

RUJIAO HELENE CAO

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ACADEMIC EMPLOYMENT

The Hong Kong Polytechnic University
Research Assistant Professor 2022 - present

EDUCATION

University of Maryland
Ph.D., Organizational Behavior and Human Resource Management 2016 - 2022
Advisors: Subrahmaniam Tangirala, Ph.D, Rellie Derfler-Rozin, Ph.D

Renmin University of China
Master, Management and Organizations 2013 - 2016

Sun Yat-Sen University
B.A., Hotel Management (with honor), Minor: Japanese 2009 - 2013

RESEARCH INTERESTS

Prosocial and Proactive Behavior; Boundary Management; Emotions; Humor

PUBLICATIONS

Journal Articles

- Foulk T., Venkataramani V., **Cao, R.**, & Krishnan S. (2022). Thinking outside the box helps build social connections: The role of creative mindsets in reducing daily rudeness. *Organizational Behavior and Human Decision Processes*, 171, 104167.
<https://doi.org/10.1016/j.obhdp.2022.104167>
- Wang, X. H. F., Yang, J., **Cao, R.**, & Lee, B. Y. (2019). Corporate Social Responsibility and Collective OCB: A Social Identification Perspective. *Frontiers in Psychology*, 10, 2720.
<https://doi.org/10.3389/fpsyg.2019.02720>.
- Xie L.S., **Cao R.** (2014). A Content Analysis of Microblog Marketing of Budget Hotel Chain in China. *Tourism Science*, 3, 63-75.

Book Chapters

- **Cao R.**, Zhou J.R.(2014). A study on the effects of the golden mean on organizational innovation. In Yin Zhihong & Mao Jiye (Eds.), *Research Issues in Management : The view of China-West Comparisons*, 61-67, China Renmin University Press, Beijing.

WORKING PAPERS

- **Cao R.**, Seo MG., Liu X., & Chen W. Channeling affect: The role of employee's experienced affect and leader displayed affect on promotive and prohibitive voice. [*Manuscript revised to be under review at Academy of Management Journal*]

- **Cao R.**, Derfler-Rozin R., Tangirala S., & Lee B.Y. *Protecting the Turf: Hierarchical Plateau and Knowledge Territorial Behavior*. [*Manuscript to be revised for submission*]
- Cao C., **Cao R.**, & Mei J.. The double-edged sword of leader affiliative humor. Stage: *Data collection stage*.

BEST PAPER PROCEEDINGS

- **Cao, R.** (2019, July). Physical Boundaries Make Psychological Boundaries Stronger. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 14921). Briarcliff Manor, NY 10510: Academy of Management.

CONFERENCE PRESENTATIONS

- **Cao R.**, Derfler-Rozin R., Tangirala S., & Lee B.Y. *Physical boundary makes psychological boundary stronger: The impact of physical barrier on employee social relation perceptions and information sharing behavior*. Presented at the 79th Annual Meeting of the **Academy of Management**, Boston, MA, August, 2019.
- **Cao R.** (chair), Derfler-Rozin R., Tangirala S., & Lee B.Y. *Stuck in My Career: Hierarchical Plateau and Knowledge Territorial Behavior*. Presented at the 78th Annual Meeting of the **Academy of Management**, Chicago, IL, August, 2018.
- **Cao R.**, Lee B.Y., Wang X. *Corporate Social Responsibility and Government Recognition effects on Employee Organizational Identification and Group Organizational Citizenship Behavior: A multi-level perspective*. Presented at the 75th Annual Meeting of the **Academy of Management**, Vancouver, Canada, August, 2015.

TEACHING EXPERIENCE

University of Maryland

- **Instructor, undergraduate core management course**
 - BMGT364, Managing People & Organizations Fall 2019
 - BMGT364, Managing People & Organizations Summer 2019

Renmin University of China, Beijing

- **Teaching Assistant, IMBA course**
 - IMBA courses in Compensation, Human resource management and Business ethics, taught by Prof. Byron Lee
 - Served as TA for Spring 2015 and Fall 2014 semester

PROFESSIONAL SERVICE

Reviewer

Annual Meeting of the Academy of Management (2018-2020)
International Association for Chinese Management Research (IACMR) (2018)

University of Maryland

Coordinator of Career and Professional Socialization Seminar (2017-2021)