. & Guo, G. C., Double controls and disguised precarity on Asia-based platforms. Under review.
3. Guo, G. C. & Lin, L. Punctuated sustainable careers of gig workers: empirical evidence from a transnational digital platform. Under review.
4. Guo, G. C., Gericke, D., Deller, J., & Pundt, L. Refugee labor market integration processes in Germany. Manuscript completed and ready for journal submission. Target journal: *International Journal of Human Resource Management*.
5. Guo, G. C., Zhou, W., Cortes, F., Chen, X., Brown, S., & Christian, V. Entrepreneurial orientation in nonprofit organizations. Data collection (interview data). Target journal: *Nonprofit Management & Leadership*
6. Andreassi, J., Grotto, A., & Guo, G. C. Remote work options, organizational justice, and workplace outcomes. Data collection (survey data). Target journal: *Journal of Managerial Psychology*.
7. Wu, S. & Guo, G. C. Chief Sustainability Officer appointment, gender, and firm performance. Data collection. Target journal: *Journal of Business Ethics*.

REFEREED CONFERENCE PRESENTATIONS & PROCEEDINGS

Peer-reviewed Conference Presentations Proceedings:

1. Peterson, M. F., Barreto, T., Althouse, N. R., Athanassiou, N., Carroll, W. R., Gluesing, J., Guo, G. C., Meckler, M. R., Thomas, D. C., Trefry, M.G., Vodosek, M., Weber, T., and Vora, D. (2023). Testing alternative cultural explanations of managers' values across the US-Canada border. *Academy of Management Proceedings*, 18232.
2. Macari, A. & Guo, G. C. (2021). Understanding reward delivery obligations in reward-based crowdfunding: a theoretical analysis. *Academy of Management Proceedings*, 10617.

3. Cao, M.P., Guo, G. C., Valenzuela, M.A., & Wang, Y. C. (2019). Inequalities and the fight for inclusiveness: unpacking the varied experiences of migrant Workers. *Academy of Management Proceedings*, 13148. <https://doi.org/10.5465/AMBPP.2019.13148symposium>
4. Miller, J.K., Woodard, M.S., Guo, C., Chan, K., Alas, R., Aydin, M.D. et al. (2015) Growing up poor (or rich): the relation of socioeconomic background to job preference, Proceedings of the 2015 Eastern Academy of Management International Conference, Lima, Peru.
5. Al Ariss A. & Guo, C. (2014). Understanding job allocations among expatriates in a culturally diverse workforce situation, *Academy of Management Annual Meeting Proceedings 2014*, 1, 14675.
6. Osorio, A. E., Ozkazanc-Pan, B., Guo, C. & Robinson, J.A. (2013) Examining urban entrepreneurship: forms and varieties under capitalist and transition economies, *Academy of Management Annual Meeting Proceedings 2013*, 1, 16901.
7. Woodard, M., Miller, J. K., Miler, D.J., Silvernail, K., Aydin, M.D., Lemos, A.H.C., Donnelly, P. F., Kumpikaite, V., Marx, R., Nair, S., Peters, L.M. & Guo, C. (2013). A cross-cultural examination of individual preferences for job and organizational attributes, Proceedings of the 2013 Eastern Academy of Management International Conference, Seville, Spain.
8. Lawter, L., Guo, C., & Rua, T. (2011) The disconnet between business ethics education and putting it into practice: how do we fix it?" Proceedings of the 2011 Eastern Academy of Management Meeting, Boston, MA.
9. Gupta, V., Guo, C., Canever, M., Yim, H. R., Sraw, G.K., & Lui, M. (2010) Assessing the institutional environment for entrepreneurship in rapidly emerging economies: the case of Brazil, China, India, and South Korea. Proceedings of the Southern Management Association Meeting, St. Pete Beach, Florida.
10. Guo, C. (2009) Guaxi: A post-colonial re-view. Proceedings of the Eastern Academy of Management Conference, Hartford, CT.
 - Best Theoretical Paper Finalist
11. Guo, C. (2009) Emotional Intelligence: A micro-macro link in entrepreneurship research. Proceedings of the Eastern Academy of Management Conference, Hartford, CT.
12. Guo, C., Porschitz, E. T., & Alves, J. (2009) The “paths” and “ladders” of “sea turtles”: how do young Chinese returnees understand their careers? Proceedings of the Eastern Academy of Management Conference, Hartford, CT.
13. Giacobbe-Miller, J. K., Miller D. J., Guo, C., Yao, X. & Aydin, M. D. (2009) A three-country exploratory study of beliefs about inequality. Proceedings of Eastern Academy of Management International Conference in Rio de Janeiro, Brazil.
14. Guo, C. & Giacobbe-Miller, J. K. (2007) A three-country exploratory version of social networks or manifestation of Chinese culture. Proceedings of the Eastern Academy of Management Conference International, Amsterdam, the Netherlands.
15. Guo, C. (2007) Network perspective on opportunity-based entrepreneurship. Proceedings of Creating and Managing Sustainable Organizations and Systems. Proceedings of the Eastern Academy of Management Conference, New Brunswick, NJ.

