

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
- 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. (Accepted) From moral exemplar to underperformer? The double-edged sword of ethical leadership for leader in-role and extra-role performance. *Journal of Applied Psychology*.
- 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*.

Welsh, D. T., Fehr, R., **Ho, G. C. C.**, & Barnes, C. M. [Unethical behavior]. Under review at *Academy of Management Perspectives*.

SELECTED WORKS IN PROGRESS

Ho, G. C. C., & Sessions, H. [Moral capitalization]. Preparing for submission. Target: *Journal of Applied Psychology*.

Ho, G. C. C., Flake, D. R., & Welsh, D. T. [Pro-follower unethical behavior]. Writing stage. Target: *Academy of Management Journal*.

Ho, G. C. C., Welsh, D. T., & Bush, J. T. [Ethical compliance]. Writing stage. Target: *Organizational Behavior and Human Decision Processes*.

Nai, J., **Ho, G. C. C.**, Min Ye, Y., & Vadera, A. K. [Indirect whistleblowing]. Writing stage. Target: *Academy of Management Journal*.

Ho, G. C. C., Welsh, D. T., Baer, M. D., Kwon, E., & Thiel, C. E. [Workplace moralization]. Data collection stage.

Ho, G. C. C., Welsh, D. T., Baer, M. D., & LePine, J. A. [Malicious compliance]. Data collection stage.

Sessions, H., **Ho, G. C. C.**, & Welsh, D. T. [Creativity]. Data collection stage.

Vaulont, M. J., **Ho, G. C. C.**, Wang, H., Zhang, Z., & Chen, J. [Moral disengagement]. Idea generation stage.

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. 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 Finalist of Most Innovative Student Paper Award.**
 – **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.

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

INVITED PRESENTATIONS

University of Iowa, Tippie College of Business	2024
Southern Methodist University, Cox School of Business	2024
Indiana University, Kelley School of Business	2024
University of Arkansas, Sam M. Walton College of Business	2024
National University of Singapore Business School	2024

TEACHING

Instructor, Arizona State University

Organizational Behavior (undergraduate)	Fall 2023
Negotiations (undergraduate)	Spring 2023, Spring 2025

Teaching Associate, Responsible Research in Business and Management

Philosophical Foundations of Responsible Research (doctoral seminar)	Fall 2023
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Teaching Assistant, Arizona State University

Organizational Behavior (MBA)	Spring 2022
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Teaching Assistant, the Hong Kong Polytechnic University

Managing Self and Leading Others (undergraduate)	Spring 2019
Management and Organization (undergraduate)	Fall 2018
Organizational Behavior (undergraduate)	Spring 2017

SERVICE

Ad-Hoc Reviewing

Journal of Business Research

Conference Reviewing

Academy of Management Annual Meeting	2020–present
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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)