

YIDUO SHAO

Warrington College of Business
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EDUCATION

University of Florida, Expected May 2022

Ph. D. in Business Administration

Major: Organizational Behavior/Human Resource Management

Dissertation: Engaging the aging workforce: Examining multiple mechanisms linking age to work engagement and age-related HR practices as moderators.

Proposed on May 25th, 2021.

Committee: Mo Wang (Chair), Joyce Bono, Brian Swider, and Philip Podsakoff

Peking University (China), May 2017

Bachelor in Psychology

Bachelor in Economics

RESEARCH INTERESTS

The aging workforce and older worker employment; Diversity and inclusion; Artificial intelligence and the virtual workplace; Change and innovation

HONORS, AWARDS, AND SCHOLARSHIPS

- Recipient of 2021 SHRM Foundation Dissertation Grants Award (\$5,000), Academy of Management, Human Resources Division
- Recipient of 2020-2021 Ph.D. Teaching Award, Warrington College of Business, University of Florida
- Recipient of 2019 Outstanding International Student Award, University of Florida

PUBLICATIONS

Ng, T. W. H., **Shao, Y.**, Koopmann, J., Wang, M., Hsu, D. Y., & Yim, F. H. (in press). The effects of idea rejection on creative self-efficacy and idea generation: Intention to remain and perceived innovation importance as moderators. *Journal of Organizational Behavior*.

McCarthy, J. M., Truxillo, D. M., Bauer, T. N., Erdogan, B., **Shao, Y.**, Wang, M., Liff, J., & Gardner, C. (2021). Distressed and distracted by COVID-19 during high-stakes virtual interviews: The role of job interview anxiety on performance and reactions. *Journal of*

Applied Psychology, 106, 1103-1117.

- Shao, Y.**, Fang, Y., Wang, M., Chang, C. H., & Wang, L. (2021). Making daily decisions to work from home or to work in the office: The impacts of daily work- and COVID-related stressors on next-day work location. *Journal of Applied Psychology*, 106, 825-838.
- Lin, W., **Shao, Y.**, Li, G., Guo, Y., & Zhan, X. (2021). The psychological implications of COVID-19 on employee job insecurity and its consequences: The mitigating role of organization adaptive practices. *Journal of Applied Psychology*, 106, 317-329.
- Klotz, A. C., Swider, B. W., **Shao, Y.**, & Prengler, M. K. (2021). The paths from insider to outsider: A review of employee exit transitions. *Human Resource Management*, 60, 119-144.
- Goštautaitė, B., & **Shao, Y.** (2020). Reducing older workers' sickness absence: The moderating role of perceived fairness. *Work, Aging and Retirement*, 6, 130-136.

MANUSCRIPTS UNDER REVISE AND RESUBMISSION

- Shao, Y.**, Goštautaitė, B., Wang, M., & Ng, T. W. H. [Age and sickness absence across countries]. 2nd-round revise and resubmission at *Personnel Psychology*.
- Shao, Y.**, Li, Y., Burmeister, A., Asencio, R., Jin, Y., & Zhu, Y. [Age diversity and team knowledge exchange]. 1st-round revise and resubmission at *Journal of Applied Psychology*.
- Li, Y., **Shao, Y.**, Wang, M., Fang, Y., Gong, Y., & Li, C. [Inclusive climate, workplace diversity, and organizational innovation]. 2nd-round revise and resubmission at *Journal of Applied Psychology*.
- Froidevaux, A., Urbanaviciute, I., **Shao, Y.**, Da Motta Veiga, S., Rossier, J., Wang, M. & Krings, F. [Age discrimination]. 1st-round revise and resubmission at *Journal of Applied Psychology*.
- Song, Y., Mo, S., Fang, Y., **Shao, Y.**, Wang, M., & Shi, J. [Voice and supervisory reactions]. 1st-round revise and resubmission at *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW

- Shao, Y.**, Huang, C., Song, Y., Wang, M., Song, Y. H., & Shao, R. [Employees' utilization of artificial intelligence]. Under review at *Personnel Psychology*.
- Lin, W., **Shao, Y.**, Qian, S., Wang, M., Jiang, L., & Zhan, X. [Leader job insecurity]. Under review at *Academy of Management Journal*.
- Zettna, N., Nguyen, H., **Shao, Y.**, & Wang, M. [Leadership and team silence]. Under review at *Journal of Applied Psychology*.