Peer-reviewed Conference Presentations:

16. Guo, G. C. (2020). “In-class Exercises – Multicultural Teams: Intersectionality and Cultural Diversity Awareness” (presenter), in the PDW “Teaching Global Leadership: Exercises, Curriculum Development, and Best Practices”, presented at the 2020 Academy of Management Virtual Annual Meeting.

17. Guo, G. C. (2020). Researching Chinese woman entrepreneurship in a new era: opportunities and Challenges (organizer and presenter with Crystal Jiang, and Jun Li), accepted for presentation at the 2020 IACRM conference¹, Xi'an, China.
18. Guo, G. C. (2018). Distinguished speaker at the caucus on “Corporate Entrepreneurship in Emerging Economies” (session 1170), presented at the 2018 Academy of Management Annual Meeting, Chicago, IL.
19. Guo, G. C. (2017). Skilled international migration and knowledge receiving, in the symposium “Migration and Global Talent Management” organized by Almeida, S. & Al Ariss (session 2078), presented at the 2017 Academy of Management Annual Meeting, Atlanta, GA.
* Nominated for the 2017 AoM Emerald Best International Symposium (EBIS) Award
20. Gupta, V., Wales, W., & Guo, G. C., (2017). Caucus on "Researching Entrepreneurial Orientation and Corporate Entrepreneurship" (session 1703), presented at the 2017 Academy of Management Annual Meeting, Atlanta, GA.
21. Guo, C. Jiang, C. X., Dutta, D., Osorio, A.E. and Javadian, G., & Gupta, V. (2016). Caucus on “Classics in Entrepreneurship Research and Their Impact on Scholarship Today” (session 1671), presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA.
22. Jiang, C. X., Malik, O.R. & Guo G. C. (2015). What affects lean capability development of emerging market firms? An empirical investigation, presented at the 2015 Academy of Management Annual Conference, Vancouver, Canada.
23. Jiang, C. X., Malik, O.R. & Guo G. C. (2015). Examining lean capability development of emerging market firms- an institutional-based perspective, presented at the 2015 Asian Academy of Management/APJM paper development workshop, Hong Kong, China.
24. Guo, G. C. (2014). Receiving knowledge from self-initiated repatriates: an organizational level analysis, in the symposium “Global Leadership: Multicultural Individuals and Organizations: Benefits, Challenges, and Next Steps”, presented at the 2014 Academy of Management, Philadelphia, Pennsylvania.
25. Nair, S., Cohen, D., Guo, G. C., & Sherman, K. (2014). A social psychological perspective on foreignness: why is foreignness sometimes a liability and sometimes a benefit, presented at the 2014 Academy of International Business Annual meeting, Vancouver, Canada.
26. Nair, S., Cohen, D., Guo, G. C & Sherman, K. (2014). Host country stereotyping as competitive advantage: A micro-foundational perspective on foreignness, presented at the Strategic Management Society Special conference on “Micro-Foundations for Strategic Management Research: Embracing Individuals”, Copenhagen, Denmark.
27. Guo, G. C. (2013). Guanxi and Urban Entrepreneurship in China in symposium on “Examining Urban Entrepreneurship: Forms and Varieties under Capitalist and Transition Economies” organized by Banu Özkazanç-Pan and Arturo Osorio, presented at the 2013 Academy of Management Meeting, Orlando, FL.
28. Guo, G. C. (2013). “Sea turtles” as a catalyst of social change: Comparisons across cultural context, presented at the 2013 International Organization Networks Annual Meeting, University of Victoria, Victoria, Canada.

