

Guang Zhu

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RESEARCH Organization Theory, Strategic HRM, Strategy

EDUCATION Ph.D. expected in 2024, USI Lugano, Switzerland.
M.Sc., 2017, Rutgers University, New Brunswick, NJ, USA.
B.Econ., 2015, U of Int'l Business & Economics (UIBE), Beijing, China.

WORKING PAPERS Balachandran, Chanchal, Filippo Carlo Wezel and Guang Zhu. “On Hiring Through Multiple-Job Affiliations.” To be submitted.
Zhu, Guang and Filippo Carlo Wezel. “Hazed Evaluations: Identity Coherence and the Market Success of Chinese Charity Foundations”.

AWARDS & HONORS Outstanding Reviewer, AoM Annual Meetings (STR), Boston, MA, 2023
Best Reviewer, IACMR Biennial Conference, Hong Kong, China, 2023
USI Lugano PhD Funding, 2019-2024
Rutgers PhD Teaching Assistantship, 2017-2019

TEACHING EXPERIENCE TA at USI: Org Behavior (Graduate, 2019-21), HRM (EMBA, 2019-20).
TA at Rutgers: Statistics I (Undergraduate, 2017-19).
TA at UIBE: Microeconomics (Undergraduate, 2013).

MISCELLANEOUS **Ad hoc reviewer:**
Organization Science
AoM Annual Meetings & IACMR Biennial Conference

Other Peer-Reviewed and Invited Conferences:
Fellow: The 14th Medici Summer School, HEC Paris, France, 2022.

Wikipedia Editorship:
Editorial team member for the concept of *Generalized Exchange*, in charge of the *Social mechanism* part.