

XIAOYUN (AARN) CAO

PhD Management, University of Illinois at Chicago, United States, Expected Graduation 2015
M.A., Human Resources and Industrial Relations, University of Minnesota, Twin Cities, United States, 2009
B.A., Trade and Economics, Renmin University of China, Beijing, China, 2007

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Brief Biography

I graduated with an M.A. in the Human Resources and Industrial Relations (HRIR) program from the Carlson School of Management at the University of Minnesota in June 2009. Previously in 2007, I received a Bachelor's Degree in economics from Renmin University in China, the leading Chinese university in economics and business.

I am fortunate to have worked with globally-recognized companies such as Ogilvy, Coca Cola, and Carrefour, as well as with a governmental research institution and a private business consultancy. Thanks to these experiences, I learned to work under pressure and developed an understanding of companies in different industries. I also developed expertise conducting organizational research at various levels in the most challenging environments. Most important, I became resolute regarding my personal growth and career choice.

Research has turned out to be a career choice that provides a great diversity of experiences, numerous outlets for interests and abilities, and an opportunity to make a meaningful difference in others' lives. I believe my personal penchant for it stems largely from a unique upbringing that focused on education and learning, social justice, and community service.

Research Interests

My current research interests are in the nature and dynamics of social identities, identification, leadership, and idiosyncratic work arrangements and are an outgrowth of the value I placed on relationships and the social support I received at an early age.

Teaching Experience

- Instructor for Organizational Behavior (UIC MGMT 452), University of Illinois at Chicago, Fall 2012.
- Instructor for Introduction to Management & Organizations (UIC MGMT 340),

University of Illinois at Chicago, Summer 2012.

Awards and Honors

- Department of Managerial Studies Fellowship, University of Illinois at Chicago, 2010, 2011
- Academic Excellence Scholarship, Renmin University of China, 2004-2006

Research and Publications

Research Papers

- Meuser, J.D., & Cao, X. "Organizational Identification: A meta-analysis of antecedents and outcomes." Manuscript in preparation.
- Marinova, S.V., & Cao, X. "Organizational Culture Profiles and Their Effects on Organizational Citizenship Behaviors: What are the Processes." Manuscript in preparation.