

Grace Ching Chi Ho

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EDUCATION

- Ph.D. **Arizona State University, W. P. Carey School of Business** Expected May 2025
Concentration: Management (Organizational Behavior)
Dissertation title: *Comply to resist: Introducing malicious compliance and investigating its organizational antecedent and employee consequences*
Committee: David T. Welsh (Chair), Michael D. Baer, Jeffery A. LePine
Proposal defended June 3, 2024
- M.Phil. **The Hong Kong Polytechnic University** 2020
Concentration: Management
- B.B.A. **The Chinese University of Hong Kong** 2009
Concentration: Major in Marketing, Minor in French Studies

RESEARCH INTERESTS

Ethics, Compliance, Interpersonal dynamics, Leadership

PUBLICATIONS

- Ho, G. C. C.**, Welsh, D. T., & Bush, J. T. (Conditional acceptance) From moral exemplar to underperformer? The double-edged sword of ethical leadership for leader in-role and extra-role performance. *Journal of Applied Psychology*.
– *Finalist of 2023 AOM Most Innovative Student Paper Award (OB Division)*.
- Bai, F., **Ho, G. C. C.**, & Liu, W. (2020) Do status incentives undermine morality-based status attainment? Investigating the mediating role of perceived authenticity. *Organizational Behavior and Human Decision Processes*, 158, 126–138.
<https://doi.org/10.1016/j.obhdp.2019.04.005>
- Bai, F., **Ho, G. C. C.**, & Yan, J. (2020) Does virtue lead to status? Testing the moral virtue theory of status attainment. *Journal of Personality and Social Psychology*, 118, 501–531.
<https://doi.org/10.1037/pspi0000192>

MANUSCRIPTS UNDER REVIEW

Welsh, D. T., Cannon, M., Smith, I., & **Ho, G. C. C.** [Relational ethics review]. First round revise-and-resubmit at *Journal of Applied Psychology*.

Ho, G. C. C., & Sessions, H. [Leader capitalization of moral events]. Under review at *Academy of Management Journal*.

Pychlau, S., Sessions, H., **Ho, G. C. C.**, & Welsh, D. T. [Leader-follower complementarity in voicing concerns]. Under review at *Personnel Psychology*.

SELECTED WORKS IN PROGRESS

Ho, G. C. C., Flake, D. R., & Welsh, D. T. [Leader savior motivation and pro-follower unethical behavior]. Preparing for submission. Target: *Academy of Management Journal*.

Ho, G. C. C., Welsh, D. T., & Bush, J. T. [Actor consequences of ethical compliance focus]. Preparing for submission. Target: *Organizational Behavior and Human Decision Processes*.

Nai, J., **Ho, G. C. C.**, Ye, Y. M., & Vadera, A. K. [Indirect whistleblowing]. Preparing for submission. Target: *Organizational Behavior and Human Decision Processes*.

Sessions, H., **Ho, G. C. C.**, Welsh, D. T., & Pychlau, S. [Resistance to voice and voicer reactions]. Manuscript writing in progress.

Ho, G. C. C., Welsh, D. T., Baer, M. D., Kwon, E., & Thiel, C. E. [Workplace moralization and employee interpersonal outcomes]. Data collection in progress.

Yoon, S., LePine, J. A., **Ho, G. C. C.**, & Welsh, D. T. [Actor consequences of microbreaks]. Data collection in progress.

AWARDS & HONORS

Dare to Care Endowment in Management Award, Arizona State University	2024–2025
Best Reviewer Award, AOM Annual Meeting (OB Division)	2023
Gladys M. Dejarnatt Endowment Award, Arizona State University	2022–2023
Lim Kim San Fellowship, Singapore Management University	2022
Third place, ASU Institute for Social Science Research Poster Contest	2021
Best Reviewer Award, IACMR Biennial Conference (Micro English track)	2021
Graduate College Travel Award, Arizona State University	2020
University Graduate Fellowship, Arizona State University	2019–2025
Graduate Student Teaching Award, the Hong Kong Polytechnic University	2019
Dean’s List, the Chinese University of Hong Kong	2008–2009
Dean’s List, Ball State University (study abroad program)	2008

CHAired SYMPOSIUM

Ho, G. C. C., & Welsh, D. T. (2022) Understanding the consequences of unethical behavior. Symposium at the *82nd Annual Meeting of the Academy of Management*, Seattle, WA.
- *OB Division Showcase Symposium.*

