

Yao Yao

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EDUCATION

University of Toronto, Toronto, ON, Canada

Ph.D., Industrial Relations and Human Resources, *Expected*: Summer 2020

- Thesis Topic: *“Uberizing the Legal Professions? Three Chapters on Lawyers in the Online Gig Economy”*
- Co-Supervisors: Anil Verma, Ph.D; Rafael Gomez, Ph.D
- Other Committee Members: Greg Distelhorst, Ph.D; Dionne Pohler, Ph.D

London School of Economics and Political Science, London, UK

M.Sc., International Employment Relations and Human Resource Management, Nov 2013

- Graduated with Distinction
- Dissertation: *“What Role Does Performance-Related Pay Play in the Chinese Education Sector? A Study of Teachers’ Perceptions and Attitudes”*

Renmin University of China, Beijing, China

B.BA., Human Resource Management, School of Labor and Human Resources, Jun 2012

King’s College London, London, UK

Undergraduate Exchange Program, Business Administration, Sep-Dec 2010

RESEARCH INTERESTS

The online gig economy
The Chinese legal profession
Corporate social responsibility
Pay-for-performance
Labor unions in China

JOURNAL PUBLICATIONS

Yao, Y. (forthcoming) “Uberizing the Legal Profession? Lawyer Autonomy and Status in the Digital Legal Market” *British Journal of Industrial Relations*.

WORKING PAPERS

Lee, B., **Yao, Y.**, Flora Chiang, and Zhiqiang Liu “The Incentive and Sorting Effects of Pay-for-Performance and Punishment-for-Underperformance”

Yao, Y. and Gunderson, M., “Do Local Union Strategies Explain the (Unexpected) Union Pay Premium in China?”

WORK IN PROGRESS

Yao, Y. “Embedding through disembeddedness: The career impact of lawyers’ engagement in the online gig economy.”

Yao, Y. “Selecting into a counter-institutional identity: Professionals’ identity work in the online gig economy.”

Yao, Y. “Structural Consequences of Lawyers’ Participation in The Online Gig Economy”

Yao, Y. “Effects of Corporate Social Responsibility on Gender Diversity.”

Yao, Y. “Corporate Responses to Air Pollution in China.”

CONFERENCE
PRESENTATIONS

Uberizing the Legal Profession? Lawyer Autonomy and Status in the Digital Legal Market *2019 Annual Oxford Conference on Professional Service Firms*. Boston, Massachusetts, US. Aug 2019.

The Incentive and Sorting Effects of Pay-for-Performance and Punishment-for-Underperformance *Academy of Management 79th Annual Meeting*. Boston, Massachusetts, US. Aug 2019.

Uberizing the Legal Profession: Lawyer Autonomy and Status in the Digital Legal Market *Labor and Employment Relations Association (LERA) 71st Annual Meeting*. Cleveland, Ohio, US. Jun 2019.

The Incentive and Sorting Effects of Pay-for-Performance and Punishment-for-Underperformance *Labor and Employment Relations Association (LERA) 71st Annual Meeting*. Cleveland, Ohio, US. Jun 2019.

Uberizing the Legal Profession: Lawyer Autonomy and Status in the Digital Legal Market *Canadian Industrial Relations Association (CIRA) Annual Meeting*. Vancouver, British Columbia, Canada. Jun 2019.

Uberizing the Legal Profession: Lawyer Autonomy and Status in the Digital Legal Market *Rotman China Research Workshop*. Toronto, ON, Canada. Apr 2019.

Whether and When Does It Pay to Care About Society in China? Financial Returns on Corporate Social Performance and the Moderating Role of Industry. *International Labor and Employment Relations Association (ILERA) 2018 World Congress*. Seoul, Korea. Jul 2018.

Do Local Union Strategies Explain the (Unexpected) Union Pay Premium in China? *International Labor and Employment Relations Association (ILERA) 2018 World Congress*. Seoul, Korea. Jul 2018.

Do Gains From Corporate Social Responsibility Vary by Context? A Comparative Study of the Moderating Effects of Corporate Governance. *Labor and Employment Relations Association (LERA) 70th Annual Meeting*. Baltimore, Maryland, US. Jun 2018.

Do Corporate Social Responsibilities Pay Off Differently? An International Comparative Study. *10th Annual PhD Sustainability Academy*. London, Ontario, Canada. Nov 2017.

Do Corporate Social Responsibilities Pay Off Differently? An International Comparative Study. *6th International Conference for Social Responsibility, Ethics and Sustainable Business (ICSR)*. Berlin, Germany. Sep 2017.

Does It Pay to Care About the Society? Financial Returns on Corporate Social Responsibility in China. *Labor and Employment Relations Association (LERA) 69th Annual Meeting*. Anaheim, California, US. Jun 2017.

Do Local Union Strategies Explain the (Unexpected) Union Pay Premium in China? *Labor and Employment Relations Association (LERA) 69th Annual Meeting*. Anaheim, California, US. Jun 2017.

