

## Guozhen Zhao

Tel: (662)-846-4209

[gzhao@deltastate.edu](mailto:gzhao@deltastate.edu)

### Education

- 2012 Rutgers, the State University of New Jersey, Ph.D. in Management,  
Major: Organization Management
- 2005 Tsinghua University, China, M.A. in Economics
- 1997 The University of International Relations, B.A. in Economics

### Awards and Honors

- 2008 Finalist, Best student paper, Innovation and Technology Management  
Division, AOM conference, California.

### Research Interests

Organizational Behavior

### Teaching Interests

- Organizational Behavior  
International Management
- 2007-current Human Resource Management  
Strategic Management  
Cross Culture Management  
Organizational Theory (Graduate)

### Publications

- Jiao, H., & Zhao, G. (2013). Why would employees be supposed to embrace managers' innovation? The mediating effects of technology acceptance and legitimacy on employees' perception of justice. *Journal of Product Innovation Management*, Vol.31(4), pp780 - 798.
- Zhao, G., & Chen, W. (2011). Ensuring quality-science from "R" to "D": An optimal adoption strategy for in-licensing of pharmaceutical innovation. *IEEE Transactions on Engineering Management*, pp. 643-661.
- Zhao, G., & Chen, W. (2010). A stochastic model for pharmaceutical R&D project management in a make-or-buy decision setting. *IEEE Transactions on Engineering Management*, Vol. 57, No. 3, pp. 488-501.

Zhao, G., & Chen, W. (2009). Enhancing R&D in science-based industry: An optimal stopping model for drug discovery. *International Journal of Project Management*, Vol. 27, No. 8, pp. 754-764.

Chen, Y. R., Zhao, G. & Lee, J. (2011). Trust in the manager as a supervisor or a group leader? Toward a relational vs. collective distinction in procedural justice. In R. Kramer, G. Leonardelli, & R. Levingston (Eds.), *Social Cognition, Social Identity, and Intergroup Relations: A Festschrift in Honor of Marilyn B. Brewer*. Brandon, VT: Psychological Press.

### **Conference Presentations**

Zhao, G., Yong, H. J., Chen Y. R., & Brockner, J. 2013. A cross-culture comparison of the impact of direct reports' trustworthiness on managers' procedural fairness. Presented at Academy of Management Annual Meeting, Orlando, FL.

Zhao, G., & Jiao, H. 2012. Who takes procedural fairness seriously and regards it as a heuristic for trust? Effects of self-esteem, participative process, need for control, and need to belong. Presented at Academy of Management Annual Meeting, Boston.

Zhao, G., Chen Y. R., & Brockner, J. 2011. What Influences How Procedurally Fair Managers are Toward Their Subordinates? The Role of Subordinates' Trustworthiness. Presented at Academy of Management Annual Meeting, San Antonio.

Zhao, G., & Jiao H. 2011. The mediating effects of technology acceptance and legitimacy on employees' perception of justice. presented at Academy of Management Annual Meeting, San Antonio.

Zhao, G., & Chen, Y. R. 2010. When leaders lack serenity: Effects of self-esteem and organizational status on trust in the followers and procedural justice, presented by coauthor at Conference on Status, Power, and Influence, Stern School of Business, NYU.

Zhao, G. & Chen, Y. R. 2007. Status Structure and Distribution in Organizations. presented in Academy of Management Annual Meeting, Philadelphia.

Zhao, G. & Chen, Y. R. 2006. What do We Value When Assessing Status in Organization? presented in Conference of International Association for Chinese Management Research (IACMR), China.

**Ad Hoc Reviewer**

International Journal of Project Management

IEEE Transactions on Engineering Management

Management and Organization Review

Academy of Management Annual Conference

**Academic Affiliations**

Academy of Management