SELECTED RESEARCH IN PROGRESS (titles are tentative)

- Shao, Y.**, Fugate, M., Bono, J. E., & Wang, M. Leading organizational value change. Writing stage. Target: *Academy of Management Journal*.
- Shao, Y.**, Song, Y., Wang, M., Gilbert, E., Lam, C. F., & Shi, J. Team voice and team

- innovation. Writing stage. Target: *Personnel Psychology*.
- Shao, Y.**, Swider, B. W., Yang, J., & Wang, M. Competitiveness and rivalry in the team context. Data analysis stage. Target: *Journal of Applied Psychology*.
- Li, Y., **Shao, Y.**, Wang, M., & Xie, J. Team power disparity. Writing stage. Target: *Journal of Applied Psychology*.
- Podsakoff, N. P., Podsakoff, P. M., **Shao, Y.**, & Wang, M. Experimental tests of mediation in management. Writing stage. Target: *Organizational Research Methods*.
- Song, Y., Li, Y., **Shao, Y.**, Liu, Y., Wang, M. & Shi, J. Power structure in management teams. Writing stage. Target: *Journal of Applied Psychology*.
- Li, Y., Ross, D. G., Roberson, Q., **Shao, Y.**, & Wang, M. An examination of ethnicity and pay in top management. Data analysis stage. Target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

- Zetna, N., **Shao, Y.**, Nguyen, H., & Wang, M. (2021, August). In with the new, out with the old: The impact of leader succession on team silence and the moderating roles of new and former secure-base leadership. In Liubertè, I., Goštautaitė, B. (Chairs). *Silence in and around organizations: New insights and implications for future research*. Paper presented virtually at the annual meeting of the Academy of Management.
- Shao, Y.**, Goštautaitė, B., & Wang, M. (2020, April). *Worker age, health, and leaves: Findings from a multi-country study*. In Guzzo, R. A. (Chair). Working and aging: New insights into behavior, experience, and performance. Paper accepted at the annual meeting of the Society for Industrial and Organizational Psychology, virtual meeting.
- Froidevaux, A., Alterman, V., **Shao, Y.**, & Wang, M. (2019, November). *Validation of a measure of identity transition incongruence and negotiation: The case of the transition from work to retirement*. Poster presented at Age in the Workplace Meeting, St. Gallen, Switzerland.
- Shao, Y.**, Song, Y., Koopmann, J., Hill, A. D., & Shi, J (2019, August). *Opening up the black box between CEO self-esteem and firm performance: The mediating role of CEO helping and TMT managerial consensus*. In Song, Y., Tu, M. H., Koopmann, J. (Chairs). Citizenship behavior: Different theoretical perspective to understand the predictors and outcomes. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Shao, Y.**, Johnson, H., & Lam, C. F. (Co-Chairs, 2019, April). *Leaders' and coworkers' reactions to voice and why they matter*. Symposium at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

TEACHING EXPERIENCE

Instructor

- MAN 3240 Organizational Behavior, Undergraduate, Spring 2020
37 students; face-to-face format: Rating 4.89/5.00 (Department mean: 4.33)

- MAN 4301 Human Resources Management, Undergraduate, Fall 2020
80 students; online format due to COVID-19: Rating 4.65/5.00 (Department mean: 4.20)

Teaching Assistant

- MAN 7108 Seminar on Research Methods, Ph.D. seminar, Fall 2021
Instructor: Mo Wang

SERVICE AND PROFESSIONAL AFFILIATIONS

- Ad Hoc Reviewer
 - *Equality, Diversity, and Inclusion: An International Journal* (2021-present)
 - *Journal of Business Research* (2021-present)
 - *Work, Aging and Retirement* (2020-present)
 - *Academy of Management Annual Meeting* (2018-present)
- Member of Academy of Management (*Human Resources Division and Organizational Behavior Division*)
- Member of Society for Industrial and Organizational Psychology

SKILLS

- Statistical software
 - General statistical software package: SAS, SPSS, STATA, and *R*
 - Structural equational modeling and multilevel modeling software: *Mplus*
 - Social network analysis software: ORA and UCINET

REFERENCES

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