¹ Due to the pandemic, this conference was postponed to June 2021.

29. Guo, G. C. (2012). Managing the new workforce: international perspectives on the millennial generation, symposium organized by Eddy S. Ng, Sean Thomas Lyons, and Linda Schweitzer, presented at the 2012 Academy of Management Annual Meeting, Boston, MA.
30. Giacobbe-Miller, J., Woodard, M.S., Guo, G. C., Miller, D.J., Silvernail, K., Aydin, M.D., Lemos, A., Kumpikaite, V., Nair, S., Donnelly, P., Marx, R., & Peters, L.M. (2012). Cultural values and organizational identification, presented at the 2012 Academy of Management Annual Meeting, Boston, MA.
31. Guo, C., Porschitz, E. T., & Alves, J. (2012). Building careers in the next land of opportunities: understanding career development of Chinese returnees, presented at the 2012 International Association for Chinese Management Research Meeting, Hong Kong, China
32. Guo, C. & Giacobbe-Miller, J. K. (2011). Understanding the antecedents and effects of employees' downsizing evaluations, presented at the 2011 Academy of Management Meeting, San Antonio, TX.
33. Miller, J.K., Woodard, M.S., Guo, C., Chan, K., Alas, R., Aydin, M. D. et al. (2011). A cross-cultural study of the relation of values and socioeconomic background to P-J and P-O fit, presented at the 2011 Academy of Management Meeting, San Antonio, TX.
34. Guo, C., Jiang, C. X., & Beldona, S. (2011). The effects of resources and competence on growth of women-owned businesses: A study of two countries, presented at the 2011 Academy of International Business Nagoya Conference, Nagoya, Japan.
*Recipient of the 2011 3rd AIB Annual Emerging Scholar Award in Women's Entrepreneurship
35. Guo, C. (2011). Understanding the effect of employees' evaluations of change on reactions to downsizing, presented at the 2011 International Organization Networks Annual Meeting, Chattanooga, TN.
36. Miller, J.K., Woodard, M.S., Guo, C., Chan, K., Alas, R., Aydin, M.D. et al. (2010). A cross-cultural study of job choice: the role of personal values, presented at the 2010 Academy of Management Annual Conference, Montreal, Canada.
37. Giacobbe-Miller, J. K., Guo, C., Yao, X., & Miller, D. J. (2009). Free to go: a study of turnover intentions in Chinese enterprises, presented at the 2009 Academy of Management Annual Conference, Chicago, IL.
38. Jiang, C.X. & Guo, C. (2009). Firm resources, organizational capabilities and corporate entrepreneurship: a case study of Chinese automobile companies, presented at the 2009 Academy of Management Annual Conference, Chicago, IL.
39. Guo, C. & Yang, Q. (2009). Achieving corporate entrepreneurship in emerging economies: how do firm resources and capabilities matter? A case of China, presented at the 2009 Academy of International Business Annual Meeting, San Diego, CA.
40. Guo, C. & Giacobbe-Miller, J. K. (2008). Beyond national culture: the societal and firm effects on psychological contract formation and violation, presented at the 2008 Academy of Management Annual Conference, Anaheim, CA.
41. Guo, C. (2007). *Guanxi*, *guanxi* practice, and entrepreneurial development in China, presented at the 2007 Academy of Management Annual Conference, Philadelphia, PA.