CONFERENCE PRESENTATIONS (* denotes presenter)

- ***Ho, G. C. C., Flake, D. R., & Welsh, D. T.** (2024) The unethical savior: A dyadic investigation of leaders' pro-follower unethical behavior toward underdogs. To be presented in a symposium at the *84th Annual Meeting of the Academy of Management*, Chicago, IL.
- ***Ho, G. C. C., Welsh, D. T., & Bush, J. T.** (2023) The double-edged sword of ethical leadership for leader in-role and extra-role performance. Presented at the *83rd Annual Meeting of the Academy of Management*, Boston, MA.
- *OB Division Best Paper Proceedings.*
- *Pychlau, S., Sessions, H., **Ho, G. C. C., & Welsh, D. T.** (2023) Coming together over concerns: Positive effects of complementary and supplementary prohibitive voice. Presented in a symposium at the *83rd Annual Meeting of the Academy of Management*, Boston, MA.
- ***Ho, G. C. C., Welsh, D. T., Baer, M. D., & Bush, J. T.** (2022) Compliant but not courageous? The paradoxical ethical consequences of focusing on values versus compliance. Presented in a symposium at the *82nd Annual Meeting of the Academy of Management*, Seattle, WA.
- *Pychlau, S., Sessions, H., Welsh, D. T., & **Ho, G. C. C.** (2022) Compensation or reinforcement? The effects of prohibitive voice (in)congruence on differentiation in social exchange relationships. Presented at the *INGRoup Annual Meeting*, Hamburg, Germany.
- ***Ho, G. C. C., *Xia, Y., & DeWall, C. N.** (2019) Becoming more or less aggressive after helping? It depends. Presented at the *79th Annual Meeting of the Academy of Management*, Boston, MA.
- *The first two authors share equal authorship.*
- ***Bai, F., Ho, G. C. C., Tan, H., & Liu, W.** (2018) The paradox of status incentives in morality-based status attainment. Presented at the *78th Annual Meeting of the Academy of Management*, Chicago, IL.

***Ho, G. C. C.** & Bai, F. (2018) Collective sorting theory: How team reward systems influence multiple sorting processes in teams. Presented at the 8th *International Association for Chinese Management Research*, Wuhan, China.

*Bai, F., **Ho, G. C. C.**, Tan, H., & Yan, J. (2018) An empirical test of the moral virtue theory of status attainment. Presented at the 8th *International Association for Chinese Management Research*, Wuhan, China.

TEACHING

Instructor, <i>Organizational Behavior</i>	Fall 2023
Undergraduate course at Arizona State University Evaluation: Mean = 6.6/7.0, Median = 7.0/7.0	
Teaching Associate, <i>Philosophical Foundations of Responsible Research</i>	Fall 2023
Doctoral seminar by Responsible Research in Business and Management	
Instructor, <i>Negotiations</i>	Spring 2023
Undergraduate course at Arizona State University Evaluation: Mean = 6.3/7.0, Median = 7.0/7.0	
Teaching Assistant, <i>Organizational Behavior</i>	Spring 2022
MBA course at Arizona State University	
Teaching Assistant	2017–2019
The Hong Kong Polytechnic University Undergraduate course: <i>Managing Self and Leading Others</i> , Spring 2019 Undergraduate course: <i>Management and Organization</i> , Fall 2018 Undergraduate course: <i>Organizational Behavior</i> , Spring 2017	

SERVICE

Ad-Hoc Reviewing	
<i>Journal of Business Research</i>	2020
Conference Reviewing	
Academy of Management Annual Meeting	2020–present
International Association for Chinese Management Research Biennial Meeting	2021
Arizona State University	
Peer reviewing for Graduate Student Research and Teaching Excellence Award	2020

INDUSTRY EXPERIENCE

General Management, Cathay Pacific Airways Limited 2009–2016
Central Team Sales Manager of Mainland China, Beijing China
Manager of Eastern Indonesia, Surabaya Indonesia
Manager of Southern Philippines, Cebu Philippines
Assistant Manager Inflight Services, Hong Kong (headquarters)
Assistant to General Manager Japan, Tokyo Japan
Assistant to General Manager Loyalty Programs, Hong Kong (headquarters)

REFERENCES

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