TEACHING
EXPERIENCE

University Instruction

- Instructor, Organizational Behavior, Rotman School of Management, University of Toronto W&F 2019
- Guest Lecturer, Organizational Behavior, Rotman School of Management, University of Toronto S 2016

Seminar Teaching

- Human Resource Management, Ryerson University W 2016, W&F 2017
- People Management and Organizational Behavior, F 2016, W&F 2017, W&S 2018
University of Toronto

Teaching Assistantship

Master's Level (All at University of Toronto)

- Industrial Relations F 2017, F 2018, F 2019
- Managing Talents for Global Operations (MBA) S 2018, S 2019

Undergraduate Level (All at University of Toronto)

- Employment Health W 2017, W 2018
- Employment Law F 2015
- Human Resource Management S 2016, W 2017
- Managing People in the Context of Globalization W&F 2016
- Organizational Behavior S&F 2016, W 2020
- Recruitment and Selection W 2016, W 2017, W 2018, F 2018

Other Teaching

- English Teacher, New Oriental (Xindongfang) Shanghai Dec 2013-Aug 2015
VIP Study Centre, Shanghai, China (over 1300 hours of
independent instruction)

AWARDS, GRANTS AND SCHOLARSHIPS	• Ontario Graduate Scholarship (CAD 15,000)	2019-2020
	• Doctoral Completion Award, Center for Industrial Relations and Human Resources, University of Toronto (CAD 7,500)	2019-2020
	• Allen Ponak Best Student Paper Award, Canadian Industrial Relations Association (CAD 500)	2019
	• Research Travel Grant, University of Toronto School of Graduate Studies (CAD 2,150)	2019
	• Rotman China Research Grant, Rotman School of Management, University of Toronto (CAD 5,000)	2019-2020
	• Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant (CAD 76,136; as collaborator)	2019-2023
	• Student Scholarship, International Labor and Employment Relations Association (ILERA) (USD 1,000)	2018
	• Conference Travel Grant, Center for Industrial Relations and Human Resources, University of Toronto (CAD 969)	2017-2018
	• Ph.D Fellowship, University of Toronto	2015-2019
	• Research Fellowship, Center for Industrial Relations and Human Resources, University of Toronto (CAD 6,000)	2015-2016
• Graduate Support Scheme, London School of Economics and Political Science (GBP 4,000)	2012-2013	
• Award and Scholarship for Academic Excellence, Renmin University of China	2010, 2011	

PEER-REVIEW SERVICE	• Ad hoc reviewer, Journal of Cleaner Production	
	• Ad hoc reviewer, China Economic Review	
	• Reviewer, Academy of Management (AOM) 2018 Annual Meeting (HRM Division and Social Issues in Management Division)	Jan-Feb 2018

PROFESSIONAL SERVICE	• Chairing Committee, Ph.D Consortium, International Labor and Employment Relations Association (ILERA) 10th Regional Congress for the Americas, Toronto, ON, Canada.	2019-2020
	• Session chair, "LERA Best Papers X: Work Organization and HRM", Labor and Employment Relations Association (LERA) 71st Annual Meeting.	Jun 2019

- Cleveland, Ohio, US.
- Session organizer, “HRM Issues in China”, Labor and Employment Relations Association (LERA) 71st Annual Meeting. Jun 2019
Cleveland, Ohio, US.
 - Session organizer, “New Developments in the Global Gig Economy”, Labor and Employment Relations Association (LERA) 71st Annual Meeting. Jun 2019
Cleveland, Ohio, US.
 - Session chair, “Ethical Climates and Decision Making”, Academy of Management 2018 Annual Meeting, Chicago, Illinois, US. Aug 2018
 - Co-chair, Ph.D Consortium, Labor and Employment Relations Association (LERA) 70th Annual Meeting, Baltimore, Maryland, US. 2017-2018
 - PhD Representative, Center for Industrial Relations and Human Resources, University of Toronto. 2016-2017
- PROFESSIONAL AFFILIATION
- Academy of Management (Career Division, Technology and Innovation Management Division, Human Resource Management Division, Social Issues in Management Division)
 - Canadian Industrial Relations Association
 - Labor and Employment Relations Association
- TRAINING AND DEVELOPMENT
- Academy of Management Teaching and Learning Conference Aug 2018
 - Graduate Professional Skills Program, University of Toronto Jan 2016-Feb 2018
 - Advanced University Teaching Program, University of Toronto Jan 2016-Nov 2017
 - 10th Annual PhD Sustainability Academy, Western University, London, Ontario, Canada Nov 2017
 - Teaching in Higher Education, University of Toronto Sep-Dec 2017
- WORK EXPERIENCE
- Human Resource Management Trainee, Henkel (China) Investment Ltd., Shanghai, China Feb-Jun 2014
 - Human Resource Key Account Operation Intern, Mercedes-Benz (China) Ltd., Beijing, China Jan-Jun 2012
- REFERENCES
- Anil Verma
Professor, Rotman School of Management and Center for Industrial Relations and Human Resources
Phone: +1 416-978-2488
E-mail: verma@rotman.utoronto.ca
- Rafael Gomez
Professor and Director, Center for Industrial Relations and Human Resources
E-mail: ralph.gomez@utoronto.ca