Invited Research Presentations:

1. Guo, G. C. (2011). Guanxi and entrepreneurship in China. Invited Chinese Seminar research presentation by the U.S. – China Institute, Bryant University, Smithfield, RI.

2. Guo, G. C. (2008). Entrepreneurship in China. Invited research presentation at Hong Kong Baptist University

PROFESSIONAL PRESENTATIONS

1. Guo., G. C. Diversity Icebreaker Webinar (2024). Invited talk by Human Factors, Norway.
2. Guo, G. C., Fagnot, I., & Mishra, S. (2023). WAME Session. AACSB Associate Deans Conference.
3. Guo, G. C. (2023). Chair & panelist, “Women in academia: perspectives in research, teaching, service and beyond”. Providence College, RI.
4. Guo, G. C. (2022). Panelist, “Women in academia: perspectives in research, teaching, service and beyond”. American University, DC.

EXECUTIVE TRAINING & TEACHING RESPONSIBILITIES

- Executive leadership training for SHU Aspiring Leaders (2024)
 - Executive leadership training for SHU high potential administrative staff (Spring 2023)
 - Executive leadership training for Top 100 Physicians and Executives for Nuance Health (Summer 2022)
 - BU121 Introduction to Business/Entrepreneurship (undergraduate, freshman signature experience course)
 - MGT101 Organizational Management (undergraduate)
 - BU257 Business Ethics (undergraduate)
 - BU278 Principles of International Business (undergraduate)
 - BU299 Doing Business in China* (undergraduate, with a 10-day field trip to China)
 - MGT370 Global Leadership* (undergraduate)
 - WGB612 Leading and Influencing with Integrity (MBA core course)
- *New course I designed*

PROFESSIONAL DEVELOPMENT

- AACSB Assurance of Learning Conference (March, 2024)
- AACSB ICAM Annual Meeting (April, 2023)
- AACSB Associate Deans Meeting (October, 2023)
- AACSB ICAM annual virtual conference on AACSB 2020 standards and managing business schools during COVID-19 (April 2020)
- AACSB Faculty Qualification Seminar (March 2020)
- AACSB Continuous Improvement Review (CIR) Seminar (April 2020)
- SHU Faculty Development Workshop, “Effective Design for Online and Blended Learning Environment”, by CEIT (June 29 – July 26, 2020).
- SHU Faculty Development Workshop, "Faculty Summer Institute on Innovative Teaching for Interactive Learning," Office of Digital Learning. (June 2, 2014 - June 6, 2014).
- Participated in SHU Faculty development workshop on “Short-term faculty led study abroad workshop” by the Study Abroad Office (April, 2013)
- SHU faculty development workshop on “Junior faculty on ethics in the classroom” by the Hersher Institute for Applied Ethics (May, 2012)
- AACSB Curriculum Development Seminar on “Experiential Learning”, Tampa FL (October, 2012)
- International Association for Chinese Management and Research (IACMR) “Research Methods Workshop”, Xiamen, China (July 24, 2011 - July 27, 2011).
- SHU faculty development workshop on “Online teaching workshop” by IT department (November, 2010)

SERVICE

Service to the University

- Member, Sacred Heart University Mission & Culture Taskforce (Spring 2023 – Present)
- Member, Search committee for hiring Associate Dean of Academic Programs, College of Health Professions (January 2024 – Present)

- Member, Provost's Graduate Council (Spring 2022 – 2024)
- Member, Provost's Teaching and Learning Council (Fall 2022- 2024)
- Member, WCBT Business & Technology Integration Taskforce (2023)
- Member, Standing Council on Internationalization (Fall 2015 – Spring 2022)
- Member, Academic Council for Study Abroad (Fall 2014 – Spring 2022)
- Member, Committee on Rank & Tenure (September 2019 – May 2020)
- Member, Academics for Creative Teaching (ACT) Committee (January 2014 - 2018)
- Member, Academic Affairs Committee (September 2012- May 2014)

Service to the College

- Member, WCBT Administrative Affairs committee (January 2020 – March 2024)
- Member, WCBT Assurance of Learning (AOL) Committee (September 2017 – Present)
- Member, WCBT Societal Impact committee (September 2023 – present)
- Member, WCOB Academic Affairs Committee (September 2016 – spring 2019)
- Chair, MBA Curriculum Revision Committee/Special Task force Team (September 2016-May 2018)
- Member, Dean's Core Curriculum Committee (January 2015- June 2016)
- Member, WCOB Building Facilities Committee (September 2013- March 2014)
- Member, Learning and Curricular Innovation Committee (September 2012 - April 2013)
- Member, Welch Scholar Selection Committee (September 2011- June 2014)
- Member, Research Committee (September 2010- May 2013)

Service to the Management Department

- Member, Search Committee on hiring for a tenure-track position in Human Resource Management (October 2019 – March 2020)
- Chair, Search Committee on hiring for a tenure-track position in Operations Management (January 2016- April 2016)
- Member, special task force team on designing Business Administration New Concentration (October 2013 - June 2014)
- Member, special task force team on developing the Center for Small Businesses & Entrepreneurship (January 2014)
- Member, special task force team on designing Global Business Minor for Non-business Major Students Task Force Team (February 2014 - June 2014)
- Outside Member, Search Committee on hiring for a tenure-track position for the DBA program in Finance (November 2012 - March 2013)
- Member, Search Committee on hiring for a tenure-track faculty position in Strategic HRM Master Program (August 2012 - November 2012)
- Member, special task force on developing Entrepreneurship and Family Business concentration (October 2010- December 2010)
- Member, special task force team on Leadership Certificate for the MBA program (November 2010)

Service to the Academic Profession

- 2023 Ad-hoc Reviewer, New England Journal of Entrepreneurship
- 2022 Ad-hoc Reviewer, Business and Society
- 2021 Ad-hoc Reviewer, Personnel Review
- 2020 Ad-hoc Reviewer, Human Resource Management Review (HRMR)
- 2019 Chair, the Academy of Management (AoM) Caucus committee
- 2019 Ad-hoc Reviewer, Journal of World Business (JWB)
- 2018 Member, the Academy of Management (AoM) Caucus committee
- 2018 Ad-hoc Reviewer, Personnel Review (PR)
- 2017 Ad-hoc Reviewer, Asia Pacific Journal of Management (APJM)
- 2016 Ad-hoc Reviewer, Career Development International (CDI)

- 2016 Ad-hoc Reviewer, Journal of Business Research (JBR)
- 2015 Ad-hoc Reviewer, Human Relations (HR)
- 2013-2014 Guest Editor, Ad-hoc Reviewer, International Journal of Human Resource Management (IJHRM)
- 2014 Ad-hoc Reviewer, Career Development International (CDI)
- 2013 Ad-hoc Reviewer, Management and Organization Review (MOR)
- 2012 Ad-hoc Reviewer, Academy of Management Learning and Education (AMLE)
- 2012 Ad-hoc Reviewer, Asian Business & Management (ABM)
- 2012 Reviewer, Academy of International Business (AIB) Annual Meeting
- 2012 Reviewer, International Association for Chinese Management Research (IACMR) Meeting
- 2010-2012 Reviewer, Academy of Management (AoM) Annual Meeting

PROFESSIONAL AFFILIATIONS & EXPERIENCE

- AACSB Women Administrator in Management Education (WAME) affinity group (2022 – Present)
- AACSB Associate Deans affinity group (2022 – Present)
- AACSB Small Schools affinity group (2022 – Present)
- AACSB Online Learning affinity group (2022 – Present)
- AACSB Associate Dean affinity group (2022 – Present)
- Member of Academy of Management (AoM) (2007 – Present)
- Member of Academy of International Business (AIB) (2009 – Present)
- Member and Former Vice President of Communication & Membership, International Organizations Network (ION) (2009 – Present)
- Assistant to General Manager (part-time), Chongqing Sky Clean Energy, Co. Ltd., China (2002-2003).